Human Resource Management Talent Cultivation under the Background of Artificial Intelligence

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Abstract: This paper aims to study the changes of human resource management under the background of artificial intelligence, and to explore the cultivation of human resource management talents. On the basis of summarizing the technical development overview and related research literature, this paper combines the current situation of human resource management professional training, and based on the integration of HR modules with artificial intelligence and big data, it makes a preliminary exploration of human resource management personnel training. The focus of curriculum teaching and teacher team building reform is to promote the development of human resource management in the new era.

1. The Concept of Artificial Intelligence

Artificial intelligence was proposed by John McCarthy at the Dartmouth Conference in 1956. The definition at the time ignored the possibility of strong artificial intelligence, and only stated that the behavior of the machine was like the intelligent behavior of human beings. Later, the definition developed, summarizing the intelligence exhibited by man-made machines. Since the concept of artificial intelligence was put forward, after more than 60 years of development, it has attracted more and more people's attention and become a wide-ranging crossover and cutting-edge science. Artificial intelligence has also slowly penetrated into people's lives, no longer as far away as before. In general, people have been working on how to make machines capable of human thinking. At present, with the development of computers, they have achieved certain results and are developing rapidly. On March 5, 2017, at the fifth meeting of the 12th National People's Congress, when Premier Li Keqiang made a government work report, he pointed out that it is necessary to speed up the research and development and transformation of new materials, artificial intelligence, and fifth-generation mobile communications. Artificial intelligence has entered people's lives and has exerted its influence in various fields [1].

2. The Changes in the Training of Talents in Each Module of HR

2.1 Human Resource Planning Module.

In today's human resource planning and design, you can combine the big data background. First, you need to use data mining, knowledge discovery (KDD) and other technologies, integrate internal and external news, and summarize and analyze to get the current human resources status of the organization. On the basis of the situation, make corresponding predictions on the future human resource management of the enterprise, and estimate the corresponding situation in the implementation process, make appropriate evaluation and adjustment, and finally give a comprehensive information report for the reference of decision makers. The realization of these reforms all depends on the development of artificial intelligence and big data, and it is also inevitable in the future human resource planning [2].

2.2 Work Analysis Module.

Through artificial intelligence and big data analysis, the work analysis module can rationally apply various resources while avoiding the waste of human resources and material resources while comprehensively considering various problems faced by human resource management [3]. In the specific operation, relevant mathematical models can be used, such as percentage analysis, concentration and discrete degree analysis, and relationship analysis. These methods can be programmed through artificial intelligence and big data to perform system statistics and analysis, thereby greatly improving work efficiency. Through the integration with artificial intelligence and big data, the existing work is analyzed and the results are obtained. Then, according to the acquired information, the corresponding database, knowledge base and model library are analyzed to realize the artificial intelligence of the work analysis.

2.3 Staff Recruitment and Configuration Module.

The talent training of this module can be based on the above two modules, after analyzing the results, then recruiting and configuring employees, and carrying out cost budgeting. In this module, in the search and selection of candidates, the infinite knowledge and more perfect cognitive ability possessed by artificial intelligence can be combined to realize the automation of the work of the module [4]. At the same time, further auto-recruitment tasks, automatic search and matching candidates, automatic identification and judgment, automatic tracking, automatic evaluation and analysis are carried out to further integrate the module with artificial intelligence.

2.4 Training and Development Module.

The training of the traditional training and development modules is difficult to assess the input and output of the training. At the same time, the workload of the training is very large and very cumbersome. The introduction of artificial intelligence has made the above problems well improved [5]. Artificial intelligence can be used to expand the training resources and the specificity of training. First of all, the development of artificial intelligence can well solve the shortage of trainer resources. In the future, more training courses and diverse artificial intelligence trainers can make training and development have more and richer resources. Secondly, the development of artificial intelligence is more in line with the development of flexible human resources today, which is more in line with the heterogeneity of talents. Artificial intelligence can form job-specific and even individual-specific trainers according to the needs of enterprises, automatically judge training needs and start training and automatic judgment training. The results and collection of information, automatic feedback and analysis, etc., make the training and development of the opposite sex and efficiency greatly improved.

2.5 Performance and Salary Module.

The performance and salary module is a highly technical and complex job. In the past, it relied more on human operations and calculations, and it was more prone to errors and loopholes. After the introduction of artificial intelligence, the artificial intelligence is a large number of people, especially the programming and automation of operation and calculation, which makes the relevant assessment easier and more accurate [6]. At the same time, artificial intelligence can reduce the differences and workloads, which are changes and trends in future performance and compensation modules.

2.6 Employee Relationship Management Module.

The traditional employee relationship management module is more limited to the labor relationship between people and enterprises, and more depends on the guidance of the theory and the constraints of legal norms. In the era of artificial intelligence, employee relations are not limited to the management of people, but also the management of artificial intelligence, or the relationship between coordinator and artificial intelligence [7]. In addition to being dealt with in accordance with existing basic laws, future employee relationship management may involve issues such as ergonomics and ethics, and may even be more complicated. The emergence of many complex employee relationships has made the professional talent training must pay attention to the

introduction of artificial intelligence, so as to fully understand and deal with the change of employee relations in the new era, and realize the organic integration of professional talent cultivation and artificial intelligence.

3. The Focus of the Curriculum Integration

3.1 Teaching Method Reform.

The integration of teaching methods with artificial intelligence and big data is as follows:

The first is to conduct intelligent assessment of teaching achievements and improve the quality of teaching. Artificial intelligence and big data can digitize and standardize the teaching methods. Based on the teacher's teaching behavior and students' learning behaviors, the digital, standardized system can be used for testing, analysis and evaluation, so that teaching can be obtained more quickly and accurately. The existing problems, so as to propose targeted measures and recommendations to further enhance the teaching effect.

The second is to use a personalized learning system to stimulate students' self-motivation. Through artificial intelligence and big data, we can comprehensively explore the students' own learning characteristics, and even establish more scientific knowledge portraits according to students of different majors, grades and ages, and according to the principle of heterogeneity, push students to meet their own characteristics. The teaching content can further enhance the students' self-learning effect while improving students' enthusiasm for learning.

3.2 Teacher Task Reform.

The integration of teacher tasks with artificial intelligence and big data is as follows:

First, through the intelligent correction of work, reduce the teaching burden of teachers. With the development of artificial intelligence and big data, many intelligent application platforms provide a good medium for teacher teaching. On the one hand, the intelligent platform can quickly collect all the students' homework; on the other hand, with the continuous innovation of image recognition and semantic analysis technology, the ability of students to automatically correct their work has been initially realized. Under the background of such a platform, teachers can liberate themselves from the tedious task of correcting and reforming, invest more energy, commit themselves to the research and grasp of teaching concepts and directions, and better grasp the frontiers of the discipline.

The second is to enrich the students' after-school learning resources and broaden the way students learn after class. Using artificial intelligence and big data technology, we can build after-school problem solving library and combine image recognition technology to realize quick recognition of students' uploading questions, instant feedback and problem-solving ideas, so that students' after-school learning and classroom teaching can be integrated. Complement each other. Similar to online voice interaction, it can better realize the comprehensive counseling for students and grasp the learning dynamics of students in real time.

3.3 Laboratory Reform.

With the changes in technology and the times, today's professional talent development is closely linked to laboratory reform. Advanced laboratories will enable students to further experience the frontiers of professional and industry development and stimulate their ability to innovate and apply. In teaching, you can use artificial intelligence and big data application labs, such as big data intelligent application lab, computer vision lab, deep learning lab, to achieve deep integration of HR modules and artificial intelligence and big data. Provide hardware support for course teaching methods and teacher task reform.

4. The Focus of the Faculty Construction

4.1 Intensive Training of Professional Faculty.

In the context of the artificial intelligence era, in addition to the solid professional skills of professional faculty, knowledge about artificial intelligence and big data is also essential. In the construction of the teaching staff, based on the platform and technology of artificial intelligence and big data, the intensive training of relevant professional teachers will be carried out, and the artificial intelligence and big data knowledge, skills and quality of the existing professional teachers will be continuously improved to facilitate further professionalization. Talent development and artificial intelligence are closely integrated with big data.

4.2 Actively Introduce External Teachers.

The introduction and exchange of talents will better promote the improvement of professional comprehensive strength. Through the introduction of artificial intelligence and big data foundation courses, improve the relevant quality of professional teachers, and lay a corresponding technical foundation for the cultivation of professional talents. At the same time, the introduction and exchange of external talents will further accelerate the knowledge integration with professional full-time teachers and better realize the professional AI talent training.

4.3 Internal and External Cooperation to Improve the Curriculum System and Develop Curriculum Resources.

Professional full-time teachers have a thorough understanding of this professional knowledge, and external teachers can flexibly use artificial intelligence and big data. The two cooperate, complement each other and improve, and will better realize the curriculum system improvement and curriculum resource development of professional AI talent training. Achieve the construction of the curriculum and textbooks.

5. Summary

Artificial intelligence has penetrated into people's lives since its first introduction. Its rapid development is a requirement of the information age, and it is more in line with today's technology development trend. Artificial intelligence has had a profound impact on the natural sciences, the economy, and society. And human resource management will inevitably come to many changes due to the arrival of artificial intelligence. For example, the model of human resource management has evolved into digital, some simple and repetitive processes have evolved into automation, and the transformation of artificial intelligence has brought about changes in organizational structure [8]. Faced with such changes, human resource management personnel training needs to be reformed according to the needs of the times, whether it is the change of the contents of HR modules, the innovation of professional courses, or the improvement of the overall quality of the teaching staff. In the context of the era of artificial intelligence, it is necessary to fully integrate it into the innovation of human resource management professionals.

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