

## Value Analysis of Human Resource Management in Small and Medium-Sized Enterprises From a Multidimensional Perspective

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**Abstract:** This year, China's economy has entered a stage of rapid development. After China's accession to the WTO, various enterprises began to develop towards internationalization, the process of economic globalization began to accelerate gradually, and their competition became more and more fierce. As a great socialist country, China's market economy has begun to change its economic system gradually in the process of economic globalization, and its pace has been gradually accelerated. Ultimately, the competition of market economy is still the struggle between human resources and human resources. In the operation of an enterprise, talents and human resources greatly affect the development of an enterprise. The continuous improvement of human resource management is also the continuous improvement of enterprise efficiency..

### 1. Introduction

An enterprise can not operate properly without three basic core forces: physical resources, human resources and organizational resources. Among them, human resources are the most difficult resources to operate, and also the core strength of an enterprise. With the rapid development of economy, all kinds of strategic resources are changing, and the competitiveness of human resources is increasing step by step. If we want to develop our business in a good direction, we must choose high-quality human resource management. In this way, we can ensure that the direction of the enterprise operation is correct and the development prospect is good.

Human resources can be classified into three categories: labor resources, labor resources and human resources. The human resource managers of enterprises are the people who manage the human resources of enterprises. A comprehensive human resource management system is called human resource management. In the human resource management system, it manages every employee's behavior, ability, attitude, understanding and performance which will affect the development of the enterprise. In addition, human resource managers are also responsible for the management or practice of policies, rules and regulations that affect the development of enterprises. Therefore, for an enterprise, if it wants to stand out among many enterprises, it is not only to compete with its own products, but also its own human resources. Through scientific and reasonable human resource management and development, enterprises can bring great advantages to the development of enterprises. At the same time, scientific and reasonable human resource management can bring human resources of enterprises to the extreme.



Figure 1 Human resources

## 2. Strengthen Human Resource Management and Predict Development in Real Time

The seclusion of the Qing Dynasty brought a disaster to China's economic development. The development of an enterprise can't be self-contained, and it can develop in a high speed. Nowadays, in a data age, all kinds of business information outside the enterprise are changing rapidly. Market factors, economic growth, emerging technology, population fluctuation, economic globalization and economic internationalization are all rapidly changing and all affect the development trend of enterprises. The real-time prediction can be of great help to the survival, development and management of enterprises. Human resource management in enterprises should have the characteristics of initiative, uprightness and sociality, so as to facilitate the rapid response of human resource management in the development of enterprises and then respond to the future human condition, competitive advantage and supply-demand relationship of enterprises. Through real-time prediction and extensive, comprehensive and detailed resources to make the most accurate data analysis of enterprise development. Therefore, the human resource management department can make scientific and reasonable human resource arrangement plan for the development of the enterprise through its own implementation forecast; carry out staff training, training and recruitment in advance. In the same way, on the premise of real-time prediction, the human resource management scheme can be handed over to the leaders of the enterprise and the human resources department for macro control of human resources, which can effectively avoid a large number of brain drain in the enterprise. In addition, regular prediction, overall prediction, thematic prediction and so on can make human resource management form a system and then develop into an important function in the enterprise. The real-time prediction of human resources helps enterprises accumulate talents and improve their comprehensive ability.



Figure 2 Human resource management

## 3. Strengthen Human Resource Management and Promote Efficient Value-Added

In the development of enterprises, the most important is the economic development benefits of enterprises. In the aspect of human resource management, the use of various ways, means and methods to maximize the existing resource production of enterprises makes the continuous expansion of the economy of enterprises have a very strong control. At the same time, the development of enterprises also needs active employees. The enterprise mechanism formulated by human resource management makes employees more active and creative, which can make the human resource value of the enterprise play to the maximum, and then improve the efficiency of the enterprise to the maximum. 1. Give full play to the ability of employees to create value for the economic benefits of the enterprise. Scientific and reasonable personnel allocation, optimized personnel structure and enterprise talent competition mechanism can improve the hidden benefits of enterprises. 2. Value added development of human resources to create value for enterprises. In the development of enterprises, the value-added of human resources can be improved perfectly in the combination of people and things, and then increase the income of enterprises. Human resource is the capital formed in the process of enterprise management. It is a very common way to increase the

capital gains of enterprises by increasing the value of human resources. For the investment of human capital, the human capital of the enterprise will also get a very considerable income. Enterprises should carry out strategic management for their own human resources, and then promote the human resources management department to form a good human resources development mechanism, and gradually transform the cost center of enterprises into the benefit center of enterprises. It also shows that human resource management can create value for the profits of enterprises.

#### **4. Strengthen Human Resource Management and Build Talent Platform**

According to the different aspects of talent classification, it generally includes party and government talents, management talents, professional and technical talents and skilled operation talents. Arranging every employee in the right position can maximize his ability and bring more benefits to the enterprise. Through the platform to show the talents of employees to meet their own work position, human resource management department can solve such problems and improve the suitability of human resource management. The human resource management department of the enterprise establishes a talent training mechanism to improve the ability of employees through multiple channels and cultivate their talents; at the same time, it enables employees to realize the needs of the enterprise for employees and stimulate their enthusiasm for work; it helps employees understand their advantages and disadvantages, and makes the development direction of employees more clear. This has a very good effect on improving the ability of employees and the efficiency of enterprises. In addition, Dali develops the ability of its employees. When there is a shortage of employees, other employees can easily do other jobs. Therefore, the establishment of a talent management mechanism plays a very significant role in improving the ability and enthusiasm of employees. We will truly gather talents through talent management, and then improve the development space and future prospects and benefits of the enterprise.

#### **5. Strengthen Human Resource Management and Promote Human-Oriented Management**

People often see that people in Africa are hungry, but they don't see that most of their young people don't work, while 80 year old people in China are still working in their own posts. Strengthening the people-oriented concept of work, so that the scientific development of enterprises, which is also the most basic starting point of work is also the core. Establishing a corporate development culture plays a very strong role in condensing employees. In recent years, the competition among enterprises is more and more fierce, and the management mode of enterprises is more inclined to people-oriented. Therefore, the enterprise's talent management approach to "people" is also in line with the trend of enterprise development to lay a human foundation for the enterprise. The human-oriented management mode requires enterprises to take human as the most fundamental development point, further form their own corporate culture, and treat their own employees well. In human management, we should consider more democratic management, make human management more tend to service-oriented management mode, and make employees feel their own value in the enterprise. In their own work to truly realize the value of their own employees, to help employees improve self-confidence can bring their talents to the extreme. At the same time, the development of enterprises to form their own unique corporate culture, the establishment of their own values by the characteristics of enterprises are of great help to attract talents. Under the people-oriented management mode and then the enterprise human resource management can promote the sustainable development of the enterprise, and help the enterprise to further improve the performance of the enterprise.



Figure 3 Employees' self-confidence

## 6. Conclusion

The coming of the new era has brought greater challenges to the development of various enterprises and human resource management. For human resource management, the level of human resource management department needs to be further improved, so that the human resource management of enterprises can become a strong driving force for the development of enterprises. In the development of enterprises, human resource management can effectively improve the efficiency of enterprises and ensure the competitive advantage of enterprises in the same type of enterprises. Therefore, in today's enterprise development, human resource management has become a powerful weapon for enterprise development. Let the leaders of enterprises see the importance of human resource management, improve the ability of human resource management, and further create a human resource management system suitable for the development of enterprises can effectively improve the efficiency of enterprises. So far, the enterprises can occupy a place in the overseas and domestic competition. Enterprises build their own human resources department to continuously output strong human resources for the development of enterprises and make great contributions to the promotion of enterprises. The development and training of enterprise talents is also the embodiment of the realization of self-worth of talents, which further enables employees to recognize their own flash point and make employees more enthusiastic in their own positions, so as to improve the development efficiency of enterprises and increase the income of enterprises.

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