

Human Resource Management Reform and Innovation in Edible Fungus Manufacturing Enterprises

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Abstract: In recent years, the edible fungus industry has developed rapidly, not only with a wide range of varieties, but also with the gradual expansion of the market. As edible fungus is a new industry, the market fluctuates greatly, enterprise management directly affects the long-term development of enterprises. Based on this, the article analyzed the reform and innovation of human resources management in edible fungus production enterprises. On the basis of a brief analysis of the current situation of human resources management, taking Chaoyang edible fungus production enterprises in Liaoyang as an example, it briefly introduced the current situation of human resources management in this production department, and then put forward the direction of future change and human resources of enterprises. Source management innovation, in order to provide reference for human resources management in food industry.

1. Introduction

In the 21st century, mankind has entered the era of edible fungi health care. With the development of economy and the improvement of people's health consciousness, edible fungi with natural, nutritional and health characteristics are more and more popular with consumers [1]. In recent years, China's edible mushroom industry has been strongly supported by the state and government, and has rapidly developed into one of the three major industries in agriculture [2]. Yunnan's wild edible fungi industry, whose output value accounts for more than half of the total output value of wild edible fungi in China, has accordingly become the focus of state support. Compared with other enterprises, domestic mushroom enterprises are basically more traditional in human resources management. Over the past half century, many changes have taken place in the management of human resources. From setting the working conditions of employees in the traditional field of industrial relations to mastering the expertise in various fields, defining the systematic practical work of recruitment, salary, training and so on, to promoting the value creation of enterprises. We deeply realize that people's expectations for human resources management are increasing with the improvement of human resources management standards. Human resource management is not only expected to be a simple job title, but also a representative of the conference. People hope that the strategic role of human resource management can be embodied in the management of enterprises, management personnel, solving organizational problems, achieving business goals and missions of enterprises. Faced with this situation, human resources management needs fundamental changes. The practice and design of human resources management reform must break barriers and link with the requirements of business development.

2. Current Situation of Human Resources Reform in Enterprises

The state adopts laws and policies to contract the human resources of enterprises, and clarifies the relationship between labor and management through laws [3]. Under the traditional planned economy system, the labor relations, which are dominated by administrative distribution, gradually disappear. Accordingly, the continuous reform of human resource allocation mode in enterprises will also promote the change of the traditional personnel management system of state-owned enterprises [4] especially state-owned enterprises and institutions to the direction of human resource

management and development. In order to gradually integrate with internationalization, the government has also constantly introduced corresponding measures and policies to provide opportunities for the human resources reform of these enterprises [5].

Over the past 30 years, with the rapid development of economy and the deepening of opening up to the outside world, excellent and advanced western management concepts have been introduced into China [6]. Most enterprises have established the strategy and vision of globalization, the concept of globalization has been established one after another, and action decisions are judged according to the changes of internal and external environment [7]. As part of the large and medium-sized enterprises, in order to maintain their competitive advantages, they urgently have a broader perspective of globalization and further promote the formation of the concept of global human resources management. In addition, the global financial crisis has pushed domestic enterprises' human resources management to abandon the inferior concepts of "unchanged" and "blindly following the trend", and to pursue the concepts of "practicality and utility", "changing with time and system according to events", so as to make the management of human resources more pragmatic and effective, and at the same time, to strengthen enterprises objectively [8]. The possibility of obtaining high-level human resources from the world market. The rapid development of China's economy has also exposed various problems existing in enterprises themselves [9]. Only by further positioning the demand for talents and making clear the "quantity" and "quality" of the required personnel, can enterprises achieve the goal of saving the cost of human capital and giving full play to the potential value of human resources to acquire and use talents [10]. Therefore, when enterprises reform human resources management, they strive to optimize the whole process of human resources management, such as recruitment, human cost control, corporate culture construction, salary management and so on.

3. Human Resource Management Reform and Innovation in Edible Fungus Manufacturing Enterprises

3.1. Development status of edible fungi manufacturing enterprises

Chaoyang City is located in the western part of Liaoning Province and belongs to arid area. The natural types of land are diverse, which belong to the staggered distribution of mountains, hills, hills and plains. The land use types are also diversified, with the structure of "seven mountains, one water and two fields". The area has abundant sunshine, large daily temperature difference and less precipitation. The annual average temperature ranges from 5.4 to 8.7 C, and the annual average sunshine time ranges from 2 850 to 2 950 H. Edible mushroom industry is a new industry developed in recent years. It has become a new bright spot in the development of modern agriculture and the integration of primary, secondary and tertiary industries in China. It is especially suitable for Chaoyang City to promote.

In recent years, the edible fungi industry in Chaoyang City has developed rapidly, the production area has gradually expanded, and the number of fungi production and management enterprises has been increasing. At present, Chaoyang City has six provincial licensed edible fungi and fungi production and management enterprises, with nearly 1,000 employees. The products are exported to Heilongjiang, Jilin, Hebei and Shandong provinces and regions. More than 60,000 households are driven to produce edible fungi in open and protected areas every year, which greatly promotes the development of edible fungi industry.

3.2. Current situation of human resources management

Employees do not have specific job analysis, but only rely on the work experience of team leaders and some old employees to transfer. Although there are some frictions due to shift and shift transfer, they can maintain normal production activities, but in different workshops, such as sterile room, production group, cooking group, finished product storehouse and pickling. The exchange and temporary loan of personnel exist in the system and radiator, which to some extent promotes the comprehensive mastery of employees' technology, but also leads to employees' insecurity, high

turnover rate and weak interpersonal relationship.

Recruitment and recruitment in this production department are mainly in rural areas in remote mountainous areas. Most of the employees have low production quality and limited educational level, which also leads to frequent quarrels and strikes among employees. There are more employees recommended by acquaintances. To some extent, they tend to be related and geographic. Employees have only their own activities. Employment, employees will go through a three-month probation period, employees after a probation period, no major fault can be officially on the job.

Before entering the production department, there will be a commissioner who will hand in a page of test papers and answers to the employees, ask them to copy documents, inspect the level of education of the employees at a certain level, for half a day, will take the employees to visit the workshop, ask the employees which workshop is more interested in the work, then arrange the work, and continue to learn in the work. . During the working period, professional machine operators will be trained at regular meetings, and some vocational training school information will be posted. Employees can study in their spare time, especially for some young workers. Every summer, they will also recruit a number of summer jobs from colleges and universities, and enjoy the same treatment as formal interns.

Performance and salary management. Employees'wages are calculated by monthly punch-in. Employees' attendance is calculated by fingerprint identification system at work, and performance is calculated once. Employees'wages include basic wages and subsidies. At the end of each month, salary scales will be posted, and penalties for illegal operations will be deducted. Different workshops will have different performance wages. However, to some extent, production groups engaged in different jobs have different physical expenditure. To some extent, there is some injustice. Employees'wages are different in the period of internship, one year after work, more than one year after work, ordinary operators and their operators, but the gap is not large.

The concept of corporate culture and employee labor relations. With the cultural concept of “Value Orientation Behavior Guide and Core Competence”, the company has been established for more than 20 years and has developed into a top 500 enterprise in China, which integrates various industries. The production sector includes: weekly Department meetings, collective birthday of employees, wearing free knee protectors to employees in production workshops, and so on. Regular quality inspection in food processing workshop, restriction of employees'illegal operation by fines, etc. The weekly regular meeting mainly talks about customer complaints and satisfaction rate and production status last week, praise and punishment of some employees' announcements, prospects for next week's production plan, emphasis on employees'dress and some details.

3.3. Human resource management reform and innovation

The enterprise human resource management system is shown in Figure 1. Make strategic planning of human resources and implement job analysis. Faced with fierce competition from outside and tense employee relations within factories, as well as uncertain future goals, human resources strategic planning must be carried out. A good development strategy must be supported by efficient and rational job design, especially for production departments, including the following three aspects: Merger: For some posts which are unusually idle, may or may not be necessary, and will lead to employees'dissatisfaction, merger;? Split: Machine operators should have professional staff allocation, not only to operate the machine, but also to take charge of other production tasks. Specialized production can not only maintain the machine, but also improve work efficiency. Adjustment: Competency level corresponds, and employing talents is the only rule of human resources management, so we should constantly adjust to avoid the waste of talents.

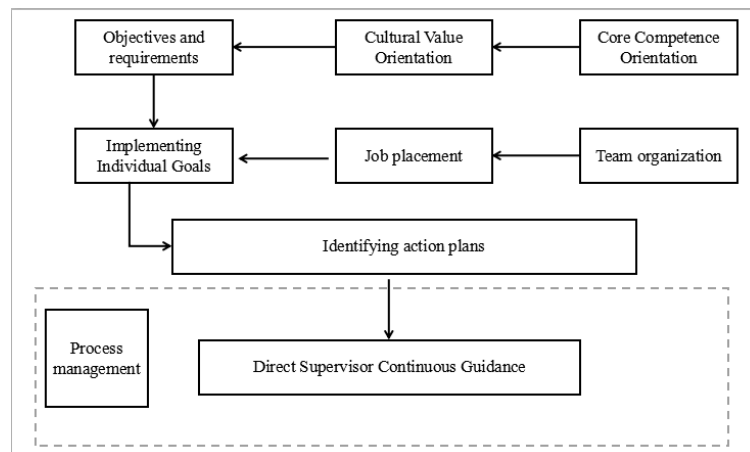


Fig.1. Enterprise human resource management system

Improving the recruitment mechanism and implementing the talent reserve plan. At present, the overall quality of human resources management personnel in the production department is low, which seriously restricts the effective development of human resources work. It is imperative to establish a professional human resources management team. Introduce high-level talents. This department can employ the head of human resources department with modern human resources management theory knowledge and rich human resources management practice experience at a high salary, delegate appropriate authority and assign heavy responsibilities to them, so that they can take on the responsibilities. Make enterprise human resource management go on the road of normalization and specialization.

To do a good job in staff training and development, and to adapt the management to the grass-roots level. Strengthening the training of existing personnel should be the main way for enterprises to strengthen the quality of employees. On the one hand, excellent employees can be hired for discussion and consultation activities, so that employees can accept, understand and master production ideas, knowledge and skills through learning, communication and participation in their work posts; on the other hand, according to the actual needs of workshop development, enterprises can invest and purposefully send employees to accept specialty. In order to better accept the technical operation knowledge of the system, professional training or participation in the relative professional specialty, undergraduate and graduate study. Achieve management and grass-roots adaptation. Enterprises strengthen cooperation with relevant institutions of higher learning by offering related teachers in colleges, especially in Higher Vocational colleges, holding related part-time jobs, offering practical training opportunities for students of relevant specialties, and introducing advanced human resources management concepts, knowledge and skills.

Performance and salary should be linked, and staff incentive system should be strengthened. Rebuilding the performance management system, the production department only relies on fines to restrain employees is an unreasonable performance management system, the original performance management of the factory can only be said to be too arbitrary performance appraisal program, did not achieve the essential purpose of performance management. According to the characteristics of the production department, we should not only consider the performance objectives, but also pay attention to performance communication and feedback. We should establish perfect evaluation indicators, not only depend on quantity, but also take comprehensive consideration of performance, ability and attitude, and adopt grading. In order to establish a competitive salary system linked with it, to motivate employees and achieve the goal of long-term career planning.

Shaping enterprise concept culture and introducing E_HRM mechanism. Only by incorporating human resources management into the construction of enterprise concept culture and realizing employees' self-worth through human resources management can we have a good working environment and improve employees' working efficiency; introducing electronic human resources management mechanism, attracting employees through enterprise culture and effective electronic human resources management Create a harmonious production environment and realize the

common development of employees and enterprises.

4. Conclusion

Although the human resource management of edible fungus production enterprises in our country develops rapidly, the system is not perfect. In order to catch up with the advanced management strategy of the West, we must dare to change, develop a set of HRM system adapted to the enterprise itself, and try to use E_HR in SAP. Otherwise, it is difficult to solve the problems of recruitment, job analysis and personnel regulations in enterprises. A series of problems such as planning, training and development, performance pay and labor relations, etc. Generally speaking, there is a long way to go for the reform of human resource management in edible mushroom production enterprises in China.

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