Reform Ways of Human Resource Management in Enterprises Based on the Big Data Era

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Abstract: In the current period, with the continuous development of our society and economic progress, positive impacts have been brought about in all fields by the big data era. During the development of enterprises, human resource management is a very important work. The big data era has brought some new ideas. Therefore, this paper analyzes the reform of human resource management in the big data era, and tries to put forward some effective ideas about reform, so as to make more powerful support for the development of enterprises through improving human resources management.

1. Introduction

The current big data era has brought a lot of effective help for enterprises to carry out human resource management. With the support of big data technology, enterprises enjoy more rapid development. In addition, effective human resource management also has brought more impetus to the progress of enterprises. However, human resource management in the big data era requires more attention and stress from relevant staff. Nevertheless, while the big data era has brought more support to the reform of human resource management in enterprises, it has also brought some problems that worth great attention from relevant staff. Only by depending on the convenience provided by the big data era and applying its advantages to human resource management in enterprises can the effectiveness of human resource management bring more help to the development of enterprises.

2. Importance of Human Resource Management Reform in Enterprises in the Big Data Era

In the process of today's social and economic development, enterprises are the main driving force to promote China's economic development. While the development of enterprises can not be separated from the support of employees. In this process, the importance of human resource management for enterprises has also been demonstrated. At present, the data content of human resource management in enterprises becomes more huge and varies greatly. In this case, if the traditional human resource management system is still adopted, it will be difficult to meet the current needs of the relevant management activities for employees, and it will be harder to ensure the effectiveness of work quality and work efficiency of employees. Moreover, there are some differences among employees. Each employee has their own advantages and expertise, and is responsible for different tasks. While the traditional enterprise human resource management system fail to ensure more efficient distribution and management of employees or ensure that their personality is developed while making more positive contributions to the enterprise. It is precisely because the traditional human resource management system is difficult to achieve the necessary premise of the above-mentioned enterprise development that it highlights the importance of human resource management reform in the big data era.

In the big data era, through advanced technology, it is possible to effectively grasp the actual situation of employees in enterprises, and rationally arrange and design and apply human resources, so as to ensure that every employee plays more important roles in their respective positions, thus improving the level of enterprises as a whole and making more effective help for the development of enterprises.

3. Impact of the Big Data Era on the Reform of Human Resource Management in Enterprises

In the current period, the arrival of big data era has brought tremendous impact on the human resource management of enterprises. First of all, we can clearly feel the impact of big data era on human resource management from its characteristics. It has played a strong decision-making role in carrying out human resource management and sorting out and summarizing employees and events. Through the integration of information and human resource management data of enterprises, it brings more new ideas and effective technical support for the work of human resource management. With the assistance of big data, more all-round talents who are of great help to the development of enterprises are to be found, which is conducive to tapping the potential of employees, further enhancing the enthusiasm and initiative of employees through effective management ideas, and promoting enterprises to carry out more ideal development with the assistance of employees in enterprises.

Big data can help HR related personnel to make statistics on the needs of enterprise posts, and to fully grasp the development of employees, so as to further integrate the actual situation to design relevant management programs. It can be clearly found that the era of big data has brought very positive impacts on the effective development of human resource management in enterprises. At the same time, while relying on big data, human resource management in enterprises are also required to pay attention to the security of data, thus avoiding the leakage of data and ineffective human resource management results. Therefore, relying on the work convenience brought by the era of big data, we should also ensure the accuracy and security of data. It is essential to establish a corresponding security defense mechanism to fully control the protection measures of enterprise human resource management system, so as to enable effective human resource management work to bring more positive auxiliary role for the development of enterprises.

4. Current Situation of Human Resource Management in Entity Enterprises

4.1 Outdated Ideas of Human Resource Management in Enterprises

With the continuous development of the times, the ideas and methods of human resource management are becoming more and more important. Nowadays, human resource management ideas and management methods adopted by some enterprises are obsolete. Therefore, it is difficult to formulate a more advanced human resource management system according to the actual situation of enterprises. Especially in the current era of big data, it has a variety of characteristics, such as high variability, data diversity and so on, which puts forward more requirements for the efficiency of human resource management. However, the traditional human resource management ideas fail to adapt to the new requirements of the current big data era, which has produced more obstacles to the development of enterprises.

4.2 Inefficient Attention to Human Resource Management

At present, some enterprises attach insufficient importance to human resource management. On the one hand, the relevant decision makers of enterprises fail to correctly recognize the positive impact of human resource management system on the development of enterprises. On the other hand, some are not very good at the selection and training of human resource managers, and are lacking excellent human resource management personnel. These two practical phenomena also produce a certain impact on the effective development of human resource management in the current era of big data. As we all know, big data technology is one of the emerging technologies in the development of information technology. However, due to the neglect of human resource management and ignorance of human resource management personnel, it is even more difficult to ensure that the relevant human resource management staff reasonably use big data technology to carry out their work, and it is hard to make full use of the convenience brought about by the era of big data. At the same time, sustainable development of enterprises can not be ensured through efficient human resource management.

5. Reform Ideas of Human Resource Management in Enterprises in Big Data Era

5.1 Change the Concept of Human Resource Management and Enhance the Technical Ability of Human Resource Management Staff

In the previous part, we mentioned that the traditional human resource management ideas are outdated, and it is difficult to meet the needs of human resource management in enterprises in the current period. Therefore, in order to further rely on the era of big data to better carry out human resource management, the first step of human resource management reform is to change human resource management concept, so as to ensure that human resource management staff have more advanced management concepts and lay a solid foundation for efficient human resources management work. Human resource management should adhere to the idea of keeping pace with the times, make positive changes to all human resource management ideas by actively learning advanced human resource management ideas and combining with the characteristics and advantages of the big data era, analyze human resource management work from various angles, and consider human resource management from the latest perspective. At the same time, the technical ability of relevant staff should be improved accordingly, in order to better use big data technology to carry out efficient human resource management in enterprises.

As the frontier technology of information technology, big data technology puts forward more requirements for the technical ability of human resource management staff. Therefore, enterprises are required to give them corresponding training activities to help them further improve their human resource management ability and the application ability of big data technology. With the assistance of big data technology, it will provide more powerful support for the efficient development of human resource management in enterprises.

5.2 Strengthen the Collection of Information about Employees and Comprehensively Analyze Their Abilities

Relying on the era of big data to carry out human resource management work, in order to achieve more effective work results, the relevant staff are expected to actively collect the information of employees, so as to be able to more comprehensively control the work status and work efficiency of each employee. In addition, it is necessary to have a more comprehensive understanding of the professional level of employees based on the actual working conditions, and conduct job transfer training and other related activities in combination with the actual situation of employees, thus making more help for the development of enterprises. Meanwhile, on the premise of employees' consent, human resource management in enterprises should not only collate and collect the work situation of employees, but also analyze the personal information of employees, so as to design a targeted management plan to solve the work problems of employees in an all-round way. For example, when the working status of employees is not very ideal, human resource management staff will be able to analyze the negative factors in the working status of employees in depth in accordance with the actual situation of employees, so as to help employees solve practical problems together. Moreover, it can enhance the enthusiasm of employees for work, help employees find a sense of belonging, and further enhance their work efficiency for the enterprise.

In addition, the application of big data technology requires the analysis of personal abilities of employees. Under the analysis of big data, human resource management staff can combine the analysis results and actual data to re-determine whether employees meet the requirements and standards of their posts, and make reasonable post adjustment according to their personal abilities in order to maximize the effective application of human resources. In such a work process, the employees care capable of fully developing their personal ability, becoming more relaxed and smooth in solving problems and completing work tasks, and achieving higher work efficiency. Moreover, if the employees of enterprises work in the fields where they are expert at, their happiness will naturally be improved, and they will be more active when working. It can be said that improving the efficiency of employees means increasing the economic benefits of enterprises.

6. Conclusion

To sum up, in the era of big data, relying on big data, human resource management in enterprises can develop more steadily and positively. In the market economy, enterprises are the main body. Only by innovating and reforming human resource management and improving the order of human resource management, can we further mobilize the enthusiasm of employees and enhance the efficiency of employees, so as to ensure the deep integration of enterprise development and personal development of employees, and ultimately achieve a more positive development under the promotion of high-quality human resources management.

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