

Construction and Application of Enterprise Human Resource Planning Model Base Based on Strategic Flexibility

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Keywords: Human Resources; Strategic Flexibility; Model Base

Abstract: Human resource planning is the primary task of human resource management, and it is a forward-looking work. The reliability and rationality of planning are directly related to the success or failure of human resources management. Strategic flexibility can improve the ability of an organization to cope with changes. Building a human resource planning system based on strategic flexibility is the key for an enterprise to win in a dynamic environment. The reliability and rationality of human resource planning are directly related to the success or failure of human resource management. Personnel process planning depends not only on established strategies, but also on future analysis and judgment. This is a dynamic process that adjusts as the elements of strategic execution change. An enterprise human resource planning model library includes human resource supply forecasting and human resource supply and demand balance decision model. Only through the rational use of the company's existing talents and the introduction of high-level talents can we provide intellectual support for enhancing the core competitiveness of the company.

1. Introduction

The uniqueness of human resources and knowledge capital plays a key role in enhancing the competitiveness of enterprises and affects the survival and development of enterprises [1]. Strategic flexibility can enhance the organization's ability to cope with changes, and building a human resource planning system based on strategic flexibility is the key to the success of enterprises in the dynamic environment. Globalized production and assembly of products are replacing the traditional mode of production in which all components of products are produced and assembled by the same company [2]. Enterprises not only have a variety of development opportunities, but also face unprecedented fierce market competition. If an enterprise wants to survive and develop in the increasingly fierce market competition, the key is to have speed and efficiency [3]. The reliability and rationality of human resource planning is directly related to the success or failure of the entire human resources management work. Faced with the development trend of product globalization, only by mastering the core technology of products can we obtain greater profits in the international production process of products [4]. The competition between enterprises is essentially the competition of talents. The focus of market competition will be from the competition of materialized resources such as funds and products to the competition of intellectual resources.

Under the background of globalization, the organizational environment is becoming more and more complex, and the competitive pressure is increasing. To successfully respond to changes, it is necessary to enhance the strategic flexibility of the organization [5]. The key factor affecting the competitiveness of enterprises is the unique human resources and intellectual capital of enterprises. These two factors are directly related to the survival and development of enterprises [6]. According to the human resource planning process, the enterprise human resource planning model library including human resource demand forecasting, human resource supply forecasting and human resource supply and demand balance decision model is constructed [7]. Mastering core science and technology has become a necessary condition for enterprises to enhance their comprehensive competitiveness. Promoting the core competitiveness of enterprises can not be separated from human factors. Only through the rational use of existing talents and the introduction of high-level

talents, can we provide intellectual support to enhance the core competitiveness of enterprises [8]. After enterprise managers realize the importance of human resources, human resources management within the enterprise has become an important work in the enterprise, and its position has also been upgraded from the tactical level to the strategic level.

2. Strategic Flexibility and Human Resource Planning

The development and progress of organization is the result of continuous interaction and co-evolution between organizational strategy and organizational environment. Significant changes have taken place and continue to take place in today's organizational environment. Enterprise training includes employee induction training, employee professional training and other types. The system needs to support the information processing of training work. It can determine the training list and arrange the training schedule through the system. Human resource planning is an integral part of enterprise strategic planning and the basis and basis for enterprises to carry out various human resources work. The enterprise needs to formulate the human resource planning of the enterprise according to the overall strategic planning, and the requirements must be consistent with the overall development strategy of the enterprise [9]. The construction principles of the enterprise human resource planning model library need to be determined according to the characteristics of human resource planning and the influencing factors. In most cases, companies do not know much about external supply, and there is no need to know the exact amount of external personnel supply. Research on supply forecasting focuses on forecasting human resource supply within the company.

When the organizational environment changes dramatically, it is necessary to re-engineer or revise the strategy. When a local contingency occurs, the strategy execution strategy needs to be adjusted. In the foreseeable situation, there are some unestimated aspects or some sudden events that undermine the premise of strategic design. The human resources department realizes the comprehensive management of the employee's file, and the system needs to provide information processing for each business in the file management process. Many enterprises have not realized this point, and it is difficult to formulate human resources planning from a strategic perspective. They do not attach enough importance to human resources planning. Enterprises in readiness are more likely to take a series of measures to cope with changes. Although success is not guaranteed, preparation is certainly much more proactive than unprepared. The system needs to provide users with information processing of various businesses in the recruitment process. Through the system, it completes various business processes such as recruitment demand collection, recruitment position audit, recruitment information release and so on. Starting from the starting point, it gradually recurs to form a personnel process planning system based on strategic flexibility.

In the case of a large number of employees, the salary management work needs to complete a lot of repetitive work. The information system should have information management technology support for salary. In order to better study the influence of human resource management on various factors, the idea of normalization is adopted in the degree of human resource management. Manpower management is divided into five sections, as shown in Table 1. The relationship between normalized value and enterprise strategy is shown in Fig. 1.

Human resource planning developed by enterprises may lack normativeness and feasibility due to the lack of internal professionals. The construction of supply and demand balance decision model mainly includes human resource supply exceeding demand decision model and human resource supply less than demand decision model. The starting point of human resource planning should be re-established, and in the time dimension, advance to the stage of strategic judgment before strategy formulation or strategy revision. Human resource planning in enterprises is mostly formulated and implemented by human resource management departments alone. The participation of members of other departments is low and the operability of human resource planning is weak. The purpose of selecting people is to formulate strategies or prepare for changes. The candidates entering the organization do not necessarily match the current position of the organization. In the process of system operation, through the control of system operation authority, the specific operation authority of the staff in the departments of human resources department is managed.

Table 1 Human management degree allocation table

Corporate strategy(%)	0-20	20-40	40-60	60-80	80-100
Normalized value	0.3	0.35	0.4	0.45	0.5

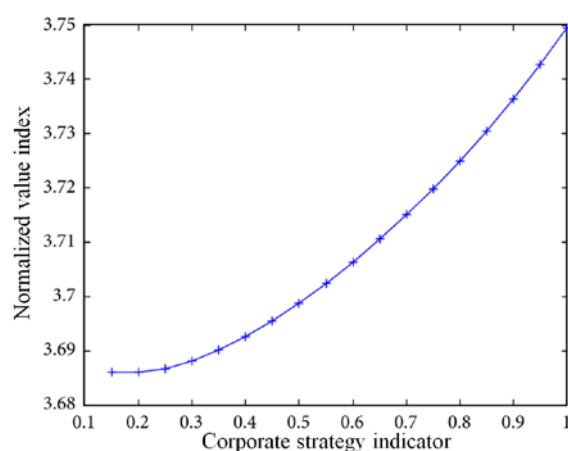


Fig.1. Normalized value and corporate strategic relationship

3. Construction of Enterprise Human Resource Planning Model Base

In the face of complex and ever-changing social and market environments, companies need to adapt to changes in a timely manner. These include enterprise human resource planning and corporate development strategy planning including human resource planning. Preparing personnel for the organization is the basic task of human resource planning and the fundamental guarantee for improving the strategic flexibility of the organization. In the salary accounting process, each employee's salary quota needs to be accounted for as the basis for the employee's salary. Enterprises often make timely adjustments to the overall strategy, but always ignore the revision of human resources planning [10]. Enterprises' demand for higher-level human resources will be greater than the supply of labor market, and with the progress of science and technology, enterprises' demand for higher-level human resources will become more and more.

One of the biggest drawbacks of traditional human resource assessment is that it looks back, focusing on current and previous performance. Although many enterprises have begun to formulate human resources planning, they mostly deal with the work of top managers and pay little attention to the implementation of the planning and feedback of the implementation effect. The lack of executive power will have a serious impact on the operation and development of enterprises. Data mining process in financial analysis is generally composed of five main stages: determining the object of financial analysis, data preparation, data mining, result analysis and knowledge assimilation, as shown in Figure 2.

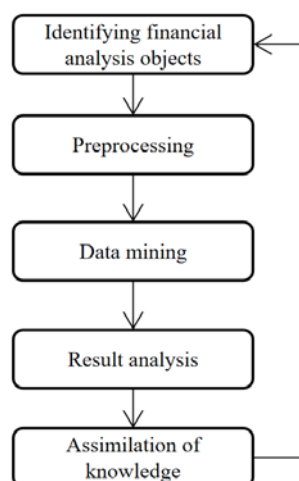


Fig.2. Data mining process in financial analysis and management

Improve the strategic flexibility of the organization and require a future-oriented human resource assessment. Future-oriented staff assessments are not a simple negation of traditional assessments, but rather a transcendence of traditional assessments. The training list confirms the operation and is used to confirm the training list declared by each department. The training schedule operation schedules specific schedules for each training session. The key factor affecting the competitiveness of enterprises is the unique human resources and intellectual capital of enterprises. These two factors are directly related to the survival and development of enterprises. Making scientific and effective human resources planning can not only guide the human resources work of enterprises, but also help to adjust the balance between supply and demand of human resources. Forecasting the demand for human resources and the supply of human resources inside and outside the enterprise is the expectation of the human resources situation of the enterprise in a certain period of time in the future, which has the forward-looking characteristics. By evaluating the two dimensions of performance and behavior, organizational personnel can be effectively distinguished. The formulation of planning should pay more attention to quantitative analysis in order to determine the scope and effect of planning.

Personnel assessment provides the necessary basis for personnel change. On the basis of scientific assessment, the possibility of organizational personnel change is analyzed, which is conducive to enhancing the strategic flexibility of the organization. The operation management module is the premise and guarantee for the realization of other functional modules of the human resources system. The functions of the module provide basic data support for the operation of the system. Domestic enterprises choose appropriate forecasting and decision-making methods according to actual conditions to build a human resource planning model library, which has important practical guiding significance for improving the quantitative evaluation and data analysis of enterprise human resource planning. The internal and external environment of the enterprise is constantly changing, and the supply and demand situation of the human resources of the enterprise also changes. The goal of human resource planning is to be able to balance the interests of enterprises and employees, and to promote the common development of enterprises and employees, with a win-win situation. In the development of the dismissal plan, the soft landing of the dismissed person should be the target of the problem. Human resource planning should be consistent with the overall development strategy of the company so that it can become an integral part of the overall development strategy.

4. Conclusions

Human resource management work is related to whether companies can retain talents and attract talents. The development of human resources information system can provide information technology support for enterprise human resource management. Strategic process-based staff process planning depends not only on established strategies, but also on analysis and judgment of the future. What companies need to retain is those who can do both the job and the ability to implement the next step. Based on the investigation of human resources quality, this paper constructs a human resource quality evaluation system and proposes a human resource quality evaluation model based on strategic flexibility. With the increase of internal human resource demand, labor costs will also increase. Human resources will be in a state of supply less than demand, which requires enterprises to improve labor productivity and the utilization of human resources. Human resource planning, as a part of enterprise strategic planning, is to forecast the supply and demand of human resources in a certain period of time in the future from the perspective of ensuring the implementation of enterprise strategy. In practical application, the quality requirements and characteristics of human resources needed can be determined according to the human resources situation and job characteristics of a specific enterprise.

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