

Design and Analysis of Human Resource Maturity Management System Based on PCMM Model

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Abstract: The 21st century is an era of attaching importance to talents, and any group, enterprise and organization eager to achieve success should make good use of talents and explore good talents, so that enterprises can achieve a prosperous tomorrow. However, many enterprises in how to attract talent, how to absorb talent, how to use human resources there are many deficiencies and shortcomings, these deficiencies and problems to a large extent bound the internal vitality of enterprises, so that enterprises can not get greater development and breakthrough, this should be highly valued, but also need to be carefully summarized. Enterprises can combine PCMM models to carry out human resource management..

1. The Human Resource Problems of Current Enterprises

In other words, any great enterprise should start with human resources and reserve a large number of "elite generals" for the enterprise, so that the enterprise can stand firm in the market and make the future of the enterprise better, which is a problem worthy of in-depth analysis, but also a problem that should be paid more attention by all enterprise managers[1]However, many business managers lack insight into the management of human resources and can not use human resources flexibly. If an enterprise can solve this problem well, it will usher in a better tomorrow.

1.1. Poor Talent Discovery

The most precious resource in the 21st century is human resources. If an enterprise can have a large number of high-quality human resources, it will be able to make great progress and breakthrough in the process of development. However, many enterprises, especially private enterprises, have a prominent problem is that they are not good at discovering high-quality talents and can not make them fall under their own door, which is a great regret and loss. If they can apply high-quality talents in place, then these people can strive for the value of far more than their remuneration, and enterprises can achieve great improvement and progress in the process of hard power, so the relevant leaders in the enterprise can not spend more time and energy on human resources problems.

1.2. High-Quality Talent Can Not be Placed in Place

Managers and decision makers of enterprises should understand the great significance of meritocracy and the reuse of talents, and should put the most suitable talents in the most suitable position. Thus, the creativity, initiative and combatability of an enterprise will far exceed the people's understanding, as a full-speed aircraft carrier generally tells the advance, which has great strategic significance for any enterprise. But many enterprises have a lot of personnel fallacy events, in short, is to put the inappropriate people in each industry in the wrong position, in the process, there are contradictions and unsuitable problems between talents and posts, the advantages of talent

can not be highlighted, which is also a problem that must be considered and solved.

1.3. Lack of Retention of High-Quality Talent

Enterprises should be clear: the most valuable thing in the world is man, because man can create endless wealth in the world. Therefore, for enterprises, the most valuable thing is not high-grade office buildings, not extended cars, not special brands, but the top talent, but now many immature enterprises, in the process of development, can not retain the human resources of enterprises, let alone make human resources more abundant, this is a sad thing. Enterprises should find talent, attract talent, attract talent, reuse talent, more importantly, enterprises should retain talent, when enterprises can retain talent, then an enterprise must be able to radiate unprecedented vitality and energy, but also must be able to move forward to a correct road in full speed this is a beautiful thing, but also any small enterprise to the development of large enterprises in the process of the only way. But through the analysis in Table 1, many enterprises have had the matter of brain drain, in other words, many high-quality talents have not been able to be reused in a single enterprise, which is regrettable and regrettable, see Table 1:

Table 1 Questionnaire

Does your business have a brain drain problem	
Yes	98.87%
No	1.13%

If further analyzed, many companies will find that there are two main reasons why many talents leave the enterprise, as shown in Table 2:

Table 2 Questionnaire

Why did senior talent leave the enterprise?	
Discompletion of salary	76.54%
Failure to reuse talent	11.89%
Inconsistent with superior leaders	11.54%

2. Analysis and description of P C M M

2.1. What is PCMM?

PCMM is the acronym for the human capital maturity model (People Capability M aturity M odel). This model is a hierarchical system model based on the related processes of human resources management, and is a guide to continuously improve the overall human resources ability of autonomy. This management architecture was developed by the Institute of Software Engineering at Carnegie Mellon University in the United States. The theoretical framework is derived from the management time of human resources, knowledge management, organizational development and so on. It guides the organization to improve the process of human capital management, helps the organization to improve the maturity of human capital, establishes continuous human capital development planning, sets up priority programs, and effectively integrates human capital development and business process management, so as to create an excellent organizational culture atmosphere. According to research and analysis, enterprises that are able to use P C M M flexibly and flexibly also have much better creativity, maturity, and development efficiency than normal enterprises, as shown in table 3:

Table 3 Questionnaire

Are human resource maturity positively correlated with PCMM of use?	
Yes	87.65%
No	12.35%

2.2. Meaning of PCMM use

Many enterprises are confused about how to attract talents, but many also have strong strength, including financial ability, human resources, market share and so on, but how to put different kinds of talents in the most suitable position, how to make more talents find their own existence basis and existence node, which is a problem worthy of deep analysis by senior managers inside the enterprise[2]Only when talents can be used in place can enterprises advance at full speed, and enterprises can transform their internal resources into great strength, so that the future of enterprises can be filled with light and hope, which is a problem worth pondering. But how can the original intention of the enterprise be translated into concrete results? This time, PCMM have its own meaning of existence, can be said, P C M M is like the enterprise in human resources "compass" and "GPS". This complete human capital maturity model can help enterprises to use the right methods and make the right choices when they complete every major human decision, so as to maximize the energy for the enterprise, which can make the future of the enterprise better, but also enable every practitioner in the enterprise to find the stage and space to achieve self-maximization.

3. Enterprises Should Pay Attention to in the Process of Using PCMM

3.1. Pc Mm as a Basis for Decision-Making

Any enterprise should understand that the purpose of recruiting talents is to make talents better serve enterprises, how can enterprises better develop? It requires both high-quality talents and decisive and effective decision-making by decision makers. If the two can be combined, the future of the enterprise must be extremely bright, so the practitioners of the enterprise must not take it lightly. But how can we ensure that every major personnel decision within an enterprise is perfectly correct? We should not only rely on the judgment and experience of senior decision makers, but also rely on scientific decision-making system and scientific research methods. Only by using scientific research system in place can we ensure the operation efficiency and operation accuracy of enterprises. Enterprise managers and decision makers can not be arbitrary when making major personnel appointment decisions, and with the help of PCMM,, enterprise decision makers feel that they take into account all aspects, combine immediate and long-term interests, the present and future development of the enterprise, so that the future of the enterprise can be renewed.

3.2. Failure to Overuse P Cmm

The decision makers in the enterprise want to complete the decision through P CMM, so as to improve the accuracy and accuracy of the decision, reduce the deviation, fallacy and neglect, but to analyze the current situation, PCMM is not omnipotent, so the decision makers in the enterprise can not put all the hope on the PCMM. How P CMM can be used scientifically is therefore a major issue. When the PCMM can be used in place, the enterprise can save a lot of manpower, material and financial resources, and can make the enterprise run in the right direction, but also can make the market competitiveness of the enterprise more powerful, but if the managers in the enterprise only understand superstition PCMM, then the enterprise is prone to decision-making mistakes.

3.3. Pcmm Effectiveness Should be Measured in the Context of Practical Work

Practice is the only criterion to test truth, and a person who knows how to respect practice can make great breakthroughs and achievements in his own field. Business owners should also respect practice, through practice to test the effectiveness of the use of PCMM, choose its good and follow it, its bad and change it. As a result, the culture within the enterprise will be more advanced.

4. Concluding Remarks

The managers and decision makers of any enterprise should fully respect the significance of talents, if they can use good talents and reuse talents, then enterprises can maintain the filling and enrichment of human resources, which is not difficult to understand.[3]P CMM investment and use

is precisely to help enterprises make good use of human resources, can make scientific planning, and can make the enterprise's human resources to the maximum. Actually, the enterprise should combine the practical work experience with the PCMM, so as to ensure the stability and foresight of the development route of the enterprise. When the enterprise can advance at full speed with the help of talents, the glory of the enterprise is within reach.

Subject

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