

## Design and Analysis of Human Resource Planning System of State-owned Enterprises Based on Intensive Management

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**Abstract:** With the deepening of the reform of the state-owned enterprise system, the traditional personnel management method has been difficult to meet the requirements of human resources for the development of modern enterprises. Therefore, it is of great practical significance for state-owned enterprises to carry out human resources planning and design. Human resource planning is not only the initial step of human resource management activities, but also an important function of human resource management. The paper gives suggestions for changes in human resource management in state-owned enterprises, including changing old concepts, using scientific methods for human resource planning, developing appropriate human resources recruitment plans, doing classified training, and helping employees plan career development, and discussing the status of human resources in state-owned enterprises, measures for human resource planning development, and implementation and monitoring of human resources planning. The scientific development of human resources planning by state-owned enterprises helps state-owned enterprises to ensure the human resources needed for production and operation, which is conducive to the saving of labor costs.

### 1. Introduction

In recent years, with the rapid development of social economy and the continuous deepening of various advanced scientific and technological research, various types of enterprises are gradually rising and developing rapidly, and the market competition is becoming increasingly fierce. Especially state-owned enterprises, especially large and medium-sized state-owned group enterprises, are the pillars of our national economy, representing the comprehensive competitiveness of the country and China's strength [1]. More and more people realize that the success of an enterprise in sustainable development can not be achieved without the implementation of good execution. It is impossible to produce satisfactory results without a scientific management model and a good solution to problems [2]. The human resource management system is a computer application system involving all employees of the enterprise. It implements decentralized collection and centralized control of the company's human resources information, assists the enterprise's human management decision-making, and improves the office efficiency of the enterprise. In this transformation process, more and more state-owned enterprises realize that the traditional personnel management model can no longer meet the enterprise requirements in the modern competitive environment, and must change to the human resource management model [3]. We must be good at utilizing the two kinds of human resources at home and abroad, and do our best to cultivate and develop talents independently and introduce overseas talents. We must focus on attracting high-level talents and talent shortages, and do a good job in building talent teams.

Any enterprise or organization must have a human resource plan in order to have a qualified and efficient staff structure. The development of China's economy, led by state-owned enterprises, is closely related to the people's living standards. Nowadays, as the most precious resource in the 21st century, talents must be firmly grasped by state-owned enterprises. Therefore, the problem of human resource management in state-owned enterprises has become an important part of enterprise management [4]. Intensive management refers to the mode of operation in which the quality of operational elements, the content of operational elements, the concentration of input of elements and

the adjustment of the mode of combination of elements are improved within the same economic scope in social and economic activities. In view of this, this paper first studies the connotation and mode of intensive management of state-owned enterprises, and then plans the intensive management information system under different modes to provide theoretical guidance and practical basis for the design of human resources planning system of intensive management of state-owned enterprises in China.

## 2. Methodology

Human resources planning, also known as human resources planning, is in the overall stage of human resources management activities. It sets goals, principles and methods for the next human resources management activities. It is an important part of enterprise plan. Human resource planning has become an important function of human resource management and is integrated with the personnel policy of enterprises. Human resource planning is essentially the management process of forecasting future organizational tasks and environmental requirements and providing personnel to fulfill these tasks and meet these requirements [5]. On top of this, the three self-application, release and collection platforms, process management and resource sharing platforms, and portal management and monitoring applications are built to provide two-level application for staff recruitment at headquarters and grassroots units [6]. Based on the centralized and intensive management model, the group strictly controls the operation of the group's subsidiaries and even directly intervenes in the management of the subsidiaries. At the same time, we must also pay attention to the needs of everyone in the organization in terms of material, spiritual and business development, and help them achieve their goals while achieving organizational goals. These two must be taken into consideration, otherwise they will not be able to attract and recruit. It is also difficult to retain the talents that are needed in the organization.

The human resources planning of state-owned enterprises must be based on the overall development plan and objectives of enterprises, combined with the actual development needs of enterprises and the surrounding environment, and put forward clear overall guiding ideology, which runs through the whole planning. If the user is the person in charge of the subordinate organization of the enterprise or the Department manager, his authority is mainly to inquire about the relevant employees' business data in the enterprise and the internal employees' business data in the branch office, and he can also understand the scheduling and attendance of the relevant personnel. In the enterprise, some positions require high-level talents with high management, technology and skill level. It is not enough to "seek talents" from outside the enterprise. On the other hand, it is necessary to focus on the cultivation of professional employees, strengthen the overall concept and awareness, and integrate human resources management into the overall strategy of state-owned enterprises, so that it is closely linked with the organizational structure of state-owned enterprises, so that the state-owned The performance of the company has been significantly improved in the short term and can promote the development of the company for a long time.

The design of the human resources planning plan must first determine what the purpose of the enterprise's human resources planning is and what results to achieve. The business structure of the platform is divided into two levels: headquarters and units. According to different functions, the headquarters business is concentrated in the functions of standard management, import control and monitoring and analysis. The Group's subsidiaries have independent strategic management rights and are responsible for managing the execution of various production and operation activities to achieve the primary goal of the financial indicators proposed by the group companies. The incentive and competition mechanism should be fully introduced in the establishment of the system to promote the grass-roots units to improve their management level and strive for high performance. The HR Commissioner needs to input the employee's file information system when the employee enters the post. If the employee's file information changes after the employee enters the post, the function needs to be modified and updated. The rest of the candidates who can not compete for jobs are placed in positions of relatively low importance such as ancillary posts and less remuneration. Under the guidance of the principles of strategic management and human resources management, starting from

the actual situation of the internal and external environment of the enterprise, and according to the needs of the enterprise and social development, we must achieve the balance between the demand and supply of all kinds of human resources in the enterprise.

### **3. Result Analysis and Discussion**

The human resources planning of state-owned enterprises should renew their concepts. Firstly, we should establish the concept of people-oriented and human resources as the first resource, and the concept of human being as the most important, exploitable, profitable and living resource, so as to make the development goals of enterprises consistent with the development goals of employees. The first problem is to combine the practice of recruitment work in state-owned enterprises in China, and strive to promote the rules and regulations matching its development, so as to create a good operating environment for recruitment work in state-owned enterprises. The internal and external environment of enterprises, including economic environment, population environment, scientific and technological environment, political and legal environment, social and cultural environment and general characteristics of enterprises, enterprise strategic planning, enterprise's own human resources system, enterprise culture and other factors are analyzed and evaluated. Based on the needs and supply of human resources, based on the law of human resource development, scientific and objective human resource planning is carried out. Therefore, effective human resource planning is to ensure the human resources needed by the organization through the forecast of human resources supply and demand under the different strategic objectives of the organization in different periods, different internal and external environments, and to effectively develop and manage human resources. To ensure the realization of the organization's strategic goals.

Construct a management and professional technical team with reasonable structure and high level. According to the needs of market economy development, strengthen the training of export-oriented, applied and compound talents. Once fraud occurs, we can report it by phone and email to ensure the transparency of the recruitment process. In addition, it also includes process data such as employment information, hiring units, employment positions, mobilization information, and loss information during the deployment process. Let the human resource planning of state-owned enterprises truly reflect the development strategy of the enterprise. The implementation of human resources planning needs the strong support of the enterprise leadership, the establishment of implementation teams, the formulation of the corresponding implementation system, and the concept training of relevant personnel. According to the organizational structure and the main business process, the key posts of the enterprise should be set up. In addition, the auxiliary posts should be set up according to the needs of the organizational structure, and the quality planning of the human resources of the enterprise should be formulated according to the job description. Establish and improve the internal personnel allocation mechanism of the company system, and form a standardized and reasonable internal personnel flow order. We will organize and arrange for on-the-job (post) exercises in a unified manner.

In the planning of human resources in state-owned enterprises, we need to pay attention to the principle of employee moderate mobility, because through employee moderate mobility, we can not only fully tap the potential of employees, make full use of the value of human resources in enterprises, but also avoid wasting the investment in training. Therefore, human resources planning should be updated annually in line with social and economic development, enterprise development strategy, objectives, construction and current human resources market and changes, and adjusted when necessary. According to the three indicators of training program delivery rate, full staff training rate and key work completion status, comprehensive evaluation of the training of all staff in the grassroots units will be carried out. According to the evaluation results, the annual education and training work will be evaluated first, and the annual performance of the unit will be Assessment hook. A complete understanding of the current state of human resources, inventory of existing human resources, and the development of a supply plan based on forecasts. Therefore, in the human resources planning to achieve the overall optimization of the human resources team, and constantly improve the structure and quality of employees, the implementation of appropriate personnel mobility is necessary.

#### 4. Conclusions

With China's accession to the WTO and the intensification of market competition, state-owned enterprises are facing increasing pressure for survival. Many enterprises have recognized the importance of human resource planning and began to formulate corresponding human resource planning at the strategic level. Realize the provision of talent guarantee. The human resources planning reflects the established personnel policy of the enterprise for a period of time, including planning measures and contents such as personnel recruitment, training development, and incentives, which are interrelated and indispensable. Based on the connotation and mode of enterprise intensive management, this paper analyzes the intensive management information system planning under different modes, and provides theoretical guidance and practical basis for the informationization of human resource planning system design of state-owned enterprises in China. Focusing on the management environment and characteristics of state-owned enterprises, this paper puts forward the ideas and construction plans for the construction of human resources planning system of state-owned enterprises. Operational and practical planning is helpful for enterprises to ensure the manpower needed for production and operation, as well as to develop human resources scientifically, and to save human costs. State-owned enterprises should not only shoulder the responsibility to enterprises, but also to employees, but also to society. Generally speaking, a good corporate culture environment can promote the diversification of employees' values, which is conducive to the effective management of human resources.

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