

## Study on the Construction of New Employee Relationship

Fang Wang

Xi'an Peihua University, Xi'an, Shaanxi, 710125, China

**Keywords:** New era; employee relationship; new employee relationship; institutional contract; psychological contract

**Abstract:** Enterprises tend to flat management organizational structure in the new era. The flat management organizational structure helps enterprises to integrate resources, improves management efficiency, but also makes a great change in employee relations, the needs and pursuit of employees have changed a lot. Therefore, enterprises need to build a new type of employee relations. This paper first expounds the new concept and connotation of employee relationship, then analyzes the predicament of employee relationship management in the new era, and expounds the new construction theory of employee relationship. Finally, it tries to explore the practical path of the construction of new employee relationship.

### 1. Introduction

Human resource management refers to the rational allocation of human resources according to the requirements of enterprise development strategy. Employee relationship management is an important part of human resource management. Harmonious employee relationship refers to the positive and positive relationship between employers and employees, which plays a key role in improving the level of organization management and strategic development goal. It is conducive to the construction of a harmonious society. Employee relationship presents many new changes in the new era. Therefore, enterprises need to strengthen the innovation of human resource management concept and mode, strengthen organizational support, improve the well-being of employees, and build a harmonious new employee relationship.

### 2. The concept and connotation of employee relationship

Employee relationship refers to the relationship between employers and employees, which will have a strong impact on the development potential of enterprises. This relationship depends on different social environments and the basic views of managers on employees. As a kind of social and economic relationship, employee relationship is not only the relationship between employees, but also the sum of the relations between employers and employees, including the rights, conflicts, cooperation and so on of both sides. In the construction of employee relations, they will be subject to the laws and regulations of the society. The influence of policy, work, technology and so on. Generally speaking, employee relationship management includes the following aspects: Labor relations management, communication management, performance management, compensation management, discipline management, employee interpersonal relationship management and so on. Employee relationship is the process of employee's labor after entering the enterprise, and it changes with the signing of labor contract. Therefore, how to deal with employee relationship is becoming an important problem in the enterprise human resource management. Managers should not only regard employees as a wealth (that is, real human resources) that can be formed through resource input, but also regard employees as only to achieve minimum expenditure.

### 3. The dilemma of employee relationship management in the new era

#### 3.1 Employee loyalty is in decline

Employment opportunities in the Chinese market have increased in the past two years, and the

supply of jobs has been steadily increasing, which has affected employees' decision to leave. According to a 2011 Mercer survey of more than 30,000 employees in 17 markets around the world, including more than 2000 workers in mainland China, and Chinese workers' loyalty to companies has fallen sharply from five years ago, and turnover rates have doubled. Due to the lack of understanding of the importance of human beings and lack of good communication with employees, many enterprises in our country still implement a task-centered leadership style. They are only concerned about how well employees do and how they live, resulting in employee loyalty decline, the enterprise has no cohesion.

### **3.2 Employees are indifferent to the development of enterprises**

Nearly a quarter of employees did not explicitly say they intended to stay or leave, but they were the least satisfied and engaged of all respondents. Many employees are full of complaints and discontent about their work. The hostility of staff towards managers and indifference to enterprises not only affect their own work efficiency, but also affect the working atmosphere of the whole enterprise.

### **3.3 The pressure of enterprise organization to retain top-end talents is high**

China is facing a severe labor crisis while its economy is developing rapidly, which puts pressure on enterprises to attract, retain and motivate top-end talents. At the same time, some enterprise organizations lack advanced human resource management concepts and models, and fail to build a common value system between employees and enterprises, which often results in the dislocation of individual values of employees and enterprise concepts, resulting in serious loss of top-end talents.

### **3.4 Expectations of new-era employees are different**

A large number of "post-90s" and "post-95" newcomers enter the labor market every year, whose education level is relatively high, and they have different expectations of work. This new problem has further worsened the plight of employee relations. The employees pay attention to the improvement of quality, pay attention to the future of the legal system in the future of the enterprise, present diversity in ideology, feel the influence of various political, economic and cultural trends, and identify with the basic values at the same time. In the new era. Their ideas are increasingly diversified, and they are influenced by multiculturalism and have obvious characteristics of the times.

## **4. New theory of employee relationship construction**

### **4.1 System contract management**

The new type of employee relationship construction needs the system contract management, strengthens the enterprise organization system construction, realizes the enterprise organization first-class management and the coordination, through the high level management, displays the due synergy effect. The enterprise organization should continuously push forward the management reform, effectively restrain and restrict the staff, adjust the employee's behavior, and improve the enterprise organization management and management benefit.

### **4.2 Psychological contract management**

In order to ensure that the human resources of the enterprise serve the development of the enterprise effectively for a long period of time, but not with the change and growth of the enterprise, the people will be separated and the staff will be slack. This is the goal of the enterprise human resource management. It is also the value of corporate culture. Psychological contract is essentially an emotional contract and an invisible means to form organizational cohesion and team atmosphere. Psychological contract is essentially an emotional contract and an invisible means to form organizational cohesion and team atmosphere. Compared with institutional contract, the lower cost of psychological contract promotes the improvement of management efficiency and management efficiency, and reduces the cost of institutional contract.

## **5. New practice path of employee relationship construction**

### **5.1 Multiple measures are taken to improve employee loyalty**

Firstly, it is important to pay attention to corporate culture, establish clear corporate beliefs, let employees have a sense of pride and belonging, pay attention to the construction of soft environment, increase respect and trust for employees. The company and the staff have the emotion exchange, the employee's loyalty to the enterprise can enhance. The second is to perfect the scientific compensation system, to be fair to the domestic and to improve the competitiveness of the industry in the market. Thirdly, it is helpful to improve the training and promotion mechanism, let the staff have a clear career development direction, set the benchmark of excellent staff, enhance the confidence of persistence. Fourthly, it is necessary to regulate the price of disloyalty in the system. Some companies require their employees to sign confidentiality regulations and regulations prohibiting their engagement. Generally speaking, employees who switch jobs to competitors cause the greatest harm to the original enterprises, and establish a personal credit system platform for their employees in the industry. It can make employees feel that job hopping is not worth the loss.

### **5.2 Employee growth and support programs are implemented**

In order to realize the balance between the rapid development of the enterprise organization and the personal career needs of the employees, the development and development of human resources are deepened and developed, and the talents potential within the enterprise organization is exploited to the maximum extent. Make employee development consistent with company development, implement employee growth and help plan: set up the corresponding career development channel and goal for different types of employees with different specialties; The employee's career development plan should run through the employee's career all the time, according to the development strategy of the enterprise organization, the change of the organization structure and the development demand of the employee in different period should be adjusted accordingly. In view of the practical difficulties faced by needy family workers in carrying out assistance programs, understanding and mastering the practical difficulties of the needy workers in terms of economic income, basic living security, school attendance of their children, sick and medical care, layoff and re-employment, and safeguarding their rights and interests, and so on, they should take active measures, giving timely attention and help, to meet the requirements of the difficult workers and their families, by providing life assistance, medical assistance, school aid, legal aid and vocational training, vocational introduction and other ways to alleviate their difficult situation.

### **5.3 Harmonious interpersonal relationship within enterprise organization is constructed**

It is important to build good interpersonal relationships between employees, including leaders, managers, employees in the work of harmony and tacit understanding. The success of an enterprise requires harmonious and dynamic interpersonal relationships, harmonious relationships between leaders and employees, managers and employees, and simple harmonious relationships of leaders all play an important role in the development of enterprises. In order to achieve sustainable development, enterprises must pay attention to and construct harmonious interpersonal relations, enhance the consciousness of staff team and cooperation, and thus enhance the cohesion and combat effectiveness of enterprises, and promote the all-round development of enterprises. In the enterprise management, we insist on "people-oriented" and always give full play to the labor enthusiasm and creative spirit of the workers and staff members. To establish and develop harmonious and dynamic interpersonal relationships, the role of cultural image of leaders can not be ignored.

### **5.4 The working methods of employee relationship management is innovated**

It is necessary to innovate the working methods of employee relationship management and maintain the attraction and influence of employees to the organization, in order to play a good role in building a harmonious society, enterprise organizations must deeply study and grasp the characteristics of the employees of the new era, firmly establish the people-oriented concept, and

pay attention to the independent choice of employees in the new era. To change the past by only relying on the means of instilling preaching and administrative orders, improving the pertinence and effectiveness of the ideological work of human resources, reflecting and taking into account the different interests needs of employees in the new era, doing more persuasion education, resolving contradictions, and resolving difficulties. Only by doing more to safeguard the rights and interests of employees in the new era can we mobilize all the positive factors in the staff group, condense all the positive forces in the staff group, improve the efficiency of the work of the enterprise, and realize the sustainable development of the enterprise.

## **6. Conclusion**

In a word, great changes have taken place in employee relations in the new era, and friendly employee relations will certainly play a positive role in promoting the healthy and sustainable development of enterprises. It is necessary and important to build a good employee relationship, we need to adhere to the concept of "talents are first", to implement different methods for different employees, the most important thing is to understand the employees, and combine the interests of employees with the interests of the organization, to enhance the sense of belonging and commitment of employees to the organization, which can be based on the needs of employees, starting with material elements such as salary or the construction of soft environment such as personal development of employees, building an open policy system, and paying attention to communicating with employees, to encourage employees to participate in the management of enterprise organizations, to enhance the ownership status of employees, and to promote the unity of individual goals and organizational goals of employees more effectively.

## **References**

- [1] Wenjing Zhuang. How to Perfect the New employee Relationship Management in the Internet Era [J]. Development of Human Resources, 2017 (3): 69-69.
- [2] Qinghua Mo. This Paper Puts Forward again the Exploration and Thinking of the Psychological Contract to Construct the Harmonious Enterprise-New Employee Relationship in the New Century [J]. Pearl River Economy, 2006 (5): 79-83.
- [3] Yu Wang. Perfect salary structure design, construct good employee relationship [J]. Financial Sector (Academic Edition), 2015 (3): 288-288.
- [4] Ya Sun, Ya-Shu Tang. A study on the Construction of Harmonious Employee Relationship from the Perspective of Human Resource Management [J]. Human Resources Management, 2018 (2): 285-286.
- [5] Nana Wang. The Practice Path of Employee Relationship Reconstruction under the Trend of Flat Organization [J]. Leadership Science, 2018 (17): 42-44
- [6] Yan Zhang, Yongzhou Li, Yong Zhou, et al. The Process Mechanism of Organizational Socialization of New Employees from the Perspective of Relational Resources [J]. Advances in Psychological Sciences, 2018 (4): 584-598