

Construction of Human Capital Management System Based on Talent Management Chain

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Abstract: According to the requirements of the enterprise development strategy, the management system of human capital can stimulate the initiative, enthusiasm and creativity of the staff, improve the productivity and economic benefit, and promote the development of the enterprise by optimizing the allocation of human resources in a planned way. This paper constructs a management system to enhance human capital based on the talent management chain.

1. Introduction

Human resource is the first productive force of the enterprise, and its core talent capital is the important value increment point of the enterprise. At this stage, the core talents of enterprises are knowledge workers. Starting with the reconstruction of human capital value, this paper explores the human resource management tools suitable for each link. The purpose is to help enterprises adapt to the trend of economic development, pay close attention to the new trends of human resources development, so as to better mobilize enterprise resources, and do a good job in the rational allocation and coordination of enterprise resources. This paper first expounds the connotation of the talent management chain, then analyzes the strategic significance of the construction of the human capital management system based on the talent management chain, and finally attempts to build the human capital management system based on the talent management chain.

2. The connotation of talent management chain

The core management system of human capital includes organizational structure, talent optimization, performance management, distribution of incentives. The core management system of human capital is to cooperate with other departments to open up the management logic, solving the actual problems in the enterprise to realize the virtuous circle of the enterprise in the practice of enterprise management; this is called talent management chain.

3. Strategic significance of constructing management system of human capital based on talent management chain

The construction of human capital management system based on talent management chain is of great significance.

With the development of society, employee needs change, different people and the same person will have different motivation needs under different circumstances. Organizations should regard people as resources to provide challenging work, so that people can motivate themselves. People are not only a kind of cost, but also a kind of renewable resources which can create more cost value than consumption. Personnel management should not only control the cost of labor, but also give full play to the potential of human being, and maintain and motivate the permanent motor of human being. Its management should focus on the management of labor force, and gradually turn to the process management of resources exploitation, which is the means of continuing education, the guarantee of routine management and the purpose of sustainable development of potential.

The construction of human capital management system based on talent management chain is also the requirement of establishing modern enterprise system and the important content of enterprise

strategic management. Enterprises only carry out strategic management of human resources and constantly improve the quality structure. Only by raising the overall level of human resources and helping the temporary loss of post competition to gain the competitive advantage and initiative can the enterprise realize its strategy. In order to ensure the sustainable development of an enterprise, it is necessary to have strategic management and planning of human capital facing the future under the competitive economy condition of the law of market economy.

It is especially urgent to attach importance to human capital to the important meaning of economic development in our country. In such a social and economic background, enterprises must carry out strategic management of human capital, build a management system to enhance human capital based on talent management chain, and enhance the competition and development strength of enterprises.

4. Construction of human capital management system based on talent management chain

4.1 To break the traditional management mode and stimulate the vitality of the organization

It is necessary and important to break the traditional management mode, to perfect the organization, to perfect the system, to strengthen the standardization construction, to promote the operation standard, to keep the enterprise culture construction activity frequent, to use the competition mechanism to stimulate the work enthusiasm of the staff, and to stimulate the organization vigor. Organizational design must combine individual learning with team learning. Learning organization is the successful mode of the future enterprise, and it is a kind of organization and management mode that gives full play to human's subjective initiative. Building a learning organization requires five basic practices: self-transcendence, improvement of the retention model, establishment of a common vision, group learning and systematic thinking. Five training is the only way for enterprises to upgrade human capital.

4.2 To pay attention to the optimization of talents, set up the system of selecting, using, cultivating and retaining

With the aggravation of market competition and talent competition, the traditional training system which pursues the realization of enterprise's goal has been unable to meet the requirements of social and economic development. The enterprise training system based on organizational career management emphasizes that enterprises provide more development opportunities for individuals to balance enterprise goals and personal development goals, which is the development trend of the construction of modern enterprise training system. Enterprises need to pay attention to the personnel optimization system, accumulate human capital, set up "select, use, train and stay" personnel training system, carry out management training programs, and train managers at all levels. Enterprises should provide employees with good training opportunities and career development platform to help them play more and more important role in their respective positions and assume more and more important responsibilities.

4.3 To strengthen performance management and identify key performance indicators

It is first step to set operational priorities. It is clear that the strategic goal of the enterprise, and use the brainstorming method and the fishbone analysis method to find out the business key point of the enterprise, that is, the key point of the enterprise value evaluation in the enterprise conference. Then we use brainstorming to find out the key performance indicators of these key business areas, which is the enterprise-level KPI. That decomposes the departmental KPI. Heads of departments need to establish departmental KPI, based on enterprise-level KPI and decompose the KPI of the corresponding departments, determine the relevant factor objectives, analyze the performance driving factors (technology, organization, people), and determine the workflow to achieve the objectives. Decompose the KPI, at the departmental level in order to determine the evaluation index system. Decompose the individual KPI. Heads of departments and KPI staffs work together to further subdivide KPI into more detailed KPI for each position. This achievement measure index is

the element and basis of employee appraisal. This process of establishing and evaluating the KPI system itself is the process of unifying all the staff towards the strategic goal of the enterprise, and it will certainly promote the performance governance work of the managers in various departments, and set up the evaluation standard. Generally speaking, indicators refer to the aspects from which to measure or evaluate the work, and to solve the problem of "what to evaluate"; The standard refers to what level should be reached in each index, to solve the problem of "how to do, how to do" and to review the key performance indicators. For example, the question of whether multiple evaluators are able to evaluate the same performance indicator and whether the results can be consistent? Track and monitor whether these key performance indicators are operational and so on. Audit is mainly to ensure that these key performance indicators can comprehensively, objectively reflect the performance of the evaluated object, and easy to operate.

4.4 To set up distribution incentive and open up enterprise value chain

In order to optimize and develop human resources, it is necessary to set up the corresponding incentive mechanism and evaluation system according to the professional orientation and value orientation of the talents, so as to create a good condition for the optimization and development of human resources. The distribution system and incentive mechanism of encouraging talent innovation are closely related to work performance, and the sustainable creative potential of talents is stimulated. We should improve the mechanism of encouraging and employing talents, implement the policy of participating in the distribution of production factors such as knowledge, technology and management, and strive to create a good environment for the use of talents and the attraction of talents As soon as possible,. Create a healthy competitive environment. The scientific incentive mechanism contains a competitive spirit, and its operation can create a benign competitive environment and then form a benign competition mechanism. Employees are under environmental pressure, which translates into an incentive for employees to work hard in a competitive environment.

4.5 To ensure employee safety and constructing enterprise employee career planning and management system

Enterprises should accumulate human capital, construct the system of employee career planning and management, and design a clear system of career planning, especially the system of job promotion. The enterprise should make full use of the working data of the laborer, accumulate the working experience of the laborer, and give certain material and spiritual encouragement through the accumulated work experience. At the same time, enterprises should set up a plan and system to ensure the income security of workers, and at the same time, design a set of complete guarantee mechanism and system when workers quit the work of enterprises because of illness or age. A stable career ensures income stability and provides security of life when you exit the labor market in the future. Therefore, enterprises should establish a plan and system to ensure the income security of workers, and at the same time, when workers quit the platform because of illness or age, they can be included in the complete safeguard mechanism and system.

4.6 To identify key talents and establish a management and development system for key talents

According to the judgment factors of the key posts, including the decision-making position of the post, the strategic position of the post legal person, the irreplaceable position of the post, the establishment of the basic database of the key post, the establishment of the evaluation system of the key post, and the determination of the key talents for the development of the enterprise, it is establish dynamic talent reserve plan, recruit new staff, strengthen the training of key talents, strengthen the career planning of key talents; We should establish the compensation embodiment to reflect the value of the post, widen the pay gap corresponding to the value of different posts, increase the range of the linkage between the salary and the achievement, increase the performance management for the key talents, and establish a quantitative KPI appraisal system.

4.7 To attach importance to the construction of enterprise culture and construct the value system of human resource management

The combination of enterprise culture construction and human resource management can be started from the following aspects: the values of the enterprise and the employment standards of the enterprise should be fully integrated, the corporate culture should be comprehensively run through the enterprise culture education; It is important to combine the enterprise culture with the appraisal and evaluation system of the staff, combine the enterprise culture with the incentive system of the enterprise, combine the enterprise culture with the communication mechanism of the enterprise. Only when the corporate culture is fully integrated with the human resource management of the enterprise, can the abstract culture, values and concrete enterprise management be combined and implemented in the concrete management work, to let the enterprise staff and workers understand the advanced enterprise culture in the management of human resources, and convey it to the outside world through the concrete behavior of the staff and workers. Inside and outside of the enterprise, the enterprise culture identified by the staff and workers can be formed, including for the enterprise. Human resource management based on enterprise culture should be cultivated, condensed, guided by human resource management and improved the efficiency of human capital. We should set up the concept of "people-oriented" talents, construct the human resource management system based on the value orientation of enterprise culture, and make every effort to create a fair and just working environment and an atmosphere of "home" under the guidance of enterprise culture.

5. Conclusion

In a word, although human capital management is not a new system, it is based on human resource management and integrates the two dimensions of human management and return on capital investment in economics. The people in the enterprise are used as capital to invest and manage, and according to the changing information of human capital market and investment rate of return, the management measures are adjusted in time, so as to obtain the long-term value return.

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