

The Reform of Human Resource Management System in Enterprises under the Background of Network Economy

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Abstract: Since the reform and opening-up, China's economy has developed rapidly, and a large number of enterprises have gradually emerged. However, compared with the international enterprises which have already perfected the system, these enterprises have a certain gap in productivity and innovation. In the 21st century, talent and information will become one of the most important resources compared with before. How to manage human resources also presents different development trends in different times. In view of the characteristics of enterprises in the new era, we should change and innovate the current human resources management system appropriately, make full use of computer network information technology to maximize our productivity, which will become an important solution to overcome the low level of human resources management under the new background.

1. Introduction

With the rapid development of network technology, the use and management of human resources are becoming more and more important in enterprises, becoming the most important factor of social production and wealth, but also the source of economic and wealth growth. Under the background of the new era, the competition, management and application of human resources and the cultivation of innovative talents have become the focus of attention of enterprises and social organizations. But at present, people's understanding in some aspects still remains in the old concept, old system, and many enterprises do not realize the importance of improving human resources management system. First of all, we need to raise the awareness of the importance of human resources, at the same time, we need to carry out reforms to achieve human resources management innovation, in order to make the rapid growth of talents and make full use of them. Combining the concept of "people-oriented" human-oriented management in modern human resources management and some practices in human resources management at present, the innovation of human resources management system under the condition of new network technology is expounded in a series.

2. Problems of Human Resource Management under Enterprise Change

2.1 Insufficient human resources and leadership supervision system

At present, one of the main problems in human resources management of most enterprises in China is that human resources management and the supervision of enterprise leaders are not enough, and the supervision mechanism is not perfect enough. The reasons are mostly attributed to leaders. For example, many enterprise leaders can not correctly and accurately understand the importance of human resources management, so they have not invested too much energy in human resources management, still adhere to the use of traditional management methods, can not keep pace with the development of the times to actively reform and innovate human resources management system. In addition, many leaders of enterprises have many problems in the formulation of human resources management system, such as the problem of length of service system is not more humanized, and the corresponding management mechanism can not be formulated according to the actual situation

of different employees. Finally, due to the insufficient supervision of many enterprises, or the lack of leadership incentives and methods, many employees lack certain enthusiasm and initiative in the work process, which affects the work efficiency and production progress of enterprises.

2.2 The construction of social human resources market is backward.

Education is an economic sector that trains labor force for economic development and plays a vital role. The reform of educational policy, structure and system should be guided by the signal of human resources market, and make corresponding and positive adjustments. However, the human resources market has not really formed in China, and the market has not sent out effective signals on the demand for human resources quality, which leads to the lack of guidance in educational reform. Now advocating quality education only recognizes the inevitability of improving the quality of workers, but what kind of quality, what kind of quality structure, lack of sufficient specific signals from the market.

2.3 Lack of systematic planning in human resources management system

One of the main problems in the process of enterprise development is the management of employees. At present, many enterprises lack systematic planning and management of human resources management, which seriously hinders the development of the whole enterprise. For example, when many enterprises recruit, they directly use employers to recruit and select. They do not take into account the overall human resources of the work units and lack systematic planning and management. Even without a certain understanding of the staff of the whole work unit, they can not accurately understand their work ability and work accomplishment, which may lead to a lot of waste of talent. In addition, when enterprises are recruiting, they cannot assess their working ability, which makes many people who have no working ability enter the enterprise and hold important jobs. This is not good for improving the human resources of enterprises.

3. The Reform and Innovation of Human Resource Management System under the Background of Network

3.1 Ideological innovation

Faced with the increasingly fierce market competition environment, enterprise leaders or human resource managers need to establish a new concept and strengthen a sense that human resources are the first resource of enterprises. Human resources management should be incorporated into the strategic deployment of enterprise development, and talent development and training should be carried out in a planned and targeted manner on time to meet the requirements of modern enterprise development. Establish the concept that human resources are "human capital" that can bring benefits. People are regarded as a kind of special resources that can create value. People are regarded as exploitable resources and capital that can create value. People should give full play to their creativity, cultivate and cultivate useful talents, fully tap their potential, give full play to their dominance and decisiveness, and actively participate in the production organization of enterprises so as to maximize the benefits of enterprises.

Strengthening competition under market economy is the consciousness of talent competition. To strengthen the cultivation and cultivation of talents in enterprises, we should take the construction of managerial personnel as the core, set up three teams of managerial personnel, professional and technical personnel and employees, establish a mechanism that can retain the talents needed by enterprises for a long time, consider providing long-term good career development opportunities for employees, or build an option allocation mechanism in the salary allocation mechanism, or pay employees. Part of the salary is invested in the long run.

3.2 Employee Stock Ownership Strategy

Employee stock ownership strategy refers to a long-term performance incentive scheme that enables employees to hold shares and options of the company. In practice, employee stock ownership strategy is often funded by employees within the enterprise to subscribe for part of the

company's equity, and entrust the management and operation of employee stock ownership club, employee stock ownership club on behalf of shareholders into the board of directors to participate in voting and dividend distribution. Employee stock ownership strategy is a manifestation of employee ownership and an institutional arrangement for the owner and employee to share the ownership and future earnings rights of the enterprise. Employees own part of the property rights of the enterprise by purchasing part of the stock (or equity) of the enterprise and obtain corresponding management rights.

Implementing employee stock ownership strategy will make employees become shareholders of enterprises and play an important role in the future development of enterprises. Firstly, it laid the foundation for democratic management of enterprises and created a good working atmosphere. Secondly, retain talent, increase the staff's sense of belonging and I go to Angang. Thirdly, it enlarges the source of funds, increases the income of employees and reduces the phenomenon of employees leaving their jobs. Finally, we should adjust the earning rights of enterprises and change the restraint mechanism of enterprises. In the era of network economy, employee stock ownership strategy has become a new method of human resource management reform.

3.3 Integrating information technology into human resources management

Under the background of the network economy era, the comprehensive application of information technology management, which is the source of human resource management reform, enables every employee and any information that needs to be processed to be effectively and quickly transmitted and managed by electronic technology. Enterprises can use the computer network to accurately record the actual work situation and work ability of all employees in the enterprise, and organize the files of all employees, so that employees can be properly selected or allocated according to these files. Enterprises can also supervise and understand the work of employees through computer networks, and can also use computer networks to assign tasks. The management of cadres' personnel files is an important part of personnel work when selecting high-level managers in enterprises. In the era of information network, the use of computers can greatly improve work efficiency, while promoting the rational and correct use of human resources, avoiding the waste and loss of talent, but also avoiding the establishment of some unnecessary jobs, realizing the rational management of human resources, promoting the formation of a "up-down, in-and-out" working physique, and ultimately achieving a win-win situation.

In the work of human resources management, we should carry out the guiding ideology of people-oriented, respect every employee, change the backward management thought in the past, realize the scientific management of people, make full use of the advantages of information technology, and realize the goal of informationization of human resources management by effectively combining information technology and human resources management. Only in this way can we better promote the informationization of human resources management. Employees realize their self-worth. At the same time, the use of the Internet to recruit, so that the efficiency of talent recruitment has been significantly improved.

3.4 Establishing an innovative corporate culture and a learning innovation group

Establish innovative corporate culture. The core of enterprise culture is to absorb the essence of traditional culture, apply advanced management ideas, and clarify the values and behavior norms for enterprises. Once corporate culture is formed, the relevant rules and regulations of enterprises as part of culture will no longer be constraints and requirements, but become employees' habits and voluntary actions. Healthy and beneficial corporate culture can not only guide workers' daily words, deeds and work, but also satisfy them and cultivate their spirit of endeavor.

The view of talents is an important part of enterprise culture. Enterprises devote themselves to creating an open environment full of inspiration and innovation atmosphere, which is conducive to stimulating employee's innovative, creative and challenging thinking of technology research and prospects for the future of enterprises. It will encourage the vast number of employees to constantly think and innovate on the reality, and it will attract a large number of outstanding talents.

Innovative corporate culture and creative learning group should be consistent. Management ideas

and values in learning group, good atmosphere and environment formed by enterprises, entrepreneurship and growth mode of enterprises not only constitute the main characteristics of enterprise culture, but also make enterprises invincible in the fierce market competition. This can not only improve the efficiency of employees, but also have a strong attraction for employees without "dissociating" from the enterprise. Enterprises gradually cultivate enterprises into learning organizations through learning management, which is an important guarantee for the realization of enterprises' innovation ability.

4. Conclusion

Under the background of network economy, with the deepening of globalization economy, countries are becoming more and more inseparable in information technology and economy. However, the challenges brought by globalization are becoming more and more severe. How to maximize the use and innovation of human resources in daily management is a major issue for enterprises. At present, more and more enterprises begin to implement the ESOP policy, attach importance to the people-oriented management model, and let employees be the owners of enterprises. With the advent of the network economy era, human resources management has entered a new palace.

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