

# Research on the Relationship between Best Human Resource Management Practice and Enterprise Performance

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**Abstract:** With the development of society, the competition between the markets is becoming fiercer. The original extensive enterprise business model will cause a large amount of unnecessary resource loss, affect the economic benefits of enterprises, reduce the strength of enterprises, and reduce the competitiveness of enterprises. , gradually declined. Therefore, in order to better manage the enterprise and improve the work efficiency of the employees, the company must carry out various human resource management practices, so that the personnel arrangement is more scientific and reasonable, thereby improving the operational efficiency of the enterprise and increasing the performance of the enterprise.

## 1. Introduction

At present, the domestic economic market has the characteristics of rapid changes and fierce competition. It is necessary to carry out enterprise transformation in a timely manner, develop in a timely manner in the direction of high-tech knowledge, and fully improve the optimization of the management system. Western experts believe that certain human resource management practices can quickly improve corporate performance and have a wide range of applications. At present, domestic human resource management research is still in the initial stage, but the concept of optimal human resource management has basically formed a consensus. Analysis based on relevant theories is of great help to improve the level of human resources management and improve corporate performance.

## 2. The Concept Analysis

From a macro perspective, human resources is the basis for driving social progress and promoting economic growth of enterprises. It is a manifestation of the ability of workers. It can be understood as the people who have already invested in social construction and the people who are about to invest. In order to realize scientific human resource management, an orderly and regular approach is needed to consider human subjectivity and initiative in the first place. The purpose is to comprehensively and rationally develop resources to fully improve the individual potential and value of relevant personnel. Management, so that human resources can be fully utilized to ensure the full development of individuals and enterprises.

The concept mainly refers to the management behavior that can affect the performance of the enterprise, the human resource management that has a positive impact on the enterprise, and the method of summarizing all relevant practices. These best practices can create huge performance gains for the enterprise. By operating with the best human resource management system, the effectiveness of corporate management behavior can be greatly improved, and the management effect is more comprehensive. For this reason, current industry scholars need to actively promote the development of human resource management and theory, and try to achieve optimal configuration, and It will mobilize relevant personnel to create capabilities and business capabilities to the maximum extent, thus ensuring the substantial growth of the company's economic benefits

and realizing its social value.

The business indicators completed by the enterprise within the specified time can be understood as performance, and the relevant inspection indicators include: quantity, quality, efficiency and income. It is important to note that corporate performance must be based on individual performance, but for a specific company, even if it completes individual performance, it does not mean that the company's performance is up to standard. If the relevant organizations of the enterprise decompose the organizational performance according to certain logical relationships and distribute them to various positions and individuals, when the relevant personnel of the post complete the organizational requirements, they can be considered to meet the requirements related to organizational performance.

### **3. The Relationship between Best Human Resource Management and Corporate Performance**

Combined with the analysis of the relationship between scholars in the field, the current research of the theory mainly includes four parts: modern human resource management system, enterprise performance system, human resource management and enterprise performance relationship, promoting human resource management and enterprise performance interactive development. In terms of human resource management practice, it has the characteristics of wide coverage and complex content, and needs to be researched from different angles. The results of subsequent research are significantly different. For foreign research, Pfeffer et al. analyzed the human resource management practices at that time in 1994. In comparison with 16 kinds of human resource management methods, Davis.M comprehensively discussed in 2004 the internal communication mechanism, work norms, excellence plans, performance evaluation, etc., and promoted the progress of human resources management practice. Stewart Fiona proposed in 2012 that human resources management needs to be regarded as a systematic project. The project involves a wide range of issues and has a great impact on business management. It involves a wide range of other management processes and must strengthen the analysis of various mechanisms. Fundamentally improve the effectiveness of human resources management.

Domestically, Liu Shan et al. conducted a comprehensive analysis of corporate performance management in 2014. The purpose is to take effective measures to create a more stable operation platform for enterprises, and strive to improve corporate performance, realize the self-worth of relevant operators, and ensure the ownership of enterprises. The staff has a certain sense of pride and completes the breakthrough innovation of the enterprise. In 2015, Liu Guoping and others pointed out that in order to ensure the improvement of enterprise performance management level, it is necessary to strengthen the optimization of human resource management. There is an inevitable connection between the two, and human resource management can promote performance growth. On the contrary, enterprise performance will also have an impact on human resource management. . In 2014, Fan Shuiqing and others proposed that the formulation of enterprise planning objectives should be combined with the status quo, avoiding the goal of too high an enterprise, and establishing an achievable goal to realistically plan, which is also the basis for improving the enthusiasm of employees. Fu Hongyan (2014) and Guan Xiuyuan (2013) also conducted an in-depth analysis of the relationship between manpower management and corporate performance. They believed that they must be effectively combined and planned from the long-term development of the company. Organizational, internal literacy and other capabilities, this is the core issue.

First, human resource management, as a key part of corporate performance, must be taken seriously. Enterprise performance is an important manifestation of its competitiveness. It has an impact on the construction of corporate human values, management system planning, and business concept integration. As a key part of enterprise management, it is necessary to improve the awareness of the importance of human management.

Second, improving corporate performance can promote the improvement of human resource management. Enterprise performance is a representation of the development of the company. It also serves as a guide for the company. On the one hand, it leads the development direction of the future enterprise, and on the other hand, it plays a leading role in the future planning of human resource

management. When the company completes the requirements of performance improvement, the relevant employees can conduct self-management, self-education and development in a timely manner, which can lay a more stable foundation for the subsequent manpower management. From this perspective, enterprise performance management can greatly promote the progress of human resource management and ensure that the latter develops in this direction of more standardization, standardization and rationalization.

Third, the integration of human resource management and corporate performance is better. The purpose of enterprise human resource management is relatively simple. The general direction is to improve the performance of the enterprise. The short-term goal analysis is to improve the personal quality of the relevant operators. After optimizing the enterprise management, the purpose of performance improvement can be summarized as: The core value system increases the company's operating income and trains employees with comprehensive capabilities. It can be seen from the above analysis that the two elements of human resource management and enterprise performance are not contradictory, and the integration of the two is relatively high. Combining the characteristics of human resource management and enterprise performance, establishing scientific planning objectives can fundamentally promote the enterprise. The long-term stable development, under the "dual power" role, will enable enterprises to enter the benign development track in time.

#### **4. Measures to Improve Corporate Performance**

If the employee's participation can be greatly improved, the employee's work ability can be fully optimized. The company needs to strengthen the platform construction and provide employees with stable technical support and organizational support. Secondly, the management of the company needs to pay attention to the choice of communication channels and communication strategies, ensure that all relevant personnel understand the changes and developments of the company in the first time, and give employees the right to make certain decisions and make recommendations, so as to ensure the safety of all relevant personnel. . In addition, the employees of the company need to carry out horizontal and vertical conversion management in time to ensure the increase of the content and scope of the work. This measure is beneficial to improve employee behavior. In addition, the company needs to optimize the employee's working environment in time to avoid the tedious and single negative impact.

Enterprises should provide active organizational support for employees. The management of the company should pay attention to communication with employees. It must ensure that employees can keep abreast of company information, give employees the right to express opinions and participate in decision-making, and provide employees with employment safety and security. The enterprise can improve the work design, and then redesign the work functions, work content and work relationship of the employees. The horizontal or vertical conversion of employee positions, the expansion and enrichment of work content are all conducive to improving the behavior of employees. At the same time, enterprises should improve the work situation of employees, so that they should not be too boring and single, and expand the career of employees. Care. In the career development of employees, fully empowering employees, companies should guide and help employees grow and develop.

In terms of enterprise compensation system, it is necessary to develop with the times. In order to ensure that the competitiveness of enterprises is not negatively affected, it is necessary to strengthen the adjustment and adjustment of the compensation system. In order to ensure that the compensation system is competitive, employees can enjoy team benefits and profit sharing in addition to traditional compensation. In addition, corporate insurance, welfare, etc. need to make necessary adjustments in accordance with the characteristics of the enterprise, and try to ensure the principles of institutionalization, humanization, and personalization. If the enterprise needs to pay insurance for all employees, the humanization needs the company to provide employees with a variety of welfare projects in a timely manner, and also provides insurance projects that match the positions of the company.

In addition, a good compensation system has a great impact on manpower recruitment. In the

selection of talents, enterprises not only need to consider the current skills, but also need to consider the future development potential, according to the company's situation, job requirements, etc., as far as possible, using structured interviews for talent recruitment, and timely consideration of employee internal promotion management control. The compensation of enterprises must be competitive in the market. In addition to traditional design, employee compensation, team compensation, profit sharing, stock rights, etc. should account for a certain proportion. Insurance benefits need to reflect the combination of humanization and institutional management. In addition to paying some basic social insurance for employees, enterprises should also strive to provide employees with insurance and welfare programs in various forms and standards.

Enterprises need to ensure the full implementation of the fair mechanism, create a fair promotion opportunity in a timely manner, develop a performance evaluation system, feedback system, etc. according to the enterprise development plan, and on this basis, adjust the compensation and benefits of employees. Enterprises need to manage in combination with future development goals and operational methods, strengthen the setting of core parameters of input and output ports within the enterprise, and perform sampling analysis and calculation when necessary, so as to realize quantitative management of enterprise processes, improve core performance indicators, and optimize Enterprise performance level.

Companies should provide fair promotion opportunities, establish a scientific and reasonable performance appraisal system, and develop some fair performance feedback systems, and use this as a basis to allocate employee compensation. Enterprises can decompose strategic goals into specific operational goals, and set, sample, calculate and analyze some key parameters of input and output within the enterprise, and then quantify some key performance indicators of enterprise process management. Based on this, effective management of corporate performance is carried out.

The management team is an essential part of the company. In order to strengthen the team building, the company needs to actively set up the team performance and provide strong policy and technical support for the employees. Promote the mutual supervision of all relevant personnel and the implementation of the summary of opinions. Excessive intervention by the executive supervisor is avoided by mutual supervision between all employees of the company. Ensure team building is more flexible.

Enterprises should pay attention to the construction of self-management team, and have performance awards based on the overall team, providing more support for employees. Promote employees to use mutual supervision among colleagues, summarize the opinions and ideas of employees, and propose better and more creative solutions to problems.

Increase the training funds and time investment of the company. According to the real needs of enterprises and employees, the training needs analysis, the company must evaluate the training requirements before training, and then develop a systematic and formal training plan, and evaluate the training implementation and effectiveness after the training. Thereby constantly improve the training and development of the enterprise. On the one hand, the company's training should ensure that the company's training in employee training can truly improve the individual knowledge and skills of employees; on the other hand, to improve the work skills of employees, the most important thing is to enable employees to recognize the values of the company in their minds. Target internalization is the goal pursued by employees themselves, which in turn promotes the integration of employees and organizations.

## **5. Conclusion**

Under the general situation of economic globalization, it is necessary to strengthen the improvement of the best human resource management level of enterprises, which is the key to improving corporate performance. Excellent talents are a necessary condition for building a first-class enterprise. Perhaps this is the most concise relationship between human resources and corporate performance.

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