

Research on Humanized Management of Diversified and Compound Talents in Enterprise Human Resource Management

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Abstract: With the reform and opening up of our society, non-public economy has been introduced into the field of socialist market economy, and it has become a very important part of socialist market economy. Many people, especially young people, have invested in society, and small and medium-sized information technology limited companies have begun to develop. For an enterprise, human resources management determines its development trend, can help enterprises improve the quality of their talents, and constantly provide fresh blood for the development of enterprises. As an enterprise, its development and growth can not be separated from the support of talents. Only by constantly innovating in technology, can enterprises have sustained core competitiveness in the fierce market competition. From this point of view, this paper gives the corresponding countermeasures for the current diversified management of human resources and the humanized management of compound talents, hoping to give some help for its development.

1. Introduction

With the rapid development of China's social economy, the competition among enterprises in all walks of life is becoming increasingly fierce. All enterprises gradually realize the help of compound talents to enterprises themselves in the process of competition. Whether they can attract, retain and tap the potential of talents has become the focus of most attention among enterprises.

2. Humanized management

2.1 The Meaning of Humanized Management

Frederick Tarozen, known as the father of scientific management, pointed out that "management is to know exactly what you want others to do and to make them do it in the best way possible." Among them, both managers and managed persons are composed of "people". "People-oriented" is the core insistence of humanized management. "People-oriented" means that the theory of humanism runs through the human resources management of enterprises and takes full account of human factors in the whole process, so as to further develop the potential of human self-realization.

2.2 Stage of Humanized Management

The process of humanized management itself is a dynamic management process. In this process, humanized managers should fully observe and reform the managed, so as to carry out different management methods for different personnel. In this process, managers usually need to spend more time to carry out.

2.3 Significance of Humanized Management

(1) Strengthen employees'sense of achievement and meet their spiritual needs

The strongest motivation to support employees'work is the support of internal sense of achievement. In the incentive system of human resources management, managers should not only give managers certain material incentives, but also pay attention to spiritual incentives. Humanized management has a highly targeted spiritual incentive mode, and certain affirmation of the managed can further make them feel a sense of achievement, and promote the managed person's sense of honor for their own work [2].

(2) Mobilizing the enthusiasm of employees and stimulating the potential of innovation

Knowing people and being good at their work is an important part of human resource management in enterprises. Humanized management attaches great importance to employees' self-realization and assigns work according to their talents, so that each employee can play its most valuable part and effectively mobilize their enthusiasm and creativity. At the same time, humanized management will continue to guide employees in a targeted and positive way, cultivate their innovative thinking and consciousness, and constantly tap their own potential.

3. Compound talents

Compound talents refer to multi-functional talents, which are characterized by versatility and can show their skills in many fields. Compound talents include knowledge, ability and thinking. The major characteristics of today's society are interdisciplinary, knowledge integration and technology integration.

4. Problems in the diversified management of human resources

4.1 Lack of Human Resource Management Function

Because enterprises only focus on improving the economic benefits of enterprises, so all the work carried out is also closely around the business field, and human resources management can not bring very intuitive economic benefits, in this case, managers will pay less attention to this aspect, and even regard human resources management as daily trivial work. In addition, due to the limited number of personnel, there is usually no professional management personnel to be specifically responsible for the human resources management work of the enterprise. Many enterprises practice to mobilize personnel from another position to take charge of the human resources management work. Even some enterprises will directly think that this work has no effect and leave it alone until it is used. When there is a shortage of people or personnel, we should find non-professionals to deal with it temporarily.

4.2 Lack of scientificity and standardization

Because some enterprises do not have human resources management professionals or pay little attention to the humanized management of compound talents, it will lead to irregular and unscientific human resources management functions, mainly reflected in the lack of corresponding rules and regulations, work carried out too casually, usually in the following aspects: 1. unreasonable post settings, because When recruiting, there is no uniform standard, so it will be vulnerable to the influence of managers' distant relatives and alienated ideas. The key positions in enterprises usually choose their own relatives or friends to hold them. Secondly, there is no scientific evaluation system in performance appraisal and salary design. The way of salary payment is either too simple or too subjective, which leads to the inconsistency of salary payment. Reasonable situation; Third, do not pay attention to staff training, such enterprises in the form of staff training is relatively single, and even some enterprises did not establish a training system.

5. Human resources management measures

Establish the concept of diversified management of human resources management: under the traditional concept of personnel management, the main direction of staff management is to take daily affairs as the main direction, such as salary payment, insurance payment, staff entry and departure. This simple human resources management is unable to meet the current needs of human resources management. Human resources management In order to meet the development needs of modern enterprises, the human resource management system should include many functions, such as personnel demand analysis, employee recruitment, employee training, incentive assessment mechanism, career planning and salary formulation. From this point of view, human resource management can be regarded as a function that can help enterprises create economic benefits, not

just the loss of enterprise funds.

6. Strengthening Measures of Humanized Management of Compound Talents

6.1 Focus on Employees'Needs and Focus on Centrality

At present, institutionalized management still occupies the mainstream of human resource management in enterprises. To strengthen humanized management, first of all, we need to change the ideology of managers and integrate more humanized management concepts into standardized management. Employees are the key to the long-term development of enterprises and the beneficiaries of the humanized management of human resources. Managers should respect the main status of employees, the differences between individuals, abandon the concept of superiors and subordinates, and treat all employees equally. How to better practice the concept of humanization lies in the close attention of enterprises to employees'needs, humanistic care for employees' work and life, pay attention to employees'salary performance management, motivate employees from both material and spiritual levels, timely feedback and affirmation of employees' value, enhance employees'sense of achievement and existence, thus cohesion of group centripetal force and construction of enterprises.

6.2 Improving the Management Way and Promoting Democratization

The adjustment and optimization of management mode is the key point to promote the humanization of human resource management in enterprises. On the one hand, managers should ensure the scientificity of human resources management system, pay attention to the scientific and reasonable arrangement of the system, reduce the difficulty of execution of the system and management, and escort the humanized management; on the other hand, enterprises should create a human-friendly, harmonious and warm way of human resources management for employees, emphasize "flexible" management, so as to "move with emotion and understand with reason". Employees should be cared for and trusted by transposition thinking mode, fully develop the Democratic spirit, build communication channels between enterprises and employees, cultivate employees'sense of responsibility, and provide more space for employees to realize their self-worth.

7. Conclusion

In summary, human resource management in modern enterprises not only needs traditional institutionalized management, but also needs to strengthen the humanized management of compound talents, implement the management concept of "people-oriented", fully respect and understand employees, maximize the effectiveness of management, maximize the value of employees, and make employees have a strong sense of identity for enterprise management. Make them form a "fate community" which is closely related to each other, and unite to promote the sustainable development of enterprises and employees.

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