

Research on Enterprise Strategic Human Resource Management Based on Cloud Computing

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Abstract: The characteristics of cloud computing technology are consistent with the connotation of strategic human resource management, which can improve the efficiency of data utilization, integrate the management relationship, improve the organizational structure, and help enterprises to reduce their costs. Moreover, it also can improve efficiency and increase competitive advantage. Therefore, it can be said that cloud computing technology can play a better role in supporting the human resource management. Based on the author's learning and practical experience, this thesis first analyzed the advantages of cloud computing in enterprise human resource development, and then built a strategic human resources management system based on cloud computing. Finally, the thesis summarized the problems that should be paid attention to in constructing enterprise human resources cloud computing platform.

1. Introduction

At present, the human resource management of many advanced enterprises in China has developed to the strategic human resource management stage, so the human resource management has become the strategic partner of the enterprise. Because of its small scale, lack of funds and limited personnel, human resource management stays in the traditional personnel management stage, and does not reach the strategic level, which leads to the lack of competitiveness of small and medium-sized enterprises. However, the emergence of cloud computing will change this situation, and the importance of small and medium-sized enterprises human resources management reform will be more prominent. Therefore, it is necessary to study the change of human resource management in small and medium-sized enterprises under the background of the cloud computing.

2. The Advantage of Cloud Computing in Enterprise Human Resource Development

2.1 Diverse options.

Management system based on the cloud computing is embodied in all aspects of enterprise human resources, representing the change of management mode and integration of human resources management content and value creation. It also provides a sufficient number of functional module services, including differentiated customization services for specific enterprises. Enterprises only need to rent or purchase according to their own needs, using the corresponding functional services. Thus, it is simple and easy. All departments in the enterprise can share the service and update it at any time, which meets the complex and changeable requirements of strategic human resource management, and continuously adapts to the dynamic change trend with the advantage of high efficiency and low cost.

2.2 Cost reduction.

In the past, enterprises had to pay a high cost for purchasing human resources management software, and due to the lack of professional technical maintenance personnel, they had to pay a certain amount of human costs in the daily maintenance management of software. If the enterprise uses the enterprise management system based on SaaS, the operation and management cost of human resource management can be significantly reduced: First, the enterprise pays on demand

through the cloud platform, which is because the cost of the management system based on cloud computing is lower; second, cloud computing service providers provide system-based maintenance and management services, which greatly reduce the cost of enterprises from daily upgrade maintenance; third, it is not restricted by geographical restrictions. Cross-regional enterprises can obtain the required software and services through the network virtual resources provided by cloud computing. Moreover, the service price and standard are clear, so it is easy and convenient for enterprises to communicate with suppliers and make business accounting with them, which can save a lot of information communication costs.

2.3 Efficiency improvement.

Cloud computing has a strong ability to collect and process data, and it can also provide information and process management, decision support, statistical analysis and other services to help enterprises achieve automation and electronic management. Thus, it will make the routine management of human resources more standard. At the same time, cloud computing enables the personnel workflow to be carried out online, which improves the transparency of management and employee participation, accelerates the transmission of information in the organization, and reduces the inefficiency caused by information clogging^[1].

3. Construction of Strategic Human Resource Management System Based on Cloud Computing

In order to make a profit, an enterprise must reduce its expenditure as much as possible to ensure its own interests. However, human resources spending accounts for almost the largest share of corporate spending, and only a handful of companies know how to get returns on their investments. If can not improve the efficiency of human resources, enterprises will not be able to improve business performance. However, the SF human resource management system of S company, an international famous software company, can help the enterprise to solve the problem of human resource management. Its overall framework is shown in figure 1.

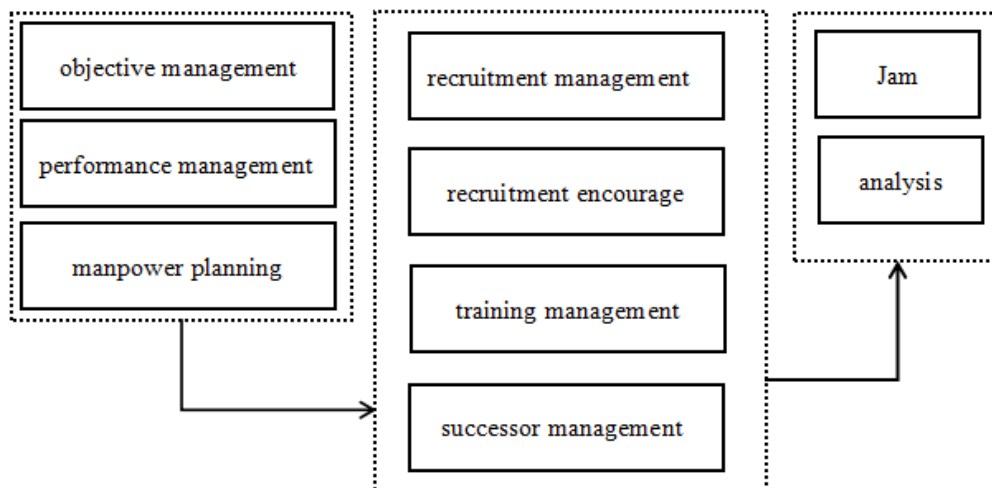


Figure 1 Overall Framework of SF Human Resources Management System

Through the SF human resource management system, we can achieve clear development plan, cost control, improve productivity efficiency, drive business results and other businesses, which have incredible effect on the operation of enterprises. The features of the system are: First, it is customized for each employee^[2]. An intuitive organization chart is constructed for each employee, which contains comprehensive labor files and facilitates the implementation of convenient employee affairs management. It also has a powerful reporting and analysis function, through which transaction applications can be initiated through simple operations without too much training. It also supports matrix, work collaboration, information sharing and file sharing, which is convenient for performance and talent management, so as to assist decision making. In the social function, it is

easy to manage the rich personal information and the transaction, and it also facilitates the team cooperation and the communication. In addition, the mobile application built-in report and instrument analysis is easy to consult information, which can easily quantify labor productivity and measure the impact of business human resources strategy and planning. Second, it equipped with more integration capabilities. Cloud computing enables SF human resources management systems to integrate more product information with external applications such as ERP, CRM, so it has more integration methods such as API, FTP, Platform (in figure 2). The scheme can integrate data, transfer employee and company information, and can integrate process to ensure the smooth operation of end-to-end processes. In addition, it can carry out user experience to ensure transparent interaction with employees.

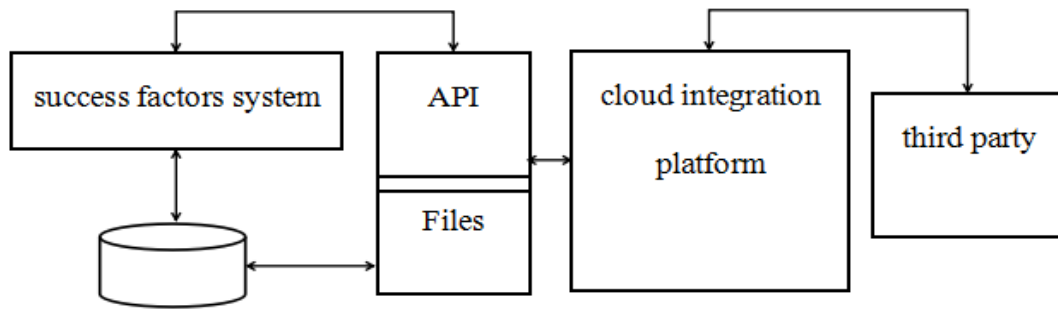


Figure 2 SF Human Resources Management System Integration Capability Diagram

4. Problems Needing Attention in Constructing Cloud Computing Platform of Enterprise Human Resources

4.1 Construction of human resources development goal system based on objective management.

The mission and task of an enterprise must be translated into a goal. If there is no goal in an area, the work in this field must be neglected^[3]. Therefore, the managers of the enterprise should manage their subordinates through objectives. When the top managers of the organization have determined the organizational goals, they must be effectively decomposed and transformed into the sub-goals of various departments and individuals. According to the achievement of the sub-goals, the manager can assess, evaluate and reward the subordinates. Objective management is also suitable for human resource development in small and micro enterprises. By setting the overall goals of human resources development for small and micro enterprises on the cloud platform, sub-goals are assigned to individuals according to their professional skills and responsibilities based on the virtual talent database within the enterprise. At the same time, the evaluation and supervision standards are set in the cloud platform to monitor the progress of the completion of the sub-goals and the total goals in real time, so as to ensure the smooth realization of the overall goal of human resources development in small and micro enterprises.

4.2 Construction of virtual talent database based on role theory.

On the basis of the original talent database, small and micro enterprises should classify and construct virtual talent database according to the division of professional skills. Specific practices include: Firstly, we need to collect the internal human resources of the enterprise, and describe and classify the professional knowledge background and skills of all employees in detail. Secondly, on the basis of enterprise original talent data, we should supplement and further classify, establish virtual talent database based on cloud computing and Internet technology; finally, we should connect the virtual talent database and the public human resource data to realize the sharing of virtual talent data. When a task is assigned, the cloud platform automatically searches the talent database within the enterprise to automatically match the most suitable virtual team according to the division of expertise and skills; if the internal human resources are insufficient, the cloud platform will draw suitable human resources from the public human resources cloud platform for the leaders

of the small and micro enterprises to choose, which effectively makes up for the shortage of the quantity and quality of human resources in the small and micro enterprises. At the same time, it reduces the cost of human resource development. Meanwhile, we should carry out dynamic management of the virtual talent database of small and micro enterprises. In addition, we should be able to update the virtual talents in real time according to the change of work tasks and the improvement of their professional skills, so as to achieve the sustainable development of small and micro enterprises in human resources development work^[4].

4.3 Human resource allocation, training and incentives based on system theory.

From the point of view of system theory, human resource development of small and micro enterprises mainly includes three main links: human resource allocation, training and incentives. On the basis of the construction of private cloud platform in small and micro enterprises, it is very important to set up virtual team on the basis of reasonable allocation of virtual talents with work tasks, and also to establish training and incentive system for virtual talents and teams. At the same time, due to the high cost of pre-investment and limited liquidity, the training of virtual talents and teams can be carried out by means of autonomous learning or communication learning through the cloud platform within the enterprise. In addition, because of the financial constraints of small and micro enterprises and the narrow effect and progressive space of compensation incentives, small and micro enterprises should open up cultural incentives, identify with the path of incentives and build a common vision^[5]. By strengthening the culture of small and micro enterprises, they can continuously enhance the sense of belonging and identity of enterprises' human resources, especially high-level human resources. By drawing a shared vision, employees are encouraged to grow together, and their self-worth and pride are realized in the process of enterprise growth.

5. Summary

The rapid development of cloud computing will have a huge impact on small and medium-sized enterprises, and also will greatly drive the changes in all aspects of small and medium-sized enterprises, especially in the area of human resources management. Under the background of cloud computing, human resource management of small and medium-sized enterprises will realize information office, service outsourcing and service sharing more quickly, and make the design of human resource management system more perfect, which not only saves human resources, but also reduces operating cost. This makes the allocation of resources more reasonable, using the limited resources of enterprises to create the most valuable links. At the same time, small and medium-sized enterprises should pay attention to the growth of employees, establish innovative incentive mechanisms, and conduct more emotional exchanges with employees; moreover, this can improve the labor relations with the employees and grow and develop with employees together.

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