

Construction of Network Platform for Personnel Management Based on Computer Aid

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Keywords: Informatization, Computer aided, Personnel management

Abstract: With the continuous development of information technology, all walks of life are gradually applying computer technology to manage enterprises. As the basic management module of enterprise development, personnel management has also greatly changed the management efficiency. The core of personnel department lies in personnel management, and the main motive force of its operation also comes from personnel. Computer-aided personnel management is the construction of personnel management network platform, which collects, sorts out, transmits, stores and processes personnel information, realizes sharing by multiple users, and directly serves various departments. Establishing a scientific personnel management network platform will improve the efficiency, help managers get rid of heavy and complicated transactional work, improve the management level and competitiveness of enterprises, and get accurate and applicable personnel management data in time. This paper introduces the basic characteristics of personnel management in enterprise management, and establishes a computer-aided personnel management network platform to improve the efficiency of personnel management.

1. Introduction

In an enterprise or institution, there are three important management systems, namely personnel management, material management and financial management. The routine work of the personnel department is more and cumbersome. In the information age, with the rapid development of computer technology and network communication technology, the informatization of personnel management is the inevitable trend of personnel management in modern enterprises [1]. With the rapid development of computer technology and the popularization of computer application in enterprise management, it is imperative to use computer to realize enterprise personnel management [2]. Personnel management is the most basic information management system necessary for enterprises. The introduction of computer and other advanced technologies into personnel management is an important direction of the development of personnel management in modern enterprises. The core of the personnel department lies in personnel management. The main driving force of its operation also comes from personnel, and its role is key for a personnel department [3]. The development of computer technology and network communication technology is conducive to promoting the scientization and informatization of enterprise personnel management, realizing the networking of enterprise information transmission and office automation, giving full play to the role

of personnel and enabling enterprises to achieve sustainable development in the fierce competition [4]. In the process of using computer information technology, how to design personnel function system and manage personnel database is an important problem to be solved by enterprises at this stage.

With the advent of the information age and the development of computer technology and network communication technology, the realization of computer management of personnel management has become one of the main contents of realizing scientific management, information resource, transmission network and office automation of enterprises [5]. Computer aided personnel management, that is, the construction of personnel management network platform, is the collection, sorting, transmission, storage and processing of personnel information, so as to realize the sharing of multiple users and serve each department directly [6]. For large and medium-sized enterprises, using computer technology to support enterprises to complete various management work efficiently is a necessary condition to meet the requirements of modern enterprise system and promote enterprise personnel management to be scientific and standardized [7]. Establishing a scientific personnel management network platform will improve work efficiency, help managers get rid of heavy and complex transactional work, improve the management level and competitiveness of enterprises, and obtain accurate and applicable personnel management data in time [8]. The combination of personnel management and Internet through computer technology can effectively improve the management operation speed and improve the operation stability [9]. This paper introduces the auxiliary role of computer information technology in personnel management, and establishes a computer-aided personnel management network platform to improve the efficiency of personnel management.

2. The Role of Computer Aided Personnel Management Network Platform

2.1 Improve Management Efficiency

Applying computer network technology to personnel management is conducive to improving management efficiency and realizing management process. Due to the strong repeatability of personnel management, the traditional management method needs to spend a lot of working time and is inefficient. Computer-aided management can effectively reduce workload, save working time, reduce labor cost and improve work efficiency. In the daily operation of personnel management, repetitive work accounts for a large proportion, such as salary management, employee assessment and performance evaluation. If we only rely on the traditional management methods, it will not only increase the actual workload, but also reduce the work efficiency. In the computer system, the personnel management network platform has multiple modules, and the corresponding modules correspond to the corresponding projects, such as employee recruitment, training, salary management and payment, etc., which are all completed by their opposite modules [10]. Today, with the rapid development of computer technology, assisting personnel management through computers is conducive to reducing workload and improving work efficiency. In the actual operation process, because the personnel management system has multiple modules, the computer also has corresponding modules when designing the system, and completes the related work independently.

Personnel management should be people-oriented, which reflects the idea that personnel departments attach importance to and pay attention to talents. Excellent personnel system is based on this idea, paying attention to the fairness and justice of personnel management and paying attention to a reasonable talent management system. People-oriented is the most important principle of personnel management, which is reflected by the specific measures of respecting and paying attention to talents by the personnel department. Based on the people-oriented concept, the

personnel management department should establish a perfect personnel system, pay attention to the fairness and impartiality of management, and provide protection for talents with reasonable systems. Under the computer information technology, the personnel management has greatly satisfied this point, the interaction between the personnel department and employees has been continuously sublimated, and the relationship between employees has become more and more cordial. Computer-aided personnel management can make the interaction between personnel department and employees more frequent and deeper, which is beneficial to close the relationship between employees, build a harmonious working atmosphere, improve the transparency of personnel management and promote their own development and perfection.

2.2 Optimize the Rational Allocation of Personnel

The advantage of computer-aided management lies in its powerful ability of collecting information. Computers can collect various kinds of information of relevant personnel, make corresponding analysis, processing and integration according to the needs of the personnel department, and submit the final results to the use decision-making department. At the same time, according to the analysis results, the Ministry of Personnel makes a strategic plan for talents, and then realizes the informatization development of personnel management. The establishment of the personnel information management system is highly centralized and unified, and has certain forecasting and control capabilities [11]. Computer-aided management can make the management departments and employees interact with each other by using the Internet platform, which is beneficial for enterprises to build a harmonious working atmosphere, improve personnel management ability and improve management functions. Computer-aided personnel management is the construction of personnel management network platform, which collects, sorts out, transmits, stores and processes personnel information, realizes sharing by multiple users, and directly serves various departments. The important role of computer-aided personnel management is also reflected in its powerful information collection ability. Figure 1 shows the structure of talent informatization construction.

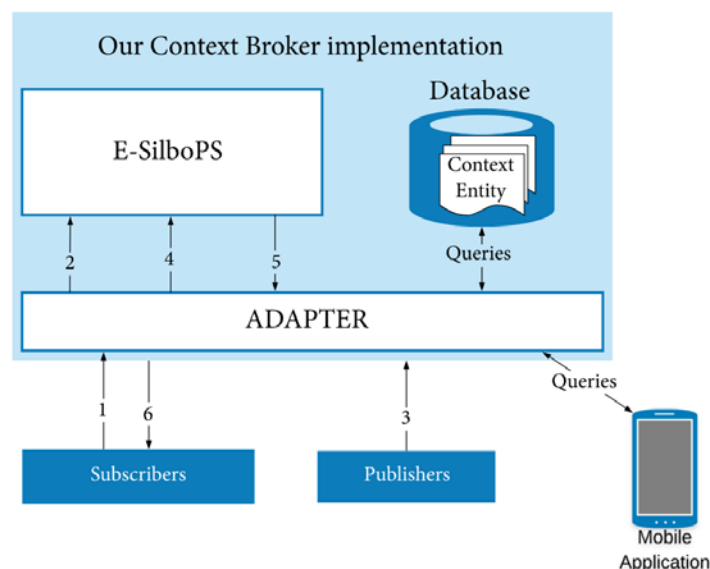


Fig.1 Talent Information Construction Structure

Computers can use their own advantages to collect various information about personnel, analyze, integrate and deal with them according to the specific needs of personnel departments, and present

the results to decision-making departments. According to such analysis results, the personnel department plans for the personnel department, which is the information development of personnel management. This can make the decision of the personnel department more active and has good timeliness. According to the analysis results, the personnel department will make the personnel strategic plan, and realize the information development of the personnel management network platform. It is beneficial to realize the rational optimization of personnel allocation, enhance the initiative of the personnel department and make its decision-making more time-sensitive [12]. One of the auxiliary functions of the personnel system is its powerful ability to collect information. It can collect all kinds of personnel information to the maximum extent, integrate and deal with it according to the actual needs of the personnel department, and finally show the results clearly in front of the decision-making level.

3. Analysis and Design of Personnel Management Network Platform

With the wide application of big data in enterprise management, enterprises should fully realize the challenge and necessity of innovating personnel management. In personnel management, it is a better method to apply big data technology in the analysis of management information, which requires personnel managers to have management awareness. Big data, as the basic analysis factor, can break the geographical barrier of talents and realize the global introduction mode of innovative talents by taking into account all aspects of talents' qualities from the perspective of relevance.

Nowadays, employees in enterprises pay more attention to personal achievements and have a lot of spiritual needs. In order to improve employees' satisfaction with personnel management, it is necessary to adopt new management methods so that employees can accept management and improve management quality. The flexible database can store the relevant personnel data of all employees in the enterprise, including regular employees, temporary employees, retired employees and retired employees. The employee information database is one of the basic databases of the personnel network platform, and users can customize the data entry and editing of the whole database [13]. In order to improve the management efficiency, it is necessary to strengthen the collaborative relationship among different departments of enterprises, ensure the smooth flow of capital chain and information flow, and ensure that the later development strategies of enterprises are not affected. In the process of strategic deployment, personnel management is the easiest to change. Personnel management is the key element of the normal operation of an enterprise. Without good personnel management, it will limit the development of other aspects. When inquiring and counting the basic information of employees, it is necessary to flexibly set up multi-condition combined inquiry, broaden the methods of searching and inquiring, and realize multi-channel statistics of the basic information of employees.

When processing and printing reports, it is necessary to be able to print information reports such as employee resumes, employee training files, basic information tables of resigned employees, and management of employee locker according to specific retrieval conditions such as employee names, job numbers, departments or academic titles. Through the Internet, the process of personnel management is sorted out, and scattered information is processed centrally, so that the automation and informationization of human management can be realized and linked with other internal systems. Figure 2 shows the personnel ecosystem model.

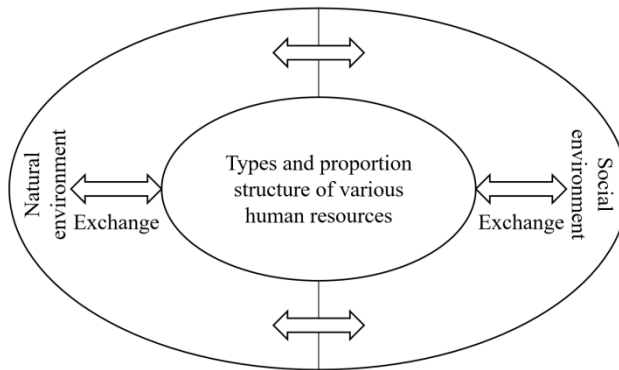


Fig.2 Personnel Ecosystem Model

The integration of big data technology and the application of the concept have achieved very good development results, and on the whole, they have not caused serious defects and omissions. In the past recruitment process, enterprises published information through major media and recruitment websites, and then selected suitable talents through the process of step-by-step interview selection from a large amount of application information, and developed the latest personnel management software through the application of big data. The data mining process in personnel management is shown in Figure 3.

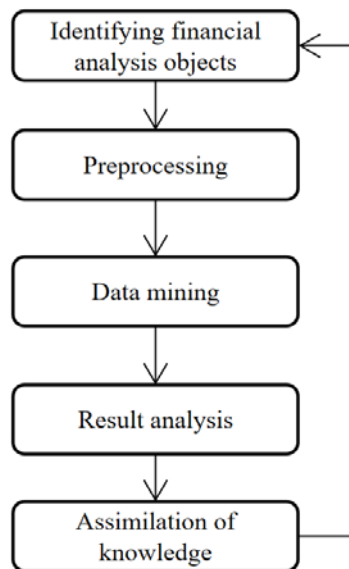


Fig.3 Data Mining Process in Personnel Management

The application of personnel management network platform is in line with the development of the times, and is favored by personnel departments. However, the establishment of such a system is not an easy task. First of all, we should analyze the characteristics of the personnel department on the basis of its operational characteristics. If the personnel management can't be humanized, the staff's enthusiasm can't be effectively guaranteed. The lack of innovative training content in enterprises can not improve the comprehensive quality and scientific literacy of employees, which in turn makes their work and study show more prominent passive characteristics, and greatly reduces the training effect. Managers can search for external resources through the Internet, and use personnel providers such as recruitment websites and headhunting companies to make linkage, so that employees and grass-roots management can participate in the internal management of the enterprise, thus fully achieving the humanistic interaction management. Computer-aided personnel

management network platform should be able to customize various prompt and early warning functions according to the actual needs of users, such as probation period, internship period, contract period and agreement period.

In the Internet age, applying this technology to the personnel management of enterprises requires the rational application of the network platform, the implementation of management by running the network technology and combining with the use of big data technology. When the personnel management network platform is given, it is necessary to deliver its running framework to customers. With extensive assistance, the system is initialized, the trial operation of the system is started, and any problems in the process operation are corrected and modified in time. After a period of actual operation, there will be many problems. Therefore, it is necessary to negotiate with suppliers for improvement, so as to make the operation of its system adapt to its needs, achieve all-round development and ensure that its operation is in line with the business development of the personnel department. The structure of computer environment personnel data storage is shown in Figure 4.

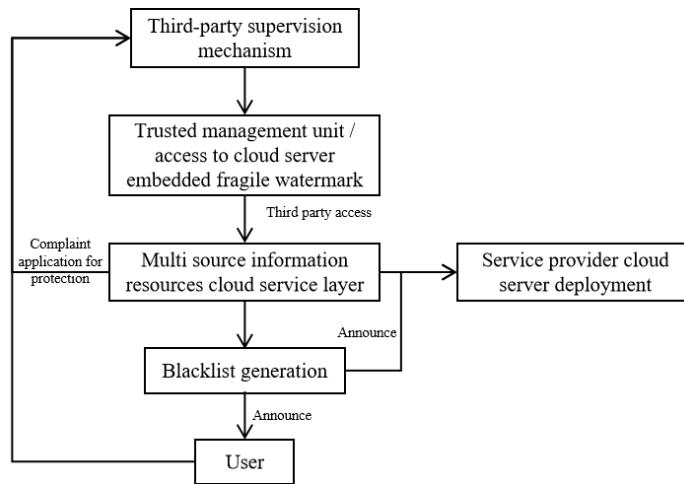


Fig.4 The Structure of Personnel Data Storage

In the management of enterprise employees, it is necessary to diversify, and all kinds of social software that employees are accustomed to use should try to be used in personnel management, so as to build a communication space with enterprise employees. In the modern personnel management mode, the decision-making mode of enterprises is relatively old, and it is easier for enterprise leaders to rely on the experience of individuals or collective leaders to make decisions, because without the effective support of “internet plus” and big data, it is difficult to prove the correctness of decisions with data.

4. Conclusions

The development and design of the personnel management network platform must be combined with the concrete reality. Only in this way, the development and design of our network platform can really serve the society and get the best practical application effect. With the continuous innovation of computer technology, the network platform of enterprise personnel management is gradually improved. It replaces the traditional management scheme, combines personnel management with the Internet, improves the operation level of enterprises, and optimizes the personnel deployment system. Computer-aided personnel management network platform plays an important role in the operation and development of personnel management. It is conducive to saving the operating cost of the system, effectively improving the operating efficiency of the personnel management system,

and promoting the rational allocation of personnel. A good system must be supported by a good database. A well-designed database system is efficient, safe and stable, which ensures the reliability and correctness of the system. Reasonable use of computer technology to deal with personnel information can not only help managers to inquire and regulate, but also improve the process of resource management, which plays a very important role in promoting enterprise resource management.

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