Research Progress of Information Human Resource Management

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Abstract: *In recent years, the level of information technology has been continuously improved, and information technology has been widely used. It has played some roles in enterprises in various fields, which has changed the marketing mode and operation mode of enterprises. It is the main competitive object faced by the traditional enterprise management mode. Human resource management informatization plays an important role in the process of enterprise development and is the key content of enterprise informatization management. Taking this as the development background, the mode of human resource management will also change.*

1. Introduction

The improvement of information technology has changed people' s working methods and daily life, and improved the convenience of life and production. People have gradually begun to accept information technology, and the degree of acceptance has also been continuously improved. The wide application of information technology has affected the traditional human resource management concept, and there have been some changes in both management concepts and management methods. Information construction is a work proposed by many people, which has attracted people ' s attention at the early stage of the development of information technology, and has invested a lot of energy in practical research. Nowadays, social enterprises attach great importance to the application of information-based human resource management. How to give full play to the positive role of this management mode is a work that enterprises should focus on, and it will become an important factor affecting the efficiency of enterprises.

2. Main Characteristics of Information Human Resource Management

2.1 Different branches cause different ways of scientific research project preparation

Because the branches of the enterprise are generally distributed in various regions, in order to adapt to the environment of the region where the organization is located faster, the research projects and preparation processes of each branch are also different due to the different local actual conditions. Nowadays, enterprises often choose to use the unified recruitment method to recruit the required talents. Due to the differences between each branch, the clear responsibilities for talents are also different.

2.2 Management content changes with management needs

Affected by the social environment of information technology, the object and content of human resource management in enterprises will be constantly changed under the influence of management needs. For example, the change of demand department may lead to the change of statistical rules. Therefore, enterprises should take the initiative to learn, understand the development and changes of society, change and innovate the working concept of human resources management in time, and classify all employees in terms of attributes according to the differences in the content and categories of employees' information schemes in the enterprise, such as educational background, professional level, etc. In addition, in order to meet the various needs of the enterprise for human resource management, the employee file content should be supplemented, and the employee's home address and contact information of family members can be added.

2.3 The management mode changes with the internal environment

Under the social background of informatization, with the continuous development and progress of enterprises, we must ensure that we can follow the development and reform of society, innovate and apply the management mode in time, and ensure that leaders can obtain technical support when making decisions for enterprise development, so as to achieve the purpose of managing employees. For example, the incentive system formulated by the enterprise should be adjusted according to the different development periods of the enterprise and the actual performance of employees, give more benefits to employees, attract more and more talents to join the enterprise, so that staff can learn and work hard in a better atmosphere and environment, so as to further enhance the effect of human resources management, Enterprises can reward employees for their good performance.

3. Problems in informatization human resource management

In the process of information human resource management, even though the application of information technology provides great help for management, there are still many defects that can be found through actual operation. At present, the human resource management of enterprises in the process of operation is mainly the following three parts.

3.1 Insufficient capital investment

In order to achieve the purpose of information human resource management, enterprises must pay attention to the investment of capital. In order to ensure the effectiveness of the qualified information resources, it is necessary to provide a variety of relevant software and resources for human resource management. However, the current demand for such talents in social enterprises cannot be satisfied at all, leading to the goal of information-based human resource management in China's social enterprises can not be successfully achieved.

3.2 Lack of experience

Nowadays, our country's economy has developed rapidly, however, many enterprises in the information on the current social concept used in human resource management work is still very backward, although a lot of social enterprises and institutions to improve the level of attention to the informatization construction of human resource management, as an important task of enterprise development, However, the effect of human resource management information construction still has a lot of room for progress. Lead to this situation is the main reason of the enterprise did not realize that the influence of the informatization construction of enterprise human resources management,

the enterprise in human resources management informationization construction work, lack of practical experience in the application of all kinds of information technology had a negative impact, which has a block on human resources management informationization, It will seriously affect the optimization of human resource management and have a serious adverse impact on the development of enterprise human resource management.

3.3 Talent Shortage

Talents are a very important part of enterprise development, which can directly affect the enhancement of enterprise strength, play a dominant role in the development process of enterprises, and can help enterprises improve their competitiveness. To improve the comprehensive strength of enterprises, the support of talents is indispensable. Information human resource management must be responsible for by professional information talents, which is the basis of ensuring the quality of management work. However, nowadays, the demand for professional talents for information-based human resource management in Chinese enterprises cannot be met at all, and the number of talents is very small, which seriously hinders the development and progress of human resource management in the background of the information age in China. Therefore, in the new era, China's social enterprises are facing the challenge of talent shortage, which requires enterprises and the country to find a way to solve this problem.

4. informatization human resource management strategy

4.1 strengthen the understanding of the importance of informatization human resource management and strengthen the investment of funds

In the information age, in order to realize the information-based human resource management of enterprises, we must first change the management concept of professionals responsible for human resource management, change their traditional ideas, innovate their thinking mode, and keep up with the pace of the development of the times. Enterprises must pay more attention to information-based human resource management, truly realize the important impact of this management method, invest more funds in the process of enterprise operation and development, ensure that they can meet the needs of information-based human resource management for various resources, and ensure that information-based human resource management can play a sufficient effect.

4.2 strengthen the team construction of informatization human resource management talents

Talents have a great impact on the development of enterprises, which is related to the smooth development of enterprises. When carrying out the information-based human resource management of enterprise employees, enterprises must equip the management department with some professional information-based talents, establish a high-level professional talent team, and regularly carry out professional training for them to improve their professional level. The management department responsible for this work should establish two teams within the Department, namely, the professional team of information human resources and the working team of information human resources. The working team mainly gives correct guidance to the staff, grasps the future development of the enterprise, and promotes the further development of China's information human resources management, Strengthen the research on management optimization measures. Enterprises should organize employees to participate in the training of various related majors. Employees responsible for human resources management should strengthen the learning of management technology, master more advanced management means, promote the further improvement of the professional quality of management staff, and ensure that management can play an effective role.

For example, enterprises can take online micro courses to train employees, so that employees can complete learning remotely, without any restrictions on employees' time and place, and the training work is more convenient.

5. Conclusion

Human resource management has an important impact on the development of enterprises. It can provide great help for the development of enterprises and will have a direct impact on the effect of enterprise management. When carrying out human resource management, enterprises should pay more attention to information construction, recognize the importance of information human resource management, train more professional information human resource management talents, and improve the effect of enterprise information human resource management.

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