

Research on Management Innovation under the Background of Enterprise Restructuring

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Abstract: In order to further promote and standardize the continuous deepening of China's reform of enterprise system, China has issued a series of supporting policies, which mainly cover the general situation of enterprises, the feasibility and necessity of restructuring, as well as the guiding ideology, principles and objectives of restructuring. With the development trend of modernization and information society, the reform of China's economic system has made a significant breakthrough, and the completion of enterprise management innovation research under the background of enterprise restructuring is one of the main problems facing enterprises at the present stage. On the basis of analyzing the necessity of enterprise management innovation under the background of enterprise restructuring, this paper objectively reveals the current situation and insufficiency of enterprise management innovation under the background of enterprise restructuring, analyzes the factors forming the problem and puts forward some suggestions and research.

1. INTRODUCTION

In this paper, under the background of enterprise restructuring management innovation direction for discussion and the background of interpretation of enterprise restructuring, on the basis of the necessity of enterprise management innovation, the author objectively analyzed the our country enterprise restructuring of enterprise management innovation under the background of the status quo and insufficiency, and combining the main problems and issues shaping factors, put forward several measures of enterprise management innovation under the background of enterprise restructuring, It has practical significance to promote the sustainable development of enterprises.

2. THE NECESSITY OF ENTERPRISE MANAGEMENT INNOVATION UNDER THE BACKGROUND OF ENTERPRISE RESTRUCTURING

The management innovation and organization reorganization of enterprises are closely related to the transformation from industrial economy era to network, digital and information economy era. The traditional enterprise management theory and the enterprise management mode constructed under its guidance are adapted to the requirements of the industrial economic times. Under the form of modern social development, China's social economy has exploded, which leads to the increasing pressure of competition in China's social economy market.

3. CURRENT SITUATION AND DEFICIENCY OF ENTERPRISE MANAGEMENT INNOVATION UNDER THE BACKGROUND OF ENTERPRISE RESTRUCTURING

3.1 MANAGEMENT COGNITION LEVEL NEEDS TO BE IMPROVED

The main problem of enterprise management innovation under the background of enterprise reform is that enterprise managers' cognition of enterprise management innovation is too limited and single. From the current situation of enterprise management innovation, most enterprises remain at the surface level, and the development degree of coordination, service and interaction of various departments after enterprise reform is not the same. In addition, enterprise reform advocates the construction of enterprise culture and enterprise spirit, but from the analysis of the current situation of enterprise management reform, managers lack of attention to the construction of enterprise culture and enterprise spirit, and only think that as long as the innovation of enterprise internal management means.

3.2 IMPERFECT MANAGEMENT SYSTEM

The perfection of management system is an important mechanism to guarantee and promote the internal coordination and development of enterprises. If an enterprise wants to take the lead in the market economy, it cannot do without a scientific and perfect management system. We should strengthen the construction of the management system comprehensively, do a good job in the timeliness and smoothness of the coordination, management and communication of all parties, grasp the supervision and control of various affairs, and then form a perfect and systematic management system. However, from the current situation of enterprise management innovation in China, enterprises have not established a perfect management system at present, and there is a chaotic situation of power and righteousness exchange among various departments. The management mode is too arbitrary, which weakens the constraint and seriousness of management and reduces the efficiency of their own management.

2.3 LACK OF INNOVATION IN HUMAN RESOURCE MANAGEMENT

Under the background of enterprise restructuring, the enterprise management mode gradually tends to flat management development, and the importance of human resource management has been significantly increased. If enterprises want to achieve stable economic development and market planning, it is necessary to effectively improve their own human resource management innovation level, in order to set a good foundation for enterprise market strategy. While from the point of enterprise human resources management, management efficiency is generally low, always take management mode and application mechanism is relatively backward, managers lack of advanced and scientific human resources management idea, they are not from the enterprise field, own development the condition of a combination of several aspects, such as making scientific human resources management mechanism, lead to enterprise management reform has many shortcomings.

3.4 LACK OF INFORMATION CONSTRUCTION IN MANAGEMENT INNOVATION

In the information age, information technology has provided strong support for the reform and development of enterprises in many fields in China. By means of big data, cloud computing and other technical means, the source of enterprise electronic information data has been broadened, and its scope and capacity have also been significantly improved. On the other hand, with the continuous reform and development of China's modern enterprise management mode, more and

more enterprises began to integrate flat management mode on the original basis. Enterprises should break the traditional simple and limited way of information transmission and further improve the speed of internal information transmission. In this way, the sharing and interaction of enterprise information can be realized to a certain extent and the overall development of enterprise information management can be promoted. Through research, it is still difficult to integrate big data into the management of enterprises. The main reason for this phenomenon is that most enterprise managers do not pay enough attention to the use value of big data itself, and the managers of many enterprises in China still stay on the traditional management concept and ignore the application of big data, resulting in insufficient attention to the construction of information management platform and construction efforts.

4. SEVERAL MEASURE OF ENTERPRISE MANAGEMENT INNOVATION UNFER THE BACKGROUND OF ENTERPRISE RESTRUCTURING

4.1 IMPROVING THE LEVEL OF MANAGEMENT AWARENESS

It is one of the important factors to enhance the competitiveness of enterprises to improve the management personnel's cognition of the importance of management innovation. On the one hand, managers should strengthen the important idea of management level innovation, fully realize that management quality is of great significance to the whole development of enterprises, and give play to the coordination role of all departments to promote the overall improvement of department management ability by improving their own management cognitive level. In addition, enterprise managers should abandon the traditional undiversified management mode, comprehensively optimize all aspects of enterprise management from the perspective of sustainable development of enterprises, and further optimize the efficiency and speed of enterprise information transmission.

4.2 ESTABLISHING A SOUND MANAGEMENT SYSTEM

The establishment and improvement of enterprise management system is a guarantee mechanism to ensure the clarity of the work functions of enterprise departments. The implementation of rules and systems can improve the efficiency of enterprise management and avoid the management confusion caused by the exchange of powers and responsibilities. In addition, enterprises in the implementation of management should be in the national formulation of relevant policies, laws and regulations on the basis of the full combination of enterprise development strategy, industry characteristics and market positioning, improve and improve the management system, the management audit indicators, work processes, work methods for comprehensive determination. Enterprises can also improve the internal management organization, can further optimize the enterprise management code of conduct, in order to ensure the stable operation of enterprises. By establishing and improving the management system, enterprise managers can comprehensively adjust the existing work organizations according to the requirements of the management system, arrange the staff to reasonable management positions, establish a management platform, and play an important role in enterprise production and development of management system.

4.3 INNOVATION OF THE HUMAN RESOURCE STRATEGY

First of all, enterprises should improve the salary management system. Under the background of enterprise reform, China's enterprise salary system has changed from single to complex. In order to play the incentive role of salary strategy, improve employee satisfaction and enhance talent competitiveness, managers should take corresponding measures and further improve the salary management system. Among them, the compensation management system mainly covers fixed

compensation, variable compensation and intangible compensation. Our country mainly implements the wage system with fixed wage as the basic wage standard. Variable compensation is the reward for motivating employees to achieve specific goals. This salary system has certain variability and can be flexibly allocated according to the actual work situation of employees.

4.4 STRENGTHENING INFORMATION CONSTRUCTION

Strengthening information construction is the only way of modern enterprise management innovation. Enterprise managers should make it clear that the traditional management mode can no longer meet the needs of modern development. They should fully combine big data, cloud computing and other information management methods to make clear the potential value of big data and integrate enterprise development with big data, so as to promote the scientific construction of enterprise informatization. In the construction process, managers should fully integrate big data into the related work of enterprise management based on the characteristics of the big data era, improve the traditional backward and conservative management mode and collect data information in a single way to ensure the information value and integrity of the collected data.

5. CONCLUSION

To sum up, this paper discusses the management innovation research under the background of enterprise restructuring. The research finds that enterprise reform and management can create a number of powerful conditions for enterprises, and scientific and reasonable management mechanism provides guarantee for enterprises to carry out their work. The background of enterprise system reform mainly focuses on adjusting the relations among all parties within the enterprise and clarifying the responsibilities and obligations of the department. The research on enterprise management innovation should not only be limited to the reform of the function of the enterprise department, but also carry out innovation on the coordination, interaction and development of the enterprise departments. Both of them have irreplaceable values to a certain extent. Both property rights reform and institutional innovation are the transformation of operation mechanism in the process of institutional reform, so as to realize scientific and rational enterprise management.

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