

The Reform of Strategic Human Resource Management System for Future Private Enterprises

Wang Haoxu

Inner Mongolia University, Hohhot, Inner Mongolia, China

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Abstract: Strategic human resource management focuses on profit as the core, which not only focuses on service orientation, but also emphasizes the deep integration of organizational strategic goals and human resource policies. This model requires human resource managers to have a deep understanding of corporate strategy and to formulate appropriate human resource policies and plans based on this. Implementing such a management model requires deepening understanding, improving methods and strategies, and developing recommended resolution reports, while providing specialized training for HR professionals. Through the effective allocation and management of human resources, human resource managers can play an important role in achieving the strategic goals of the organization, so as to contribute to the overall goals and mission of the organization. This model emphasizes the core role of human resources in promoting the development of enterprises and achieving strategic goals, and challenges the traditional concept that human resource management only focuses on service orientation.

1. Preface

1.1 The overall environment under the new situation

In recent years, the Internet is in a state of rapid development, which also indicates that the human resource management work of private enterprises will soon face new development opportunities and challenges. The rapid development and wide application of information technology have brought about great impact and changes to all fields of society. There are many new problems and challenges in traditional human resource management, and the deficiencies have become more and more significant. In the "14th Five-year Plan" period, the management of private enterprises needs to support employees to adapt to the new situation, tasks and requirements with stronger incentive measures. This includes encouraging employees to gain a foothold in the new stage of development, actively implementing the new development concepts, forming a new development pattern, and promoting high-quality development.

Facing the future, the rapid development of the Internet has had a huge impact on the operating environment of private enterprises. The wide application of Internet technology makes the acquisition and dissemination of information more convenient, the market competition more fierce, and consumer demands more diversified. These changes make private enterprises face new

challenges in human resource management. For example, the rapid development of Internet technology has changed people's working style and expectations, and employees have an increasing demand for flexibility and innovation. In addition, the popularity of the Internet has also accelerated the competition in the talent market. Excellent talents are more likely to be attracted by other enterprises. Private enterprises need to take measures to retain talents and improve the competitiveness of enterprises.

1.2 Basic overview of the private enterprise management system

In the private enterprise management system, there are also the division of functions, institutions and establishment, and also the statement of fixed posts, fixed arrangements and fixed personnel. In my opinion, a complete organizational management system structure should be divided into two parts: the overall environment analysis of private enterprises and the design of the private enterprise management system. The first is the analysis of the overall environment of private enterprises, whose main content can be summarized as the coordination of the external environment and the analysis of the internal environment. Among them, the coordination of external environment is mainly to understand policy and clear industry; the analysis of internal environment is mainly for clarifying strategies and finding problems. Secondly, the private enterprise management system design, the main content can be summarized as organizational management and human resources management. Among them, organizational structure, division of departments, planning process and formulation of system are organizational management; Human resource management is based on the assignment of personnel, the decomposition of responsibilities, the performance appraisal and the determination of salary.

2. Problems exist in the human resource management of private enterprises

2.1 Lack of innovation ability

The traditional human resource management system does not support most employees to improve their own value and ability, and it is only suitable for a few management authority and professional authority to give full play to their creative ability. For most employees in private enterprises, they have already been firmly confined to their positions, listening to the leadership and doing their jobs well have become the principles they must abide by in the workplace, resulting in the word "innovation" almost impossible to appear in their work results, but for fear of exceeding their responsibilities and rights. Ultimately, it affects their personal interests, which is why innovation ends up being the preserve of the elite. For most employees, innovation means high cost, high risk, failure, there is no impact if you don't innovate, and on the contrary, it may make you worse off. Therefore, when the environment of private enterprises changes dramatically and private enterprises need to innovate, the effect will not be ideal no matter how to activate and empower them at this time. Some senior management of private enterprises persistently believe that increasing salary and welfare policies will produce certain innovation results, but almost all kinds of welfare policies have been applied once, which not only fails to achieve the expected effect, but also fails to achieve the desired effect. Instead, they train their employees to be bulletproof.

2.2 Management concept lags behind

In the initial stage of private enterprises, the senior management personnel of private enterprises are all the relatives and friends of the owners. The traditional family management has low cost and low moral hazard, but its disadvantages are increasingly obvious, namely: external talents are

difficult to enter; family members monopolize more private enterprise resources, which may lead to exclusive behavior, making external talents cannot be truly integrated into the team, leading to their lack of sense of belonging to private enterprises. In addition, most of the managers of private enterprises follow the traditional and backward management concept, especially the idea of centralization. Managers hold all the rights in their own hands, which affects the enthusiasm of employees, resulting in many excellent employees are unable to display their talents. Finally, it causes the continuous outflow of outstanding talents in private enterprises, and at the same time, it cannot better introduce outstanding talents, which has been in a vicious circle, which has a serious impact on the long-term development of private enterprises. Some private enterprises gradually begin to realize the impact of human resource management on the development of private enterprises, and at the same time focus on the design of human resource management strategies. However, due to the difference between consciousness and practical operation, the strategic plan formulated by private enterprises does not match with the human resource strategy. In the process of human resource management is often adopts the mechanized mode, unable to make employees 'subjective initiative and creativity fully promoted, center of private enterprises will not "people-oriented" into the idea of the company's strategy, private enterprise managers when making major decisions and not careful study, at the same time also the lack of rationality. These factors are caused by the failure of scientific management of private enterprises, and they also have a negative impact on the sustainable and stable development of private enterprises.

2.3 Low training efficiency

In the process of human resource management of private enterprises, the training of employees is the core content, and it plays a decisive role in the improvement of the comprehensive ability of private enterprises. In the traditional human resource management system, employees are generally trained by lectures, and the mode of centralized teaching is generally selected, and the high-level decision makers of private enterprises serve as lecturers. This method is poorly targeted and does not combine the differences and basic needs of each employee, leading to the deviation of many employees' understanding of the importance of training, but only face the training activities with a loose attitude, and their enthusiasm and interest are very low. Secondly, the cost of training expenditure is relatively high, so this kind of training method needs to be carried out in huge places. Meanwhile, the training time is relatively strict, and a lot of time, energy and manpower are invested, which completely matches the requirements of the operation of colleges and universities in modern society.

3. The necessity of the reform of the traditional management system

Strategic human resource management emphasizes the long-term development of private enterprises, and regards it as the core element, which is different from the traditional human resource management mode. Compared with the traditional human resource management, strategic human resource management is a new model and a new concept, which not only includes new content, but also has new characteristics ^[1]. These characteristics include strategy, goal-oriented, matching, synergistic, systematic, flexible, and comprehensive.

Strategic human resource management clearly embodies the people-oriented management concept, puts personnel in the core position, and regards it as an important resource capital necessary to obtain the competitive advantage of the organization. Focus on dynamic and subjective adjustment and development, aiming to achieve the goal of "service center". The starting point of management is to pay attention to people, pursue the optimization of people and things system, and improve the productivity level and service quality of private enterprise sector.

The key of strategic human resource management is to promote the organization of all departments to achieve strategic goals by optimizing the way of human resource management, so as to improve their own competition level. It plays a key role in organizational performance and the achievement of strategic goals. The goal of private enterprises is diversified. Human resource strategy is a part of the general strategy, which aims to serve the overall goal of private enterprises. The objectives of private enterprises have certain diversity, which makes the objectives of human resources strategy become diversified. Therefore, a variety of uncontrollable factors should be taken into account in the process of designing human resources strategy.

Strategic human resource management includes three key elements, namely, organization construction, cultural construction and system construction. Its purpose is to integrate the culture, strategy, organization and system of various departments of private enterprises, so as to effectively implement and promote the internal stable development, and to meet the requirements of private enterprises. According to the regulations, the goal of strategic human resource management is to integrate with the needs of private enterprises through flexible human resource planning. In order to achieve the strategic objectives, it is necessary to formulate diversified human resources policies to meet the requirements of private enterprises, and at the same time, necessary to arrange personnel in advance and reasonably coordinate the work among various departments to promote the comprehensive and scientific development of the company ^[2].

4. China

Strategic human resource management focuses on four areas: optimizing the original organizational structure and private enterprise culture, further improving the organizational ability and performance level, expanding the special ability, and innovating the original management mode. Strategic human resource management emphasizes that the organization's human resource management must pay attention to both service orientation and profit orientation, so as to achieve the goal of profit maximization. In addition, it also provides a guidance solution report for human resource management, and provides professional training for the corresponding managers. The core of strategic HR management is a clear demonstration of the positive contribution of HR managers to organizational goals and missions. In human resource management, managers should pay attention to the following aspects. First, we should actively participate in the complete process of organizational strategy setting. Second, the knowledge closely related to the organizational strategy goals should be acquired. Third, the actual situation of each employee should be considered to ensure the smooth realization of the strategic objectives. Fourth, develop human resource management plans for employees to master important skills. The key measures of strategic human resource management are as follows:

4.1 Deepening the reform of the allocation of human resources in private enterprises

In this data-driven era, big data technology provides a new possibility for the human resource management of private enterprises. In data analysis, human resource managers can dig deep into the treasure of the company's internal database and obtain relevant employee information, such as employees' work performance, learning ability, work attitude, etc. These information is not only more realistic, but also more comprehensive and accurate, and they provide a solid foundation for corporate human resource decisions. For example, through data analysis, we can have a clearer understanding of which employees perform well in which areas and which employees may need more training and support for more precise human resource allocation.

Using the data-driven talent evaluation method such as Hai's analysis method, private enterprises can more accurately evaluate the ability and potential of employees, and then make reasonable

allocation of human resources. Hai's analysis method is a kind of evaluation system that relies on big data. Through the detailed analysis of a large number of employee data, we can evaluate the comprehensive ability of employees. This method can not only accurately reveal the ability and potential of employees, but also reveal the performance of employees in specific environments and conditions, so as to help enterprises to select and cultivate talents more accurately, and improve the efficiency and effect of human resource allocation.

In this context, some private enterprises are trying to integrate the virtual human resource management mode into their daily management. This model can better subdivide internal resources. For example, some complex human resources problems can be solved by outsourcing to professional human resource service companies, while the human resources team within the enterprise can focus more on the core business within private enterprises. Virtual human resource management can optimize the organizational structure and improve the efficiency of human resource management; also reduce the cost; greatly reduce the investment in daily human resource management and concentrate the core competence ^[3]. For many private enterprises with limited resources, this is undoubtedly a very effective solution.

4.2 Improve the salary and performance management mechanism

For private enterprises, the compensation and performance management mechanism is very critical in its development process. The emergence of big data enables enterprises to more accurately analyze and evaluate these mechanisms, and adjust and optimize them accordingly. In order to effectively apply big data technology, private enterprises first need to improve their own salary and performance management system. This requires companies to conduct a comprehensive self-assessment, including in-depth analysis of productivity, salary and benefits, recruitment and selection, training and development, performance feedback, absenteeism, temporary dismissal, and employee attitude survey ^[4], so as to understand their own strengths and weaknesses in these areas.

For this comprehensive analysis and evaluation, enterprises need to rely on big data and computer technology. Modern data analysis technology can quickly and accurately process the massive information, and provide in-depth insights and suggestions. In this way, the enterprise can gain a comprehensive understanding of each employee's salary and performance of each employee. For example, by analyzing employee performance data, companies can learn who perform well at work and who may need more training and support. Similarly, by analyzing the salary data, enterprises can understand whether their salary structure is reasonable and whether it can attract and retain talents.

After obtaining these data, enterprises still need to conduct in-depth interpretation and application. For example, if the data show that employees in a department perform well, but their pay level is lower than the industry average, then companies may need to adjust the pay structure of the department to keep it competitive. Similarly, if the data shows that employees in a department are often absent, then the company may need to find the reason, whether there is a problem with the working environment or management style of the department. In this way, enterprises can adjust and optimize their own compensation and performance management mechanism in real time, so that they can better serve the development of enterprises.

4.3 Personalized human resource management

Personalized human resource management is of important value in the development of private enterprises, which makes private enterprises more unique. In the era of extensive Internet penetration rate, the human resource managers of private enterprises can combine the basic situation of private enterprises' own development, and analyze the difference between the commonness and

individuality of employees with big data, so as to set a strategy more in line with the sustainable and stable development of private enterprises. This provides an opportunity for HR managers to better understand their employees and tailor their management strategies for their individual needs and development goals to suit them according to this data. In the management of traditional private enterprises, due to the interference of various factors, the human resource management of private enterprises is more subjective, which leads to some obvious problems. In this context, the level of manpower management of private enterprises has been greatly improved, and the basic information of individual employees can be obtained in a large database, so as to implement reasonable allocation of employees in private enterprises. In addition, in the process of personalized human resource management, personalized training can also be carried out for employees according to the actual situation, fully considering the interest of each employee, so as to stimulate the enthusiasm and initiative of employees in work, improve the sense of belonging of employees, so that private enterprises can develop continuously and stably.

5. Conclusion

To sum up, with the continuous progress of Chinese society under the new situation, the development prospect of private enterprises is becoming more and more broad, but at the same time, the competition of private enterprises is becoming more and more fierce. In the face of this situation, China's private enterprises should formulate strategic development goals, and pay attention to the cultivation of high-ability, high-quality strategic talents, so as to continuously improve their competitiveness. Therefore, private enterprises need to clear the superiority of strategic human resource management, and clear strategic human resource management core architecture innovation of the development of private enterprises, actively adopt strategic human resource management mode, in the middle of strategic human resource management for the construction of private enterprise culture, continuously strengthen the cohesion and centripetal force of private enterprises, prompting the continuous development and innovation of private enterprises.

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