

Problems and countermeasures of information construction of enterprise human resources

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Abstract: In recent years, China's comprehensive strength has shown a rising trend, which also makes the people's quality of life, the development environment of enterprises has been improved. Due to the gradual improvement of the market economic system, the competition between enterprises is becoming increasingly fierce. If they want to improve their competitiveness, they should focus on the introduction of modern information technology and apply it to all aspects of their work. In enterprises, the information construction of human resources is very critical, and its effect directly affects the development level of enterprises. In the new era, enterprises should strengthen the attention to big data technology, Internet technology and computer technology, and realize the flexible use of it, and promote the information construction of human resources. However, at present, some enterprises have some deficiencies in the information construction of human resources, leading to frequent various problems, which makes the information construction of human resources slow and low quality. In the face of this situation, enterprises should reverse their working ideas, innovate their working methods, establish the consciousness of advancing with The Times, and strengthen the understanding and application of modern information technology. At the same time, enterprises should also adhere to the working principle of specific analysis of specific problems, and create a high-quality, high-level human resources information construction mode, only in this way can they provide a guarantee for their own long-term development. This paper will take the enterprise human resources information construction as a research object, for the problems existing in the process of construction analysis, and put forward some countermeasures, aims to improve the level of human resources information construction, so that enterprises to better adapt to the development trend of the era, to achieve healthy and steady development goals.

1. Introduction

The arrival of the information age has changed people's life and work style, which also affects the development of enterprises to different degrees^[1]. In terms of human resource management in enterprises, information construction is very critical, which can help the human resource management of enterprises to develop towards the direction of modernization and intelligence, and help enterprises to realize the improvement of the efficiency and quality of human resource

management. Relying on big data technology, Internet technology, cloud computing and other technologies, enterprises can effectively realize the standardization and information integration of the human resource management system, so that the strategic planning of human resource management is more in line with the actual development needs of enterprises. Based on this, this paper will discuss the relevant content of the enterprise human resources information construction, and put forward some development suggestions based on the analysis of the problems.

2. The necessity analysis of enterprise human resources information construction

It is very necessary for enterprises to pay more attention to the construction of human resources information and implement various optimization measures. Specifically, the necessity of enterprise human resources information construction is reflected in the following aspects: First, information construction can improve the efficiency and quality of human resource management of enterprises, and can also help enterprises to realize the control of human resource management costs to a certain extent. Modern information technology can show a large amount of human resource management information in a clear and intuitive way, help human resource management specialists to better determine the deficiencies in the management process, and improve the flexibility and accuracy of human resource management; secondly, information construction can also provide support information for enterprise decision-making^[2]. In the process of operation, the enterprise will produce a large number of data information, including but not limited to the employee turnover rate, employee performance, employee attendance coefficient, etc., and these data information can play a role in the decision-making of the enterprise, and help the enterprise managers to better formulate the development plan of the enterprise in the future period of time. At the same time, the information collected by the system can also help the human resource management department to achieve the formulation and implementation of human resource management policies, so that the human resource management environment of enterprises tend to be perfect^[3]; Finally, information construction can also help enterprises to achieve the promotion of market competitiveness. Enterprises can establish an information platform conducive to human resource management, and give full play to the role of human resource service institutions, to realize the combination of technology and management mode, so as to promote the sustainable development of enterprises. To sum up, it is very necessary for enterprises to implement human resources information construction, which needs to cause some attention.

3. The problem of enterprise human resources information construction

3.1 The lack of attention to the information construction, backward ideological understanding

At the present stage, the common problem of human resource information construction in enterprises is the problem of ideological understanding. Although many enterprises have introduced different types of modern information technology in the process of development, but they still cannot fully stimulate the application value of these modern information technology, its fundamental lies in the lack of attention to information construction. As an indispensable part of enterprise modernization, human resource management plays a key role in the process of enterprise operation, but its information construction is relatively backward. Compared with human resources information construction, enterprises more tend to put resources into the production of information construction, which makes the human resources daily management need money present less phenomenon, and information construction related equipment is not perfect, lead to enterprise human resources information construction lack of necessary capital and material security, is difficult to achieve high efficiency, high quality of human resources information construction work^[4].

Especially with the advent of the information age, the human resource management mode adopted by many enterprises is more traditional, both the concept and system construction lag behind, reflecting a certain backwardness, which cannot meet the high requirements of the current society for the construction of human resource information. Some staff members think that they cannot get fair treatment in the enterprise, so they lack of enthusiasm for daily work, which is closely related to the lag of thinking and understanding. Therefore, enterprises should strengthen the attention to the ideological problems.

3.2 Lack of the introduction and training of compound talents

Under the background of the continuous development of science and technology, talents are put forward with higher requirements. In the traditional human resource management mode, people only need to have a certain knowledge of human resource management and experience will be competent for most of the jobs, but in today's human resources information construction requirements, talent should not only have relatively rich theoretical knowledge reserves and experience, but also should have knowledge of information construction, only in this way can make the information construction in the form of more efficient. However, in practice, most of the talents employed by some enterprises are single talents, and they fail to master the relevant knowledge of information construction, which makes the information construction of human resources of enterprises repeatedly blocked^[5]. At the same time, limited to the influence of traditional management concept, part of the enterprise in the human resource management work to pay attention to the talent training, promotion of related content, makes most of the human resource management commissioner cannot get a good platform for promotion, the promotion space is limited, leading to lazy staff psychology, gradually lose enthusiasm for work. Under such a working mechanism, the construction of human resources information in enterprises will become a long way to go. Therefore, enterprises should strengthen the introduction and training of compound talents.

3.3 Lack of organizational planning for human resources information construction

Under the influence of the traditional human resource management concept, most of the managers of enterprises believe that the relevant matters of human resource management should be responsible by the human resource management department. Similarly, the related matters of human resources information construction also need to be fully responsible for by the human resources management specialists. However, in practice, this mode of information construction often fails to bring good results. The main reason is that human resource management experts analyze and deal with problems from the perspective of their own work, resulting in the human resource information construction paying too much attention to the processing of affairs, and the human resource information construction is characterized by a lack of organizational planning. Take an enterprise for example, in the absence of organizational planning, due to the coexistence of multiple information systems [6], if multiple information systems exist in the human resource management system of an enterprise at the same time, it will not only cannot play its due effect, but also greatly improve the labor intensity of the staff, and ultimately weaken the efficiency of human resource information construction. Therefore, enterprises should strengthen the organization and planning of human resources information construction.

3.4 The human resources information management mechanism needs to be improved

In recent years, China's information technology continues to develop, and this has injected new vitality and vitality into the development of enterprises. Because information technology can

effectively promote the progress of enterprises, and transform it into the core competitiveness of enterprises, enterprises should list human resource information as the key, and strengthen the management of relevant content. However, in practice, it is not difficult to find that although some enterprises have implemented the construction of human resources information, they have not been able to organically integrate it with management, operation and maintenance, which leads to the disorder and low efficiency of human resources information construction. In the face of this situation, enterprises should give certain attention.

4. Countermeasures of enterprise human resources information construction

4.1 Change ideas and attach great importance to the construction of human resources information

Correct thinking is the basis of reasonable action, and so is true in the construction of enterprise human resources information. If the enterprise wants to accelerate the pace of human resources information construction, then it must realize the importance of ideological understanding, to be willing to cost and time, so that more and more employees form a correct understanding of the construction of human resources information, so as to provide the necessary ideological guarantee for the construction of human resources information. In daily work, enterprises should not be eager to achieve success, but should take the selfless development vision for the long-term development of enterprises, the transformation of the training thought first army. It is important to note that the construction of efficient human resources information management system is not overnight, but need a long process to achieve, so the human resources management staff should be ready to protracted war, put an end to negative emotions, play their own subjective initiative, promote the enterprise information construction of human resources^[7]. At the same time, the enterprise should also be based on the state to the basic requirements of human resources information construction, on the basis of combining with their actual situation of the relevant system, the human resources management specialist, to ensure that it can long-term view of human resources information construction, to provide a good environment for human resources information construction. In addition, the enterprise should also increase the resources of human resources information construction, balance production information construction and human resources information construction resources, constantly the introduction in the field of human resource management of advanced computer equipment, make material security, accelerate the pace of enterprise human resources information construction.

4.2 Strengthen the introduction and training of compound talents

For enterprises, the construction of human resources information cannot be separated from high-quality compound talents. Enterprises should be based on the current situation of information construction, and optimize the relevant institutions and positions. For example, enterprises can remove some posts with low technical content, and design information management positions, system maintenance positions and network security positions that cater to meet the needs of human resources information construction. Compound talents, as the talents urgently needed by various enterprises, have gradually become the "hot property" in the talent recruitment market. If it wants to attract the attention of compound talents and promote the information construction of human resources, then enterprises need to improve their salary and treatment, improve the welfare system, so as to form a certain voice and influence in the talent market. For the new compound talents, enterprises should carry out pre-job training for them, so that the talents can achieve the understanding of the current situation of enterprise human resources information construction in an

efficient form, and then become the main force in the information of human resources construction.

In the training of compound talents, enterprises need to invest certain resources to improve the relevant system. Enterprises can invite well-known experts in the industry to hold lectures, and let employees form an understanding of knowledge in various fields in the process of participating in the lectures, so as to realize the building of compound talents. At the same time, enterprises can also rely on modern science and technology, to create a combination of online and offline training mode. Under this training mode, the restrictions of time, space and other factors can be broken, which is conducive to employees to better improve themselves, and play a key role in the construction of human resources information. In addition, enterprises should also adopt a personalized training mode to achieve the design and optimization of the training content on the basis of understanding the weaknesses of employees, so as to help employees to achieve the overall improvement of their personal ability.

4.3 Strengthen the organization and planning for the information construction of human resources, and build a unified information platform

According to the differences in the industry and their own actual situation, enterprises will present different organizational structure changes in the development process, and the human resource management function will also appear certain changes, so as to meet the actual needs of enterprise development. Human resource information is the main direction of the development of enterprise human resource management, so enterprises should strengthen their attention to the construction of human resource information, do a good job in organizational planning, and constantly improve the practicability, efficiency and adaptability of human resource information construction. Before the formal start of the human resources information construction operation, the enterprise should organize technical personnel to carry out a comprehensive analysis of the strategic planning and human resources planning of the enterprise, and then plan and design according to the analysis results, so as to constantly improve the information management mode of human resources. At the same time, enterprises should also strengthen the integration of different data systems, and the construction of a unified information platform is the way to be considered. Since the construction level of the human resource service platform will affect the perfection of the human resource platform construction, enterprises should strengthen the research and development of the information service platform according to the actual situation of their own development, so that the information platform can meet the needs of human resource management. In order to improve the function of the platform, enterprises should organize professional technical personnel to realize the platform development work. Before the development work officially begins, the technicians need to analyze the human resource management needs of the enterprise, and then conduct a systematic feasibility analysis. After the system is developed, the system also needs to be tested to ensure its application effect. In addition, the technical personnel should also ensure the maintainability of the system when developing the information platform, so as to facilitate its later maintenance and function expansion. During this period, the enterprise should implement supervision to ensure that the system development always matches the actual needs.

4.4 Improve the human resources information management mechanism

For the current enterprises, if we want to promote the information construction of enterprise human resources, we must also promote the innovation of management mechanism. Only by improving the management system can information technology and mechanism innovation form a positive interaction, so that human resource informatization and its management mechanism can play a role in promoting the development of enterprises. Due to the earlier research time and

practice of human resources information construction in foreign countries, Chinese enterprises can actively learn from the advanced experience and technology of foreign countries, and transform the introduced technology, so as to adapt to the actual development of enterprises. If we want to further improve the effectiveness of the management mechanism, then the enterprise can also combine the performance incentive system to achieve rigid constraints on the staff, so that the information construction of human resources can be carried out with higher efficiency. The enterprise shall reward the staff with outstanding performance and excellent performance in information construction, and shall criticize the staff with poor performance and poor performance in information construction. Under such a management mechanism, the enthusiasm of the staff can be fully stimulated, so as to form a good working atmosphere. In addition, from the overall point of view, Chinese enterprises should follow the human resource information construction of certain principles, that is, "overall design, overall arrangement, distribution implementation". Under the guidance of such principles, the construction of human resources information will be carried out more orderly. Enterprises should also properly adjust the human resources information management mechanism to make it adapt to the changes of the social environment.

5. Conclusion

The construction of human resources information is an indispensable condition for enterprises to achieve development in today's era environment, which also puts forward certain requirements for enterprises. In practice, enterprises should adhere to the spirit of seeking truth from facts, constantly innovate working methods, and provide the greatest support for the construction of human resources information. At the same time, the human resource management department itself should continue to learn, strengthen the learning and utilization of advanced experience, to provide conditions for the success of the construction of enterprise human resources information. Through the discussion, this paper provides a reference for the construction of human resources information in Chinese enterprises to some extent.

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