Research on the Information Construction of Human Resource Management in Public Institutions Based on "Internet +"

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Abstract: In today's society, Internet technology has penetrated into various fields and become an important force to promote social progress.As an important institution of social service, the human resource management level of public institutions is directly related to the development of public institutions and the provision of public services.Moreover, through the Internet technology, the electronic and automatic processing of human resource information can be achieved, reducing the tedious and repetitive work of human resource management, and greatly improving work efficiency.Therefore, how to use Internet technology to promote the construction of human resource management information in public institutions and improve work efficiency and service quality is an important topic that needs to be studied urgently.

1. Introduction

In recent years, more and more scholars have paid attention to and studied the information construction of human resource management in the era of "Internet +".However, in the practical application of public institutions, there are still many problems to be solved. For example, how to effectively combine the traditional human resource management mode with information technology, how to use information technology to improve the efficiency and precision of human resource management in public institutions, and how to promote the innovation and development of human resource management in public institutions through information construction. Therefore, this study aims to reveal the existing problems through in-depth research and analysis of the "Internet +" based human resource management information construction in public institutions, and provide reference for promoting the human resource management information construction in public institutions.[1]

2. The impact of "Internet +" on human resource management in public institutions

The influence of "Internet +" on human resource management of public institutions is multifaceted. The popularization of the Internet has brought about many positive effects on human resource management.[2]

First of all, the Internet makes human resource management more convenient. Traditional recruitment, training and performance management processes, which often take a lot of time and

effort, can now be carried out more efficiently through online platforms. For example, companies can publish recruitment information at any time, and candidates can submit their resumes online, which not only reduces the cost of recruitment, but also expands the scope of recruitment. At the same time, online training and performance management also give enterprises more flexibility to conduct training and evaluation, and employees can also learn and improve themselves anytime and anywhere.[3]

Secondly, the Internet makes human resource management more transparent. In the traditional organization structure, it is often difficult for employees to obtain comprehensive information about the company. But now, through internal websites or mobile apps, employees can view a variety of human resources-related information, including recruitment information, salary benefits, promotion opportunities, and so on. This transparency not only helps employees better understand what's going on in the company, it also helps increase employee job satisfaction and loyalty. At the same time, it also gives employees more opportunities to participate in the company's human resources decisions, thus improving the sense of participation and belonging of employees. In addition, the Internet also makes human resource management more flexible. For example, online training, performance management and recruitment can be done on mobile apps. This flexibility not only increases productivity, but also enables companies to better respond to market changes and business changes.[4]

However, "Internet Plus" has also brought some challenges to the human resource management of public institutions. On the one hand, the popularity of the Internet makes it easier for recruitment information to be leaked, which brings certain difficulties to the recruitment work. On the other hand, Internet + also makes employees pay more attention to their own rights and interests, and have higher requirements for welfare benefits and working environment, which brings greater pressure to human resource management.

3. Problems in the process of human resource management information construction in public institutions

3.1 Insufficient understanding of the "Internet +" era

Human resource managers in public institutions do not fully understand the connotation of the "Internet +" era, and cannot combine the ideas of the Internet economy period with the actual human resource management work, thus affecting the effectiveness of their practice. Although the organs and units have used Internet technology in their work, providing certain support for the improvement of working methods and methods, they are still limited to the surface and have not really grasped the essential characteristics of the Internet. Therefore, the organization can not fully grasp its profound information when using the corresponding scientific and technological means.

3.2 Lack of management culture

In the human resources management of public institutions, the lack of management culture is particularly prominent. Although the "Internet +" era has fully penetrated into all walks of life, many public institutions have not yet formed a management culture that matches the background of this era. This lack of management culture may lead to the failure of public institutions to adjust and adapt to the changes in the era of network economy in a timely manner, thus affecting the effect of human capital management.[5]

Specifically, the lack of management culture may be reflected in the following aspects: First, the lack of innovation and open thinking. Human resource management requires innovation and an open mind to adapt to a rapidly changing environment. However, due to the lack of management culture, some institutions may still adhere to traditional management concepts and methods and are reluctant

to try new management strategies and technologies. The second is the lack of data-driven decision-making. With the development of big data technology, the "Internet plus" era emphasizes data-driven decision-making. However, in the human resource management of public institutions, the collection, analysis and utilization of data may still be a weak link, resulting in a lack of scientific basis for decision-making. Third, the lack of employee participation and interaction. In the era of "Internet +", employee participation and interaction are important factors in building efficient human resource management. However, due to the lack of management culture, public institutions may lack effective employee participation and interaction mechanisms, resulting in employees' feedback and suggestions on human resource management can not be fully considered.

3.3 Low level of information application

At present, the application level of information technology in public institutions is still relatively low, which can not meet the new requirements of human resource management in the era of network economy. Specific performance in the following aspects: First, the application of information technology is not extensive enough. In some public institutions, although some information technology has been introduced, but in the actual human resource management work, these technologies are not widely used, can not give full play to its role. Second, the use of information technology is not deep enough. Although information technology has been introduced, the use of these technologies only stays on the surface and cannot go deep into the core work of human resource management. Third, the application of information technology is not good. As a result, the effect of these technologies in human resource management is not ideal, and the expected goal cannot be reached.

These problems not only affect the effect of human resource management in public institutions, but also restrict the development of public institutions in adapting to the changes in the era of network economy. Therefore, public institutions need to strengthen the understanding of the era of network economy, establish a management culture suitable for the era of network economy, and improve the application level of information technology, so as to promote the innovation and development of public institutions in the field of human resource management.

4. "Internet +" human resource management information construction strategy for public institutions

4.1 Ensure information data security and privacy protection

With the rapid development of information technology, data security and privacy protection have become an important topic in the construction of human resource management information technology in public institutions. In order to ensure data security and privacy protection, institutions need to take the following measures: On the one hand, strengthen data security management. Relevant departments should establish and improve data security management systems, standardize data collection, storage, transmission and processing processes, and ensure data security. Equipped with professional network security protection equipment, the establishment of a multi-layer defense system to prevent unauthorized access and data leakage. At the same time, advanced encryption technologies, such as SSL/TLS, HTTPS, etc. are used to protect the confidentiality and integrity of data.

On the other hand, companies should strengthen privacy protection measures. Relevant departments shall formulate strict personal information protection policies, clarify the collection, use and protection norms of employees' personal information, strictly limit the scope of use of personal information, and prevent illegal access to and abuse of personal information. The anonymous

processing technology is used to desensitize sensitive data, remove personally identifiable information, and reduce the privacy risk caused by data leakage. At the same time, information involving personal privacy is encrypted and stored to improve the level of privacy protection. The relevant departments can establish an internal review mechanism to monitor the processing and use of data throughout the process. It may also review the processing of information involving personal privacy and ensure that data processing and use comply with laws, regulations and policy requirements.

4.2 Improve the management culture and create a good working atmosphere

In order to improve the management culture of the unit, we must change the mentality and behavior of the staff from the concept, scientifically control and restrict the staff, abandon the defects in the traditional management mode, and create a better working environment for the staff. Under the guidance of corporate culture, the information exchange and transmission between enterprises and within enterprises and employees are strengthened, so that the relationship between enterprises and personnel within enterprises becomes closer. This way can not only promote the implementation of the project, but also facilitate the enterprise to deal with the problems raised by the staff in a timely manner, so as to better stimulate the enthusiasm of the staff. In the introduction of intelligent enterprise management system, we should pay attention to the construction of system, but also pay attention to the construction of enterprise culture. It is necessary to analyze the emotional requirements in the development of enterprise work, integrate the business culture of the enterprise into the work and study of the employees, so as to create a people-oriented personnel management atmosphere. Through the way of emotional motivation, we can stimulate the employees' own value, so as to better contribute to the development of the unit.

4.3 Improve management system and build professional team

Management system is the prerequisite guarantee for the smooth implementation of human resources management, and it is also an important factor to ensure the rational use of human resources. Only by establishing a sound human resource management system can employees have a clear understanding of the details of human resource management and grasp the target needs of each management module in order to better carry out human resource planning and execution. Thus, it improves the human resource management ability of the enterprise, prevents some incompetent personnel from entering the enterprise, and enables the enterprise to establish a high-quality professional management team, so as to promote the normal development of various work of the enterprise. The management system includes assessment system, salary system, recruitment system, training evaluation system and so on. All systems are the key to human resource management, so it is necessary to combine the characteristics of the Internet and carry out special analysis and discussion to ensure the rationality and feasibility of the system content.

Specifically, the appraisal system can help public institutions evaluate the work performance of employees, stimulate the enthusiasm of employees, and improve work efficiency and quality. The salary management system can reasonably determine the salary level of employees according to their work performance and position grade, motivate employees to work hard, and control the human cost of public institutions. The recruitment system is to attract and select outstanding talents to inject new vitality and motivation into public institutions. The training and assessment system is to improve the professional skills and knowledge level of employees, and help the overall competitiveness of public institutions.

4.4 Accelerate the construction of information platforms and expand sharing channels

In the context of "Internet +", in order to better manage the human resources of public institutions, it is crucial to build a professional and perfect information management platform. This platform can speed up the collection, processing and analysis of information, so as to better understand the actual situation of employees, deeply understand the development status and needs of public institutions, and then constantly try to adjust the content of human resource management. In this way, we can control personnel more effectively.

On the information management platform, the system can integrate recruitment, training, evaluation, management, salary payment, job promotion and other functions, so as to achieve the purpose of rapid communication and update. In this way, managers can more accurately grasp the development of the enterprise, so as to make reasonable arrangements for the business activities of the enterprise, so as to better play the potential of the enterprise. At the same time, the use of this information platform can guarantee the rights and rights of employees, improve their sense of belonging to the unit, let them take the initiative to participate in daily work, and better use the practical value of human resource management. By expanding the sharing way of public service platform and opening the talent information on the platform to achieve effective information feedback, the management level of college talents can be effectively improved. For example, an enterprise can build an HR information management platform to allow employees to enter personal information, such as personal information, performance, salary, attendance, etc. Employees of public institutions can access relevant information online through human-computer interaction. In addition, we can also add a feedback mechanism so that when staff have questions or comments on information, they can make comments to the information management system through the feedback function. The system administrator will immediately receive these feedback data and respond to it, so as to avoid problems caused by information data errors, but also to supervise the human resource management work, so that we can timely correct the existing management deficiencies and optimize human resource services.

In addition, we can also conduct online training through a shared platform. Training as a part of human resource management work, based on the information management system to conduct online training, sharing training resources. Human resource management personnel will be prepared training videos or files uploaded to the information management system, the release of online training notice, employees through the network to receive the training notice, according to the situation to develop training plans, so that not only can expand the sharing of content, and constantly improve the human resource information management mechanism of public institutions.

4.5 Establish a scientific post management system

In the process of human resources management in public institutions, position management is regarded as a key means to improve work efficiency. When the talent position layout is scientific and reasonable, it will significantly improve the quality of talent management and the overall work effect. This layout helps to give full play to the advantages of talents, improve work efficiency and reduce waste of resources. In order to achieve this layout, we need to accurately position talents through information data and performance indicators. These data and indicators can provide objective assessment basis, help us better understand the strengths and weaknesses of talents, and then provide them with more targeted training and development opportunities.

At the same time, it is also necessary to combine subjective evaluation methods to fully stimulate the potential of talents. Subjective evaluation can provide a more comprehensive assessment of talent and help us better understand the individual characteristics and innovative capabilities of talent. In this way, we can provide more suitable jobs and development opportunities for talents, so that they

can give full play to their advantages in work, improve job satisfaction and performance. Through scientific and reasonable personnel position layout, we can effectively improve work efficiency and quality, and provide better services for the public. At the same time, this layout can also help us realize the organic unity of personal value and social value, so that talents can make greater contributions to society while realizing their own value.

5. Conclusion

To sum up, the application of information technology to human resource management in public institutions has many advantages and significance. In the implementation process, it is necessary to carry out reasonable planning and investment according to the actual situation, and pay attention to the combination of file management and information technology, the application of big data technology, the construction of sharing platforms and talent teams, so as to achieve the goals of centralized data processing and big data analysis, and better serve human resource management.

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