

Human resource strategy integration and implementation effect analysis in business management

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Abstract: This paper discusses the core position and implementation effect of human resource strategic integration in business management. The research mainly focuses on the formulation of a clear human resources strategic plan, the establishment of efficient communication channels and the design of scientific performance evaluation system. Through the analysis of enterprise strategy execution ability, employee participation and responsibility, employee satisfaction and retention, it is found that the integration of human resources strategy can significantly enhance the competitiveness of enterprises, strengthen the centripetal force of employees, promote the growth of the overall performance of enterprises, and provide practical ways and theoretical support for the implementation of human resources strategy integration.

1. Introduction

In the modernization process of human resource management, strategic integration has become very important, it is the core link to enhance the competitiveness of enterprises. In the face of increasingly complex market conditions, enterprises are trying to find ways to make human resource strategies better serve their overall development goals. Integrating human resource strategy can synchronize talents with enterprise strategy, enhance team cooperation and information exchange, and improve execution efficiency. This paper analyzes various tactical effects and discusses their effects on strategic execution, employee satisfaction and retention.^[1]

2. Integrate the model and framework of human resource strategy

Human resource strategic integration is a process to ensure that human resource management is highly consistent with the overall strategy of the enterprise.

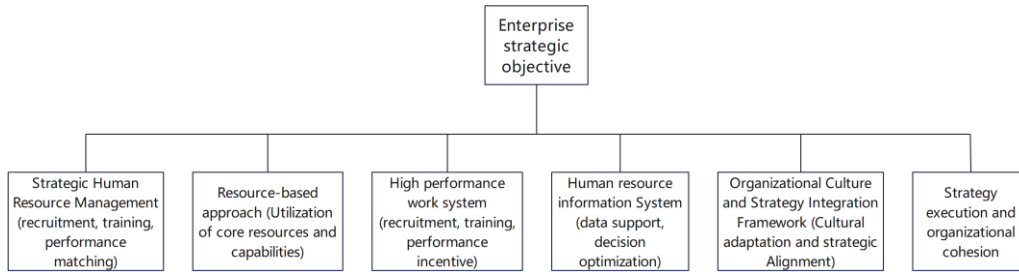


Figure 1: Frame diagram of the enterprise's strategic objectives

As shown in Figure 1, all aspects, from strategic positioning to resource allocation, from performance management to corporate culture shaping, all contribute to the realization of corporate strategic goals. Enterprises can improve the comprehensiveness of human resource management at the strategic level, ensure continuous growth under changing market conditions, and maintain their competitive position in the market.

3. Implementation path of human resource strategic integration in enterprise management

3.1. Develop a clear human resources strategic plan

The development of human resources strategic plan must be consistent with the overall strategic policy of the enterprise, so as to ensure that the human resources strategy and actions help the enterprise achieve its goals. In the planning process, objectives, priorities, implementation steps and evaluation criteria should be defined, and strategic priorities should be defined through quantitative evaluation formulas. For example, the weighting method is used to calculate the weight of each strategic objective and the actual execution effect:

$$S = \sum_{i=1}^n w_i \times X_i \quad (1)$$

Where S represents the score of strategic planning, w_i is the weight of each objective, and X_i is the completion score of the objective. This formula can accurately evaluate the effect of strategy implementation, help management optimize resource allocation and strategy adjustment, and ensure the effective implementation of strategy.

3.2. Establish efficient communication channels

Efficient communication channels are critical to the successful execution of HR strategies. The fluency of communication channels determines the employee's identification with corporate objectives and work performance. By optimizing information delivery channels and their speed and accuracy, companies can respond quickly to market fluctuations and internal needs. The efficiency of communication can be measured by the formula of information flow rate:

$$V = \frac{D}{T} \quad (2)$$

Where, V represents the speed of information transmission, D is the distance of information transmission, and T is the time required for information transmission. Shortening the time difference of information transmission and improving communication tools and processes can effectively improve the efficiency of communication. At the same time, enterprises should promote the interaction between different departments, ensure the integrity and accuracy of information, prevent the formation of information isolation, and ensure the smooth implementation of strategic deployment.

3.3. Design a scientific performance evaluation system

When constructing the performance evaluation system, quantitative data and qualitative evaluation methods should be integrated to fully show the performance of employees. The system needs to be fair, transparent and motivating to motivate employees and ensure behaviour is aligned with corporate strategy. Improve the pertinence and orientation of performance appraisal by quantifying the correlation between task achievement degree and goal:

$$P = \sum_{i=1}^n (\omega_i \times G_i) \quad (3)$$

Where, P represents the total performance score, ω_i is the weight of each task, and G_i is the score of the completion of the task. Through periodic performance evaluations, companies identify outstanding employees and offer rewards and promotions, while providing skills upgrading or job adjustments for underperformers to ensure that the talent strategy supports corporate goals.^[2]

4. Effectiveness analysis of human resource strategy integration in enterprise management

4.1. Improve enterprise strategy execution ability

The execution ability of enterprise strategy is an important factor to ensure the realization of strategic objectives. The specific implementation changes of enterprise strategy execution ability are shown in Table 1.

Table 1: Specific implementation changes of enterprise strategy execution ability

index	Before implementation	post-implementation	change	Concrete example
Achievement rate of strategic objectives	75%	90%	Up15%	When retail enterprises implement expansion strategy, they realize efficient operation of new stores by recruiting and training management personnel in advance.
Duration of recruitment (average days)	30day	15day	Shorten 50%	In the recruitment process, the job demand and talent reserve are determined in advance to ensure that the speed of personnel in place is greatly improved.
Training pass rate	70%	85%	Up15%	The ability of employees to adapt to new positions is enhanced through customized training programs aligned with strategic objectives.
Employee job fitness (feedback)	70%	85%	Up15%	The adaptability of new employees in the on-the-job training has improved to ensure the effective execution of strategic objectives.

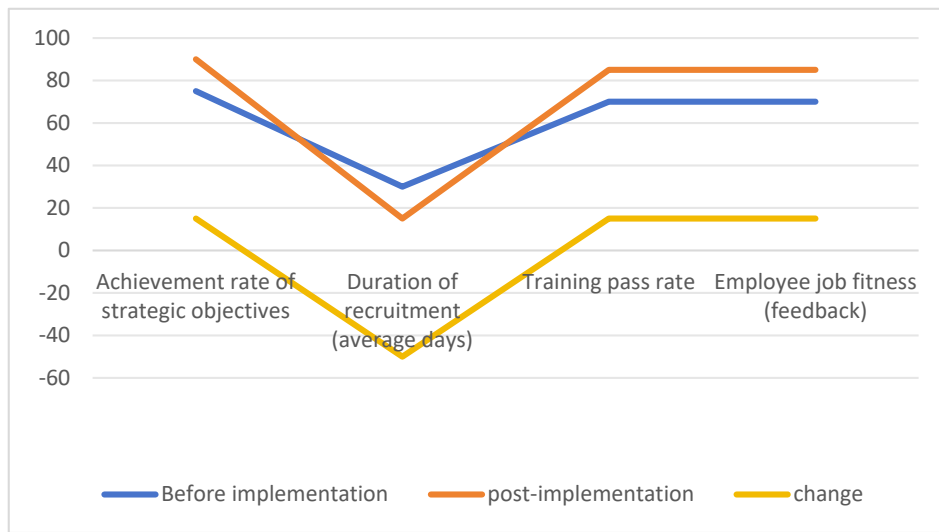


Figure 2: Line chart of the specific implementation changes of enterprise strategy execution capability

As shown in Figure 2, in the integration of human resources strategies, enterprises significantly improve the effect of strategy implementation through precise recruitment, customized training and efficient position integration.^[3]

4.2. Stimulate employee participation and responsibility

Stimulating employees' sense of participation and responsibility is one of the important factors to enhance the ability of enterprise strategy execution. The specific implementation changes are shown in Table 2.

Table 2: Specific implementation changes that stimulate employees' sense of participation and responsibility

index	Before implementation	post-implementation	change	Concrete example
Employee participation rate in strategy formulation	20%	60%	Up 40%	In the implementation of globalization strategy, technology companies collect employee opinions through employee seminars and surveys to enhance employee participation.
Employee satisfaction rating	70points	85points	Up 15points	Highly engaged employees have a greater sense of identity with the company and a significant increase in overall satisfaction.
Employee accountability rating	65points	80points	Up 15points	By sharing strategic goals, employees demonstrate greater responsibility and engagement in their daily work.
Employee suggested adoption rate	30%	70%	Up 40%	Feedback from employees is quickly taken on board, increasing their motivation and responsibility to participate in decision-making.

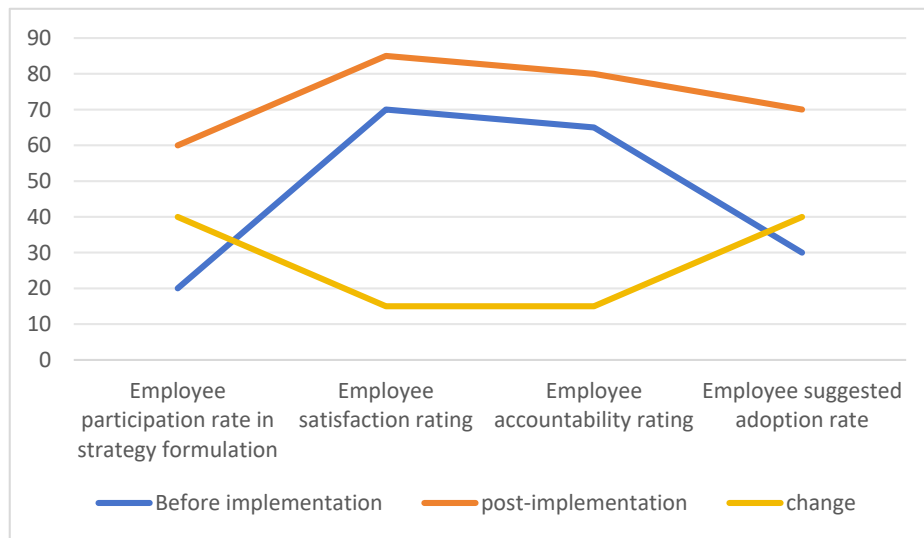


Figure 3: Line chart of specific implementation changes that stimulate employee participation and responsibility

As shown in Figure 3, employees' active participation enhances the identification of corporate goals, stimulates initiative and responsibility, and promotes the achievement of strategic goals.^[4]

4.3. Improve employee satisfaction and retention

Improving employee satisfaction and retention is the key to sustainable development. The specific implementation changes are shown in Table 3.

Table 3: Specific implementation changes to improve employee satisfaction and retention

index	Before implementation	post-implementation	change	Concrete example
Staff turnover rate	18%	8%	reduce10%	By optimizing the promotion mechanism and compensation system, the manufacturing company has enhanced the loyalty of employees and reduced the turnover rate.
Staff turnover rate	70%	85%	Up 15%	Provide customized training and more promotion opportunities, so that employees have a higher satisfaction with the company.
Employee satisfaction with promotion opportunities	65%	90%	Up 25%	Employees are more satisfied with the career development path and promotion opportunities provided by the company, which enhances employee retention intention.
Employee satisfaction with welfare	60%	85%	Up 25%	The company has further improved employee job satisfaction and retention by improving employee benefit programs.

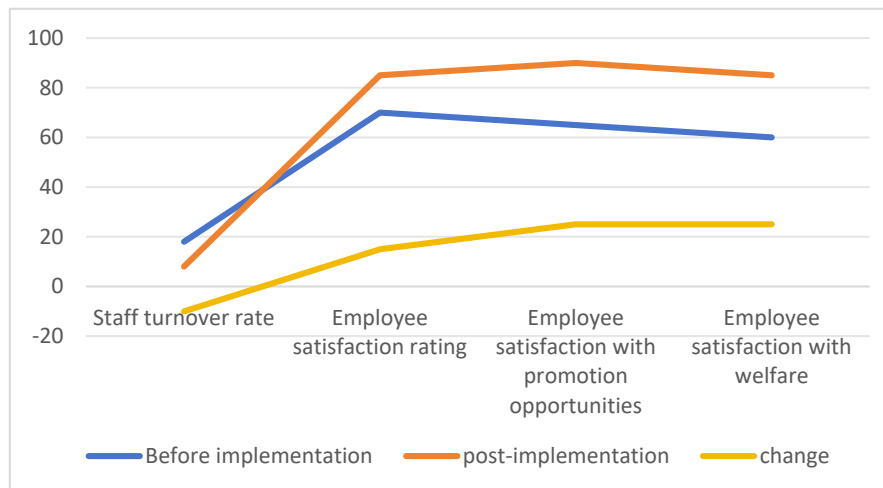


Figure 4: Line chart of specific implementation changes to improve employee satisfaction and retention

As shown in Figure 4, the work enthusiasm and loyalty of employees with high satisfaction can help reduce the turnover rate and reduce the recruitment and training costs.^[5]

5. Conclusion

In the process of integrating the human resource strategy, the enterprise strengthens the strategic execution force by improving the strategic planning, enhancing the communication efficiency and improving the employee performance evaluation system, and also greatly improves the job satisfaction and retention rate of employees. By implementing a series of specific measures, such as improving salary incentives, providing career development paths and creating a good working atmosphere, companies have reduced staff turnover and increased work efficiency. The success of the strategy depends on the rational allocation of resources and the coordination of all staff, which lays the foundation for sustainable development.

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