

Analysis on the relationship between enterprise human resource management and enterprise economic benefits

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Abstract: The rapid development of market economy brings great opportunities for the development of enterprises, but it also brings many severe challenges. At present, the competition among industries is becoming more and more fierce. In order to achieve the purpose of sustainable development, enterprises must attach great importance to human resource management and promote the healthy and steady development of enterprises. This paper first analyzes the relationship between enterprise human resource management and enterprise economic benefits, and then discusses the optimization strategy of enterprise human resource management from the perspective of economic benefits.

1. Overview of human resource management and enterprise economic benefits

Human resource management refers to a kind of management behavior implemented by the company to ensure the realization of its own development objectives. It obtains, develops, utilizes and maintains human resources with the help of multiple methods of modern management such as organization, planning, control, command and coordination. It covers the preparation of the company's human resources strategic management objectives, performance management, salary, safety management and personnel flow management, talent recruitment, selection, development and training, attendance and other aspects in detail. Then the economic benefits of enterprises are specifically divided into the economic benefits of management and resource allocation, potential economic returns, economic benefits of technological progress, economies of scale, which mainly refers to the proportional relationship between the company's GDP and production costs.

2. Relationship between enterprise economic benefits and human resource management

2.1 Human resource management provides support for enterprise economic benefits

In the process of enterprise operation and development, economic benefit is the goal of all enterprise activities. In order to improve the economic benefit of enterprises, we must give play to the role of knowledge management. Only by formulating optimized business strategies can we improve the business efficiency of enterprises, which is inseparable from human resource management. Human resource management is the management of making full use of talents. The ultimate goal of management is to improve the economic benefits of enterprises. The content of human resource management includes talent recruitment, training, allocation, human resource planning and the formulation of salary system. It can be seen that the business process is inseparable from the allocation of human resources, which requires the support of human resources management.

2.2 the quality of human resource management affects the economic benefits of enterprises

Under the background of market economy, the economic benefits of enterprises reflect the quality of human resources management and the managerial effect of human resources to a certain extent. The efficiency of human resources management is closely related to the economic benefits of enterprises. On the contrary, the quality of human resource management directly affects the operating efficiency of enterprises and is one of the important factors affecting the economic efficiency of

enterprises. Also, the low level of human resource management reduces the operating efficiency of enterprises and hinders the operation of enterprises. It can be seen that the two affect and contain each other.

3. Current problems of enterprise human resource management

3.1 Outdated talent management mechanism

The economic benefit of the enterprise is not high, there is no redundant capital investment, and the capital operation is poor. However, the management mechanism of employing employees is relatively rigid, and there is no effective system of salary incentive. Then the employees of the enterprise will have no enthusiasm, also the work efficiency would be greatly reduced, which would lead to the loss of talent elites among the employees of the enterprise or job-hopping to other enterprises.

3.2 Insufficient investment in human resources

It is obvious that those enterprises with low economic benefits pay enough attention to human resources, but they will not invest enough in human resources because they do not have enough funds to invest. Without sufficient investment in human resources, the core value of talents in enterprise development cannot be brought into play. Enterprises lack power sources and cannot obtain more economic benefits.

3.3 Unscientific structure of human resources

In a society with the rapid development of science and technology, although the managers or technicians of some enterprises have been working at the same time as the development of enterprises, they will not be able to update their management knowledge of the new era in time due to their age. Besides, they would lack the understanding of scientific management, and there would be no more opportunities for further study, for it does not meet the requirements of human resource management of modern enterprises.

3.4 Neglect of human resource management

The development of human resources department is related to the driving force of enterprise development. When enterprises pay attention to the importance of human resources management, the department will improve its position in the enterprise department. And it is related to the task of guiding and coordinating enterprise operation and management, which is dissimilar from the direct creation of economic value by producing products. Through the study of effective methods of human resource management, it can determine the key to the economic benefits of enterprises, as well as the section of how to produce and sell requires people to participate directly, then use their own wisdom and thinking, also put forward constructive opinions, and take the most direct and practical actions.

4. Optimization strategy of enterprise human resource management from the perspective of economic benefits

4.1 Innovating the concept of human resource management

It is particularly notorious that innovation is the soul of progress. For enterprises, in order to enhance economic benefits through strengthening and improving human resource management, the top priority is to make great efforts in innovating the concept of human resource management and strive to make the concept of human resource management more adaptable to the development needs of the times. To innovate the concept of human resource management, we should further expand the field of human resource management, especially get rid of the traditional personnel management, take "people-oriented" as an important concept, focus on giving full play to the subjective initiative of human resources, and earnestly strengthen the construction of incentive mechanism, so that human resources can truly create the greater value for enterprises. For example, enterprises should establish

a analysis mechanism, also start with the factors of human resources affecting the economic benefits of enterprises, together with formulating scientific methods of management, so as to make human resources management more targeted and truly provide strong support and services for enterprises to improve economic benefits.

4.2 Improving the human resource management system

In order to promote the reform and innovation of enterprise human resource management from the perspective of economic benefits, it is very important to build a scientific and impeccable human resource management system, as making it more effective. What's more, it's a big deal of making a breakthrough in guiding employees to create greater value. In the specific process of implementation, in addition to further improving and perfecting the organization of human resource management and equipping professional management talents, the enterprise should also conduct research and exploration in establishing a diversified, systematic and comprehensive human resource management system, especially the in-depth integration of human resource management and the overall development strategy of the enterprise. In addition, it needs to expand the field and scope of human resource management continuously, so that human resource management can provide services to improve the economic benefits of enterprises. To improve the human resource management system, we should also establish a strategic cooperation platform for human resource management and service with similar enterprises and upstream and downstream enterprises, as well as strengthening the sharing of human resources among enterprises, then reduce the cost of human resources and improve the use efficiency of human resources.

4.3 Optimizing human resource management

For promoting the innovation of enterprise human resource management from the perspective of economic benefits, it is very important to further optimize the human resource management, also strive to make the management step into a systematic way, and make human resource management achieve a greater breakthrough in serving economic benefits. Besides, enterprises should vigorously promote the information construction of human resource management, further strengthen the construction of analysis mechanism of human resource, and strengthen the investigation and analysis of the current situation and future needs of human resources, so as to make human resource management and service information highly expansible, and play a comprehensive role in the process of serving the strategic development of enterprises. Furthermore, they should also pay more attention to human resource management and service risk management in the information age, also establish special organizations, as well as strengthening the monitoring of human resource management and service "risk points", and pay more attention to preventing and controlling data risks. Also, they ought to further strengthen the effective integration of all kinds of informatization and networking platforms, so as to realize the centralized, rational and scientific utilization of all kinds of resources, so that big data can play a more active role in decision-making, management, guidance and service, and truly make all kinds of informatization and networking platforms work together through the comprehensive application of big data. Last but not least, they should pay more attention to the reform and innovation of human resource management and service platform. In addition to the application of human resource management and service information system, qualified enterprises should vigorously promote the construction of human resource management and service "cloud platform".

To sum up, with the increasing attention paid to the "human capital" theory, the reform, innovation and development of enterprise human resource management have become an important direction. In particular, enterprises should correctly handle the relationship between human resource management and economic benefits, and pay more attention to the basic, supporting and service functions of human resource management in improving enterprise economic benefits, Focusing on solving the outstanding problems existing in enterprise human resource management from the perspective of economic benefits, using systematic thinking, adhering to problem orientation, taking diversified measures, focusing on innovating the concept of human resource management, improving the human resource management system, optimizing the human resource management and so on, so as to

promote new and greater breakthroughs in enterprise human resource management, So that it can play a positive role in improving the economic benefits of enterprises.

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