

Research on the Construction of Competency Model of Human Resource Management Personnel Based on Knowledge Management

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Abstract: Human resources are the strategic resources of enterprises in the 21st century, the decisive factor of enterprise development and the core strength of management. Competency and its characteristics have become a hot topic in human resources management, psychology, pedagogy and other scientific research in recent years. Starting from the strategic orientation of knowledge management, competency is regarded as the common goal of personal and organizational growth. Competency-based analysis is a personnel-oriented analysis method that obtains a competency model by extracting the competency characteristics of excellent workers and ordinary workers. Competency model is set for the specific position of the employee. It is the most targeted and can evaluate the unique requirements of the job according to the specific role or work. Give full play to the positive role of knowledge management in human resources management, in order to truly optimize the allocation of human and material resources and improve the core competitiveness of enterprises.

1. Introduction

With the deepening competition among enterprises, the management and personnel quality of various departments of enterprises have become one of the contents of competition. The role of HR Commissioner has also changed with the deep competition [1]. The choice of knowledge management incentive mode is not only the choice of technology, but also the shaping of organizational culture. The practice of knowledge management in western developed countries provides a good reference for technology selection [2]. Competency refers to an individual's inherent ability to produce behavior that meets the needs of work in an organizational environment, which in turn brings about the desired results. Qualification analysis, selection and employment, staff training, performance appraisal, salary system and performance appraisal policy in competency human resources management are all based on competency model [3]. Through the improvement of human resource management environment based on knowledge management, enterprises get a suitable environment for knowledge management. Then, we should start to improve the process of human resource management based on knowledge management [4]. Human resource managers have become the executors of corporate strategy. Only human resource managers who are qualified for strategic development can implement corporate strategies to recruit competent employees, implement competency-based training, compensation systems, and compete ability. Design the professional development of the members of the organization. The importance of human resource management as a means of integrating and optimizing enterprise production resources is becoming increasingly prominent. Therefore, knowledge management and human resource management have become an important means to optimize the allocation of enterprise resources and improve the comprehensive competitiveness of enterprises [5].

Competency-based human resource management is a human resource management function based on employee's competence, which is to manage, rationally utilize and effectively develop employee's competency resources [6]. The change of human resources management has resulted in the shift of the center and the reorientation of the functions of human resources work. As a result, the complex operational operations of the human resources department have been greatly reduced, while the strategic position of the human resources department has been greatly improved. Olsen D. S. and others proposed possible links between human resources management and knowledge

management, and argued that, according to the configuration point of view, there is the best HR strategy for the purpose of knowledge sharing [7]. Scholars Ye R and others believe that competence includes three aspects: concept competence, skill competence and interpersonal competence [8]. The knowledge management of enterprises mainly manages explicit and tacit knowledge through the four links of acquisition, integration, sharing and application, such as the mutual conversion of two kinds of knowledge, so as to realize the sharing of knowledge resources and the continuous innovation of knowledge within the organization. Development and even the realization of organizational performance [9]. Through the competency model, you can quickly and intuitively understand the values, unique corporate culture and business focus of a company. No matter what kind of specific work the employees are engaged in, they must have basic skills in this respect. Whether the human resources management specialists in the enterprise have the necessary capabilities and qualities will have a direct impact on the competitiveness of the enterprise's talents, and also affect the effectiveness of the human resources management of the enterprise [10].

2. Analysis on the Composition of Competence Model of Human Resources Management Commissioner

2.1. The Important Role of Personnel Competency Model

In order to achieve its strategic objectives, organizations need to systematically link people with organizations, that is to say, to make individual goals and corporate strategies unified and adapted, which is the basic premise of strategic human resources management, that is, strategic matching. With professional knowledge training, HRM specialists can master the basic knowledge of the six modules of human resources management, and build up the knowledge framework of human resources management. Career development is an important motivation for employees to work hard. According to the competency model of different majors and levels, the organization establishes the career development channels of the majors and levels, and finally forms a scientific and reasonable career development channel system of each professional sequence. The application of competency model in recruiting talents and arranging employees to engage in related work. In the traditional recruitment process, enterprises often regard the direct and impressive surface objectives of the candidates' academic qualifications and skills as an important reference basis for recruitment, but seldom tap the real potential of the candidates. Effective tapping of potential competency and development of competency. This also provides a broader perspective and more favorable tools for the practice of enterprise human resource management, and plays a fundamental and guiding role in human resource management activities. Knowledge resources and existing knowledge of the organization have a large span in terms of subject classification and business experience, and are not easily acquired through training. Therefore, it is recommended to obtain this part of knowledge resources through recruitment and cooperation.

2.2. Necessity Analysis of Establishing and Perfecting Human Resource Management System Based on Knowledge Management

Necessity of establishing and perfecting human resource management system based on knowledge management. Analyzing the connotation of knowledge workers is fundamentally different from that of ordinary employees, that is, the former contains property rights of knowledge capital, so it is more profound and complex to motivate them. Managers should attach importance to the important role of perceptual knowledge in knowledge creation and acquisition. The so-called "true knowledge from practice" is to organize employees to actively participate in the management and decision-making of the organization and learn from practice. Organizational leadership is the essential accomplishment of HRM Commissioner. To make the working environment of an enterprise positive and harmonious, HRM Commissioner should be able to comprehend the employing orientation of enterprise managers according to the development of the enterprise. Recognize the required knowledge resources, and further classify these resources into knowledge resources existing within the organization and knowledge resources existing outside the

organization. Different management strategies and different channels should be adopted to acquire these two types of resources. For enterprises, knowledge workers are the core personnel to create enterprise benefits, and their implicit knowledge is the source of sustainable development. Competency is not only an explicit feature such as knowledge and skills, but also an implicit feature such as attitudes and values. If these characteristics are used as the basis for determining compensation, it will not only improve the overall quality of employees, but also improve their Loyalty and belonging to the company. In the specific evaluation process, the competency features occupy a more important position. Employees of the department can consciously improve their basic knowledge of knowledge and technology by referring to the characteristics of the department, so as to obtain better performance of the department and smoothly achieve promotion. .

The core of human resource management in enterprises is the employees themselves, but the former human resource management is mostly adaptive human resource management, which pays more attention to whether the employees have the characteristics of specific post requirements. The research on competency is mainly based on the concept and model construction of competency, which refers to a series of abilities and accomplishments such as personality, knowledge and professional skills needed to complete a task or assume a social role. Firstly, enterprises need to make breakthroughs in concept. The motivation of motivation objects should be changed from adjustment, control and manipulation of demand to cooperation, mutual encouragement and sharing of demand. The motivation theory of knowledge workers should be refined to form an independent theoretical system. The core competency model proposed for specific departments is based on their own characteristics, and the corresponding competency model is set. Its requirements for professional knowledge, work quality and ability are more specific. By encouraging and motivating employees to enhance their knowledge, skills and recognition of corporate value, improve the human resources quality of the company and cultivate the core competence of employees. The core competencies of employees are the foundation of their core competencies. Divide human resource management into aspects from planning to employee relations, and emphasize the coordination of work to mobilize the individual's initiative in the work and deepen the potential of employees' work, so as to improve the production efficiency and achieve the development goals of the enterprise. Create good conditions.

3. Application of Competency Model in Human Resource Management

3.1. Competency Matching of Human Resources

With the development of modernization, the competency assessment has been adopted by more and more prescient enterprises. When assessing employees' performance, they also pay attention to many factors, such as their working attitude, knowledge structure and professional ability. People are not only carriers of knowledge, but also implementers of knowledge creation, transmission, application and innovation. Knowledge is mainly stored in the brain of human resources. Knowledge management of human resources in an organization can enable enterprises to acquire and maintain competitive advantages. Management competency training should design corresponding training methods according to the characteristics of experience learning, so that this kind of "natural" and unstructured learning can become a structured and planned training activity, and make the training receive comprehensive results. The human resources management specialist also needs to have the ability to innovate and adapt the human resource management method according to the development of the enterprise, so that the human resources management can keep up with the development strategy of the enterprise. The premise of the competency model is to find indicators that distinguish between good and ordinary, that is, the effective performance standards determined in the first step of job analysis, and the performance appraisal indicators established on this basis. The corresponding competency behavior events of the analysts and the parameters of the competency model of the enterprise human resource management personnel are shown in Table 1.

Table 1. Competency Model Parameters of Human Resources Management Personnel in Enterprises.

	Innovate	Effect
Sense of Achievement and Executive Ability	13.25	12.71
cognitive ability	15.58	13.19
Personal Effectiveness Personal Skills	14.11	14.25
Other Personal Characteristics	13.90	15.17

3.2. Analysis of Competency Model Elements

Enterprises should make a clear analysis of the professional knowledge training of HRM specialists, so as to enable the former management specialists to find their own strengths and weaknesses in comparison with the knowledge section, so as to achieve mutual learning and upgrading. Acquire new knowledge inside the organization to support innovation activities such as technological innovation, product innovation, management innovation, etc. Meanwhile, evaluate the degree of knowledge mastery of employees, and evaluate the profits brought by this knowledge mastery to the organization. The dynamic balance between knowledge is the process of knowledge creation, acquisition, integration, transformation, application and innovation in different situations. The knowledge resources outside the organization are further divided into knowledge resources with high degree of correlation and low degree of correlation with the knowledge resources grasped by the organization. For the human resources management work of enterprises, it is necessary to abandon the old work mode to rely solely on materials to improve the enthusiasm of employees to create production benefits. It is necessary to pay attention to the effective grasp of the actual situation of employees' personal spiritual needs, and to target them. Take measures to satisfy their pursuit of knowledge resources. In the performance evaluation, the enterprise should proceed from the three aspects of goal completion, performance improvement and ability improvement. The assessment methods include the method of filling out the form, the interview method, and the key event investigation method. Correspondingly, the compensation system has also experienced changes based on position-based to individual ability. The broadband compensation system reflects the salary design idea based on individual ability.

Give full play to the positive role of knowledge management in motivating employees in enterprises. For enterprise knowledge management work, the most difficult task is how to smoothly and effectively realize the mutual conversion of explicit and tacit knowledge resources, and how to truly realize the sharing and application of knowledge. Organizations should not only ensure the intersection and synergy among the three kinds of knowledge and realize their dynamic balance, but also adjust their knowledge structure in time according to the changes of external environment, so as to activate and optimize their knowledge stock constantly. The motivation factors of knowledge workers mainly originate from their own desires; external motivation factors, as auxiliary motivation, must comply with their own desires; the best motivation effect is internal and external infiltration, organic combination and mutual promotion. Encourage HR Commissioner to pay attention to the training of his own ability and obtain HR qualification certificate, which can not only improve his mastery and application of professional knowledge, but also help HR Commissioner to have a longer career. Obtaining competitive advantage through human resources is a common feature of modern enterprise development, but at different stages of development, the concepts and methods of human resource management also show differences. In knowledge activities, the production of knowledge and the commercialization of knowledge innovation are crucial. Through the development of skills or knowledge, employees can improve their own capabilities and enable employees to participate in knowledge development activities consciously. Determine the training system suitable for different positions, and set up appropriate vocational training and professional ability training according to the specific personnel in the corresponding

career development stage, which makes the training more professional and complete.

4. Conclusion

In this paper, the competency model of human resource managers based on knowledge management is studied. Human resource management, the core element of enterprise development, needs to be moderately adjusted according to the changes of current social environment, establish and improve the human resource management system based on knowledge management, and realize the organic unity of human resource management and knowledge management. Motivation in competency. Motivation is the internal motivation to promote people to engage in certain activities and move in one direction. Reasons for action to achieve certain goals. The career planning of knowledge workers is more embodied in the characteristics of internalization and initiative, and more emphasis is placed on the growth and accumulation of professional knowledge in the specific development path. The work skills of knowledge workers are increasingly developing in the direction of specialization. Capture the information of enterprise development, carry out effective reform and innovation of human resources management according to enterprise development thinking and development planning, so as to achieve the coordination between human resources management and enterprise development. The introduction of competency provides a new entry point and perspective for all aspects of human resource management. It provides a new theoretical basis and management technology for realizing the rational allocation of human resources and improving the performance of enterprises. Human resource management plays an important role in promoting the process of organizational knowledge change. Its key role is reflected in the organization and operation of knowledge management, and the knowledge management incentive model based on competency. Under the background of the era of comprehensive development of modernization, I believe that in the continuous reform, the competency model will inevitably make a useful contribution to China's human resources management.

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