

# *Thoughts on Innovating Human Resource Management Based on People-oriented Concept*

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**Keywords:** people-oriented; human resource construction; performance management; sustainable development

**Abstract:** With the continuous improvement of China's national economy, enterprise management and human resource construction of state-owned enterprises are also effective ways to improve corporate performance. How to use human resources construction to provide support for the construction of employee management system of state-owned enterprises and to develop economic benefits is an urgent problem to be solved in the long-term development of large-scale enterprises in China. This paper starts with some problems encountered in enterprise management, based on the people-oriented concept, and puts forward practical suggestions for the construction of human resources of state-owned enterprises and the construction of performance management system for readers' reference.

## **1. Introduction**

In recent years, the scale of state-owned enterprises has gradually increased, and the market direction and the types of projects undertaken by state-owned large enterprises have also increased. The increase in management span leads to a lack of information channels. The increase in the types of projects that lead to the increase in the quality and ability of employees cannot be kept up to date. Throughout the construction of the enterprise human resources performance management system, the author finds that if the traditional enterprise management system and model are followed and the development and innovation of human resource construction are neglected, it is likely that the enterprise will not be able to respond promptly and effectively to changes in the market economy. Therefore, if you want to find sustainable development characteristics in the market competition, you need to start with human resources construction and carry out the construction of enterprise human resource performance management system from various aspects, so as to enhance the core competitiveness of enterprises in the market<sup>[1]</sup>.

## **2. The enterprise human resource performance management system lacks the people-oriented concept**

The sustainable development of an enterprise is based on the adoption of various methods and technologies by the corresponding departments of the enterprise before the planned and designed projects are carried out. The objectives and requirements of the internal members of the

organization are systematically organized and evaluated to determine the aspects of internal training and transformation of ideas should be related to the enterprise human resource management system as shown in Figure 1 below:

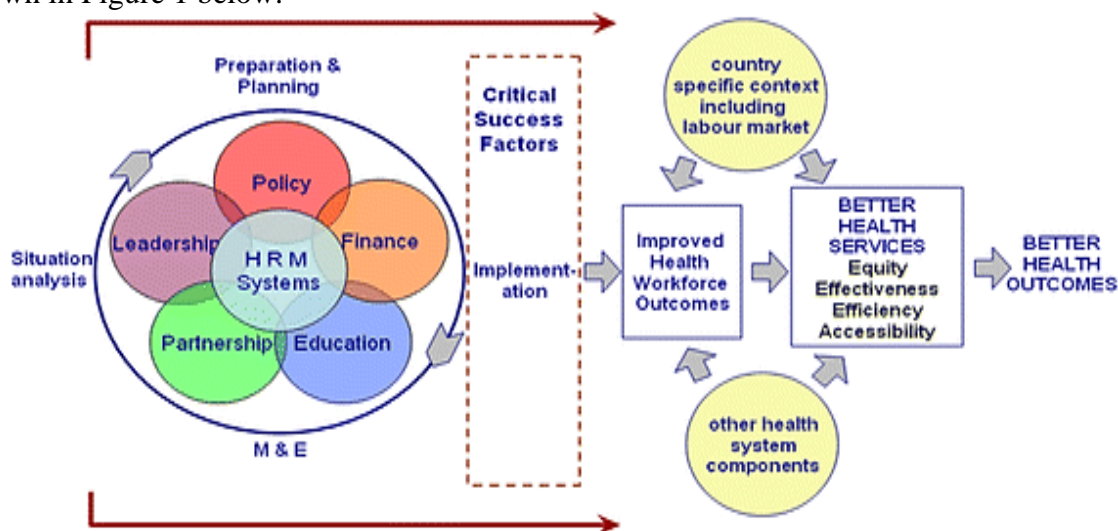


Figure 1: Human Resource Management Based on People-Oriented Concept

As shown in Figure 1 above, through the analysis of the human resources construction of large state-owned enterprises, the author finds the following problems: First, there is a lack of unified understanding within the enterprise, and the unclear demand for human resources construction is one of the main problems in current enterprise performance management. . The reason is that the current state-owned enterprises in China are not systematically strong in the training programs for employees, and lack of in-depth research. There are defects in the actual research level. Secondly, some employees feedback that the training of employees in state-owned enterprises is too low. More is to rely on the human resources department for overall planning and supervision; in addition, the planning and management of human resources construction is not enough, the enterprise is issued to the professional management department lacks systematic supervision and implementation, and most of the enterprise's human resources construction is only Based on the current era, there is no long-term perspective for analysis and consolidation, and the development of human resources construction is worrying<sup>[2]</sup>.

### 3. Construction strategy of enterprise human resources performance management system

For the sustainable development of contemporary enterprise management, the development and development of human resources is an important content. How to effectively and reasonably carry out employee training has a great impact on the overall quality of enterprise employees and the construction of corporate performance management system. Training programs for corporate employees are key to building a high-quality human resources performance management system<sup>[3]</sup>.

#### 3.1 People-oriented, comprehensive efficiency analysis of the original performance management process

In this regard, we must first organize the relevant departments of the enterprise, draw a clear flow chart of the enterprise human resources performance management, conduct a holistic analysis of the management process, and seek a breakthrough in the management process update and creation; secondly, the existing performance management process In-depth analysis, looking for

loopholes and problems, Figure 2 is the development trend of statistical human resources performance management:

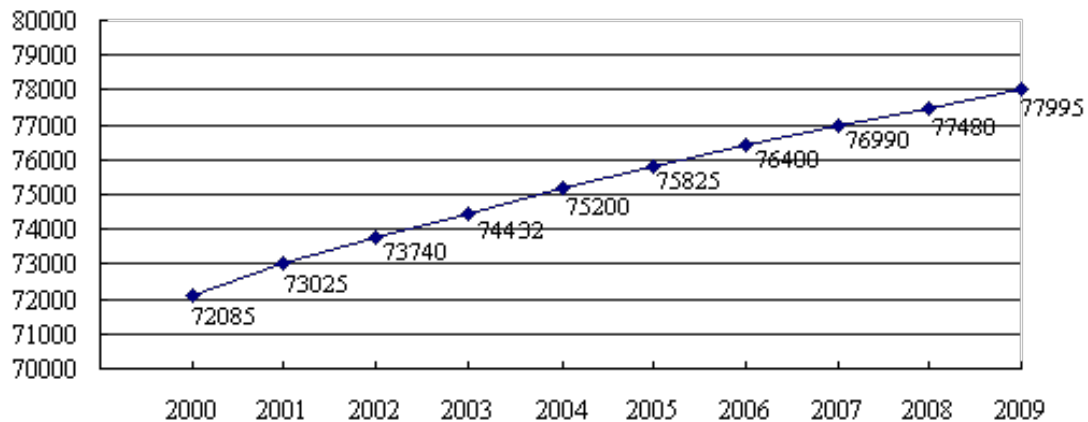


Figure 2: Development of Human Resource Performance Management in Contemporary China

From Figure 2, we can see the needs of employees for development and the appropriate performance management plan; in addition, we should also carry out the process reengineering for the key links in the business process according to the trend of market development and the actual needs of enterprise development; In the process of market development, the direction and project of the enterprise are repositioned and ranked, and the management process is carefully analyzed and researched, so that the corresponding human resources construction is perfected and the flat management of enterprise management is realized<sup>[4]</sup>.

### 3.2 Scientific design management process to achieve diversified development of human resources construction

Based on the analysis and research of the enterprise's traditional performance management process, the existing management process is standardized and integrated, and the management process is integrated and automated. Conduct special analysis on the needs of human resources construction, actively carry out effective training courses, and implement refined management to achieve diversified development of human resources construction. At the same time, it can further integrate applications on the enterprise information management platform, and use information network technology to make the training and assessment of employees more programmatic and efficient, and optimize the enterprise performance management process<sup>[5]</sup>.

### 3.3 People-oriented, comprehensively promote the performance management informationization

First, we must confirm that the company provides a budget for the construction of performance management information. When developing the training plan and the overall process of the work, the budget for the development of enterprise resources should also be evaluated. Only when there is practical funding to support, comprehensive development is meaningful; secondly, the performance management of enterprises in different fields may have a large difference in project budget, so it is necessary to analyze the evaluation data of employees within the enterprise; In addition, the performance evaluation system of the enterprise needs to be determined after the actual discussion between the decision-making layer and the employees.

## 4. Conclusions

In recent years, the scale of state-owned enterprises has gradually increased, and the market direction and the types of projects undertaken by state-owned large enterprises have also increased. The increase in management span leads to a lack of information channels. The increase in the types of projects that lead to the increase in the quality and ability of employees cannot be kept up to date. There is a lack of unified understanding within the state-owned enterprises, unclear demand for human resources construction, low training of internal employees, and insufficient planning and management of human resources construction. Enterprises should comprehensively implement the original performance management process. The analysis of functions and efficiency, perfecting the design management process after identifying problems and vulnerabilities, taking people as the foundation, realizing the diversified development of human resources construction, and taking human resources construction as the cost center to comprehensively promote the construction of performance management information.

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