

Analysis Of The Application Of Informatization In Enterprise Human Resource Management

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Abstract: The utilization rate of informatization in various fields of the modern economy is very high, so the content of enterprise human resources management should be strengthened and updated, so that informationization can be flexibly applied to enterprise human resource management, which can maximize the work efficiency and fully demonstrate the job function value of employees in the enterprise. From an overall point of view, the market competition between enterprises is a competition for talents. In order to quickly reverse this situation, enterprises will definitely implement human resources management.

Introduction

In today's profit-oriented society, the importance of human resources management in various fields has gradually increased, and this work has gradually become the focus of enterprise project management. Based on overseas successful cases, enterprise human resource management must be combined with the development plan to implement human resource management in an orderly manner. Up to now, my country's human resource management has been in its infancy, and it needs to further consolidate its market economy status. The application of theory and practice is lagging behind. In this regard, in order to fully reflect the value of talents, companies should consider information technology, infiltrate information technology, improve human resource management, innovate resource systems, and create a comfortable and positive corporate environment, so as to achieve the purpose of improving the overall quality of employees and enhance teamwork capabilities.

1. The Meaning And Principles Of Human Resource Management Informatization

1.1. Meaning

From the perspective of technical realization, the informatization is relatively interactive, it can store a large amount of information, the processing speed is extremely fast, and it is frequently applied in different fields of society. In the internal management of the enterprise, human resource management is a basic step, and its complexity is obvious. Such trivial work is far from enough to rely only on manpower to manage its efficiency, and its accuracy is low. Through information technology, it is possible to summarize and sort out the cumbersome data accurately, quickly, and effectively. Not only can reduce the risk, but also maximize the efficiency and quality of enterprise employees, reduce management costs [1]. The addition of a human resources information platform on the basis of informatization facilitates the unity and cooperation between enterprise departments.

1.2. Principle

① Economical. As one of the principles of human resources management informatization adjustment, economy needs to reduce the investment in enterprise management and reduce the loss of human resources and resources. This process is to explore the true demands of the company and the current status of employees in depth. System innovation performance is one aspect. The comprehensive quality of employees and the economic situation of the company should be taken into consideration.

② Simplicity. The principle of human resources management informatization adjustment is to comprehensively enhance management efficiency, and the core is simple and easy steps, whether it is learning or operation is very convenient, so as to effectively strengthen the transaction processing frequency and promote the effective increase of the processing rate per unit time.

③ High efficiency. Enterprises can expand the scale of construction, maintain existing advantages, and highlight the efficient operation of the system. Human resource management is the root of the content, and the impact from efficiency is very obvious. Improve with the help of information management mode, fundamentally improve the accuracy and speed of information processing, and ensure the efficient improvement of enterprise management efficiency.

2. The Importance And Characteristics Of Informatization In Enterprise Human Resource Management

2.1. Importance

① Standardization. Due to the gradual extension and expansion of the content and scope of human resource management in the enterprise, and its content is trivial, the management sequence can be adjusted and summarized in a timely manner through information technology to fully highlight the standardization of various business processes, such as employee training, assessment, recruitment, position adjustment and Resignation etc. Integrate these basic information contents for comparison and analysis at one time, and finally complete the goal of standardization and automation of human resource management.

② Intensification. Incorporate informatization into human resources management, reconcile the work processes and contents between different departments, and highlight the informatization characteristics of management contents and business processes. For example, reconcile the independent management of personnel, increase the standard of enterprise management, implement refined management tasks, and promote the healthy development rate of enterprises [2].

③ Efficiency. Putting informatization into human resource management can integrate personnel attendance, data information, work performance and other aspects, flexible and simple, and improve the traditional training method into online training, so that employees can learn independently without being constrained by time and space. The purpose of this is not only to save time, but also to reduce training funds. In addition, it is convenient for administrators to ask employees about work plans and summaries, hand over on time, and grasp a lot of information. At the same time, managers can also supervise and guide employees' work at any time.

2.2. Features

① Focus on teamwork

Based on the background of big data, scientific information technology has developed rapidly and is widely used in various fields, accelerating the speed of innovation, the potential amount of information in different regions continues to rise, and the organizational competition environment is relatively complex, which has forced organizational management to be converted into information. From the perspective of human resources management, the information environment increases the difficulty of management. In the past, the human management model has not met the requirements of organizational management. It requires the coordination between employees and departments to ensure the smooth improvement of work quality. At this stage, most organizations frequently use the Internet and modern communication technologies, the organization of labor is relatively clear and detailed, and contact between team members is more convenient. In this environment, we should pay attention to teamwork, let employees realize the importance of cooperation, and facilitate the smooth operation of human resource management in the information environment.

② Focus on personal value

Informatization not only represents a class of tools, but also belongs to a technology. Based on the information management atmosphere, personnel need to adjust learning methods and

communication modes in order to complete the assigned work, and ensure the enrichment and addition of their own knowledge base. Standing at the organizational level, the organization of information strategy needs to pay close attention to the improvement of employees' comprehensive quality and establish a learning organization. First of all, to ensure the long-term development of the organization, give employees a lot of learning opportunities, which is conducive to the innovation and replacement of knowledge points. Secondly, the establishment and improvement of institutional systems encourage employees to learn continuously. The enhancement of employees' own level can not only promote the effective implementation of informatization strategies, but also accumulate abundant intellectual capital for the organization, scientifically cope with external competition, and constantly explore ways for employees and organizations to achieve a win-win situation [3].

③ Focus on human management

Affected by the information environment, organizational management needs the support of teamwork. In order to enhance employees' awareness of cooperation, the primary task is to respect their personal values. Some organizations are too dependent on software steps during the informatization strategy issuance stage, and have not systematically introduced informatization management modules according to their own situations, resulting in employees having a negative attitude towards software and aversion to learning software processing knowledge. Finally, informatization strategies ended in failure in the information environment, human-oriented management needs to be reiterated again. When an organization issues an informatization strategy, it must fully analyze the management status and individual characteristics of each employee, try to solicit employees' views, and help employees integrate into the informatization process as soon as possible. Only in this way can it be recognized by the organization's informatization adjustment and given to employees Strong sense of responsibility and sense of belonging, effectively strengthen the unity and conviction of the organization, and deeply implement the informatization development strategy.

3. The Problem Of Informatization In Enterprise Human Resource Management

3.1. Information Technology Is Relatively Weak

Despite the comprehensive introduction of informatization in the management of human resources management, enterprises still face many difficulties in using informatization, have a narrow view, and have not formulated a targeted development plan, which has not fully demonstrated the effectiveness of informatization in the content of human resources management. For the later development and operation goals of enterprises, the economic benefits are the first premise, and the information function and value are seriously ignored. Enterprise managers do not know much about informatization, and only simple and basic software systems are used in practice. A few enterprise human resources management only use software systems for economic profit when applying informatization stage. Nowadays, not only are they restricting the development of enterprises, it also affects the economy to a great extent. On the other hand, a few companies pay attention to the value of informatization, ignore the company's future development policies, and the efficiency of human resource management continues to decline [4].

3.2. The effect of unified standardization management is not good

In recent years, many companies have relatively weak knowledge of information technology, and feel that the informatization of human resources management work cannot see obvious effects. In addition, the value of other system technologies is also lacking, which promotes the company's past management systems. Update is slow. On the one hand, when the enterprise promotes the standardization progress, the unified standardization is unsatisfactory when the management effect is not satisfactory, and the project organization does not show the standard. What time is spent researching from beginning to end, so that during the application of the information system standard is poor. The above situation has occurred many times in the application of informatization. In the long run, it will seriously affect the stability of informatization research, resulting in the formation

of a small amount of human resource data information, disordered order, and poor compatibility. On the other hand, when collecting and analyzing data and information, employees must confirm many times, the workload is large, and the efficiency of human resource management continues to decline.

3.3. The comprehensive strength of the enterprise is weak

With the sustainable development of the social economy, in order to meet the development needs of the times, companies do not consider their own economic conditions at all, and have no rational pursuit, resulting in obvious differences in development goals and corporate strength. In order to achieve their mission goals, some enterprises have established software research teams, fully explored human resource management software, and promoted the development of enterprises. However, when the enterprise's comprehensive strength is weak, and quick success is achieved, the software's steps and results in the exploration stage are far from the same, and it ends in failure.

4. The Application Method Of Informatization In Enterprise Human Resource Management

4.1. Improve management mode

Nowadays, the scale of informatization applications continues to expand, and its own advantages are undoubtedly revealed, such as well-known information collection, frequency acquisition, and resource sharing. The traditional static management model is built on the basis of human resource management. This kind of model not only increases the difficulty of employees' work, but also collects data less slowly, and some less information cannot be collected, summarized, and organized. In the information environment, human resource management will realize the role of digitization and digitization, collect management information through big data, choose the best information operation mode to complete the task, consolidate its position, integrate enterprise resource information, and regularly improve and innovate manpower Resource management mode, systematic analysis and discussion of the working level and quality of enterprise employees, and clarification of the work content of each employee [5]. On the other hand, the in-depth implementation of the humanistic ideology, vigorously cultivate excellent enterprise teams, deeply integrate information technology and management mechanisms, and implement human resources management in place will help employees correctly understand the importance of teamwork.

4.2. Establish a high-quality management team

Establish a high-quality management team as the key content of human resources management. On the one hand, as a senior manager, you must receive relevant training before entering the workplace, enrich your business knowledge, be familiar with and master the focus of later work, and systematically understand and control the specific concepts and knowledge of human resources management and professional theory. On the other hand, employees need to draw on and learn from the management experience and lessons of advanced foreign countries, analyze the problem from a holistic perspective, and specifically understand the various business essentials of the company. When the work officially enters the issuance period, it is necessary to start with the development strategy and goals. Finally, employees should continue to strengthen data analysis capabilities and scientific application levels. Therefore, in terms of recruiting talents, recruiting, training, and evaluating, we must select and strictly screen the data. After the data analysis, we can adjust the content of human resource management to make it more fair, rigorous, and efficient.

4.3. Innovative human resource management model

In order to ensure the reasonable application of informatization in human resource management, it is necessary to rely on the technical reinforcement of professionals and focus on training efforts, which meets the social standards for excellent talents. In the implementation of work, it is necessary to implement the work content and responsibilities according to the standards. On the one hand, as the national economy continues to operate and gradually enters the era of big data, companies will abandon the old model and gradually adjust the original human resource management model, so

that they can keep pace with the times. For example: use network technology to enhance recruitment efficiency and talent quality, and reduce human resource costs. On the other hand, the core of human resource management generally refers to capability management, and managers must carefully study and weigh the positions and levels of employees. Finally, companies need to systematically comprehend and manipulate management steps and operational knowledge, fully demonstrate the value of human resources management, examine the level and comprehensive quality of employees from the perspective of corporate management, improve the company's economic income, and reduce personnel costs.

4.4. Highlight the flexibility of information technology application

Incorporating information technology into the human resources management of the enterprise, employees need to innovate ideas and ideas from time to time, extend the management channels and scope, broaden their horizons, fundamentally improve management efficiency and innovation intensity, specifically summarize and organize human resources management. The value of development lays the foundation for the long-term development of the enterprise. First of all, enterprise management personnel should attach great importance to information-based human resource management, continue to invest, and reasonably allocate talents and equipment. Secondly, in-depth knowledge of informatization in human resource management makes employees aware of the importance of informatization. Finally, you can quickly observe and deal with the difficulties encountered in the application phase, and ensure that informatization can display its own value system within human resource management.

4.5. Improve Employee Computer Operation Level

Up to now, China's economy has shifted from high-speed growth to a high-quality development stage. A large number of functional technologies are widely used in different professional fields. Advanced technologies are still being innovated and replaced. Therefore, to ensure that enterprise human resource management can keep pace with the times, adapting to the development conditions of the times, information technology can be integrated into the management stage, and its work efficiency and work quality can be enhanced in depth. In order to help the rapid and systematic operation of informatization, human resource management employees are required to have high working qualifications and professional qualities, meet relevant standards, and also have a superb computer operation level. Only the skillful and sophisticated computer operation level can fully demonstrate the value of informatization, for which it is extremely important to improve and adjust the human resources management system. On the other hand, enterprises should arrange human resource managers to participate in training and learning. They are very proficient in operation steps and essentials, and enrich their professional knowledge. Only in this way can they optimize the information system of human resource management and promote the sustainable development of enterprises [6].

Conclusion

All in all, the derivation and development of economic globalization are extremely important to the development of social productivity, and the goal of every industry effort is innovation. Faced with this development trend, the market competition is becoming more and more fierce. In order to pursue the sustainable development goals, enterprises on the one hand improve innovative management ideas, on the other hand improve the competitiveness of enterprises, and promote the standing of enterprises in the market. Therefore, enterprises must choose the best information technology system according to their own conditions and human resource management issues to promote the overall improvement of management efficiency and quality. Confirm the follow-up development direction of the industry, slow down, strive to stand in the wave of economic development, and contribute to my country's economic construction.

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