

Analysis on the Path of Enterprise Human Resource Management in the New Era

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Abstract: With the rapid development of social economy and the changing market environment, enterprise human resource management in the new era presents new features. Enterprise human resource management is a more critical management task in the operation and development of enterprises, which directly affects the working status of enterprise employees and the development status of enterprises. In order to better adapt to the development needs of the new era, enterprises constantly innovate management methods on the basis of doing a good job of human resource management analysis, and put forward the optimization path of enterprise human resource management in the new era.

Keywords: New Era; Human Resources; Innovation Management.

1. Introduction

In order to better adapt to the development needs of the new era and improve the competitiveness of enterprises themselves in the market, the importance of enterprise human resource management is self-evident. Based on this, enterprises do a good job in human resource management in a scientific and reasonable way, give full play to the enthusiasm and potential of employees, enterprises can not only ensure the rationality of human resource management distribution, but also enhance employees' sense of belonging to the enterprise, so as to better adapt to the development needs of the new era.

2. The New Characteristics of Enterprise Human Resource Management in the New Era

(1) The management content has changed

The arrival of the new era has also changed the development direction of the market virtually, and the management content has changed. If the enterprise still adopts the traditional human resource management method to carry out management work, it will be difficult to get a big breakthrough, which will not only affect its own development, but also affect the employees' views on the enterprise, which is also not conducive to the development of the enterprise. Therefore, in view of the impact of changes in the new era, enterprises should modify development strategies according to the situation, innovate management content, fully understand the individual needs of employees, and improve personalized self-improvement programs for employees, so as to better retain and motivate employees.

Therefore, enterprises should not only meet employees' expectations for career development, but also meet their conditions for labor compensation. At the same time, in order to improve employees' personal ability and knowledge, enterprises should also provide employees with appropriate training and skill cultivation environment to improve their personal value, which can also increase employees' sense of identity with the company.

(2) The employee's status in the enterprise rises

The arrival of the new era has also made more and more enterprises realize the importance of knowledge workers. If an enterprise wants to develop, it can not only be separated from the forward-looking decision-making and planning of entrepreneurs, but also from the hard work and efforts of innovative employees, which also makes the status of employees in the enterprise is rising day by day. Therefore, in order to attract and retain knowledge workers, enterprises should reasonably grasp the characteristics of knowledge workers when carrying out human resource management, and carry out layout work according to their characteristics to ensure that employees' personal advantages can be fully displayed in team cooperation. At the same time, enterprises should use management strategies different from ordinary employees to manage these knowledge workers. And to provide them with rich remuneration, stimulate the enthusiasm of knowledge workers.

(3) The network of knowledge

Since entering the new economic era, the rise of Internet penetration has also made the role of information technology more important. The emergence of network technology not only changes the way enterprises work, but also promotes the communication between enterprises and employees to a certain extent. However, while information technology brings development opportunities to enterprises, it affects the management mode of enterprises virtually, because the original management mode is no longer suitable for the development needs of enterprises. The vigorous development of information technology has not only made enterprises realize the importance of technology, but also realized the importance of employees to enterprises.

3. Innovate Human Resource Management Methods

(1) Innovative corporate culture

The new era brings both opportunities and challenges to the development of the industry. Therefore, in order to achieve better development, enterprises should identify the development theme of the new era while complying with the development of the new era, and innovate the corporate culture to clarify the core of corporate culture and

management, which is also more conducive to enterprises to retain and attract more talents.

In the new era, backward management concepts are no longer applicable to the current development. In order to achieve better development, enterprises should not only innovate their own development plans, but also cultivate more professional and technical employees and attract more knowledge employees.

Therefore, when enterprises carry out cultural innovation, they cannot ignore management innovation. Enterprises should provide employees with an open working environment with innovation, equality and incentives, which can not only improve the competitiveness of employees, but also arouse their enthusiasm for work, and thus attract more foreign talents.

(2) Follow the "people-oriented" management philosophy

In the new era, if enterprises want to do a good job in the innovation of human resource management, they need to follow the "people-oriented" management concept, attach importance to the development of employees, understand the development needs of employees, trust employees, and put employees in the main position of management, not only to mobilize the enthusiasm of employees, but also to stimulate the vitality of employees' innovation, so that employees have a sense of belonging and identity.

Therefore, when enterprises follow the "people-oriented" management concept, they should also provide employees with a dedicated, harmonious and tolerant and enterprising working atmosphere, which is also conducive to the exchange and interaction of benign relations between employees. Enterprises should increase the communication with employees, develop a consistent corporate culture awareness, so that employees fully realize the value and goals of the enterprise, so as to gradually move closer to the development of enterprises in the process of self-development.

In addition, for the employment system, the enterprise should also make timely improvements, taking into account the personality and habits of different employees, make appropriate adjustments to the internal system, and influence the word and action of employees in the subtle influence of corporate culture, which can also make the internal departments more united, thus forming a more long-term and stable working environment.

(3) Carry out flexible management mode

In the new era, if enterprises want to break through the development obstacles and get better development, they should cultivate and attract knowledge workers, so that they can get better development in the new era. In general, with the ability of real talent, most of them have a distinct personality, and it is difficult to be controlled, at this time in order to attract such talents, the use of the traditional management method is obviously not feasible, at this time, the enterprise needs to make changes in human resource management work, while using flexible management mode, to create a harmonious and relaxed working atmosphere for employees.

Therefore, enterprises should make full use of their own advantages, with the help of business philosophy, culture and values, fully understand the thoughts and thoughts of employees, and meet the needs of employees in work and life, so that employees feel the care of the enterprise, create a "home" atmosphere for employees, so that employees have a sense of dependence on the enterprise and belonging, so that employees become the master of work, and cause employees to create passion. This maximizes the talents and potential of

the employees.

4. The Optimization Path of Enterprise Human Resource Management

1. Focus on whole-process management

The optimization of enterprise human resource management should also reflect the characteristics of the whole process, and managers should carry out the whole process control for enterprise employees, so as to promote the corresponding enterprise employees to better serve the development of the enterprise and avoid obvious management loopholes. Based on this, human resource managers of enterprises should focus on the above human resource management tasks and objectives, and promote the real-time and dynamic attention of employees, from the initial recruitment of employees, to the training of employees, to the post allocation, performance assessment, and the final turnover of employees, so that every employee can be managed or served throughout the whole process. Avoid management loopholes and defects. In order to achieve this goal, the enterprise human resource management personnel can fully rely on the means of archival data management, so that each employee of the enterprise has its own unique file, and then it can rely on the file to carry out the whole process management in the future, so that the corresponding enterprise employees can be accurately managed. Of course, starting from the enterprise human resource management personnel to optimize is also essential. The employee management of the enterprise should be as far as possible by the fixed human resources management personnel, so as to better complete the whole process management of the enterprise employees. If there is post change or turnover of human resource management personnel in an enterprise, it is necessary to do a good job in handover, so that the information of corresponding employees can be accurately handed over and utilized, and avoid affecting the implementation effect of the whole process of human resource management.

2. Focus on human resources development

The optimization of enterprise human resource management should also pay great attention to human resource development, which is also an important means to solve the loopholes and defects of original enterprise human resource management. In the development of human resource management in the original enterprise, there is often a relatively obvious phenomenon of "emphasizing management and neglecting development". Enterprise human resource managers are not aware of the importance of human resource development, and only pay attention to the rigid management of human resources, ignoring the full development and utilization of human resources, which makes it difficult for employees to better serve the development of enterprises and fail to show their due role value. Based on this, the future human resource management of enterprises should focus on the development and utilization of human resources, and promote the optimization of the introduction, training, incentive and integration of human resources, so as to better form the ideal working conditions for enterprise employees, and encourage all employees to better integrate into the enterprise on the basis of effectively improving their comprehensive quality and ability. And then make a greater contribution to the development of enterprises. Specifically, in the human resource development of

enterprises, human resource managers should fully realize that all employees have the characteristics of growth, and on the basis of properly controlling the source through reasonable recruitment, they should also pay attention to the follow-up training and incentive of employees, so as to promote the ideal development level of employees after entering the enterprise, and effectively realize the cultivation of the required abilities and qualities of employees. Thus, better to complete the human resources development work. At the same time, in order to promote the formation of ideal work results after human resources development, managers should also pay attention to effectively optimize the incentive effect of employees, and make use of the performance appraisal in human resources management of enterprises to encourage employees to be fully motivated, so as to achieve the expected goal.

3. Focus on flexible management

The optimization of enterprise human resource management should also focus on highlighting flexible management, which is also the development direction of effectively optimizing the effect of human resource management. In the development of original enterprise human resource management, managers often pay too much attention to the application of rigid management methods, and strive to achieve rigid control of enterprise employees with the help of relevant norms and standards of enterprise human resource management. The corresponding management work is too rigid, and the implementation of enterprise rules and regulations is relatively strict. Although the application of rigid management model can indeed play a positive role in creating an orderly enterprise development atmosphere, and can form a high deterrent for enterprise employees, it is also easy to cause some adverse effects. Especially for enterprise

employees, it is easy to gradually appear resistance, which will affect the effect of human resource management. Because most of our employees are more prominent personality, if still in accordance with the original rigid management model, it is difficult to retain talent, will cause the phenomenon of enterprise staff turnover is more common. Enterprise human resource management personnel should pay attention to establish the basic concept of people-oriented, pay full attention to the basic demands of enterprise employees, and then provide targeted services for them, and create ideal conditions for the optimization of the work effect of enterprise employees. Managers should pay attention to play the role of "lubricant", flexible use of corporate rules and regulations within the appropriate scope, replacing the system with humanity, so that employees can feel the warmth of the organization and help enterprises retain talents.

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