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Abstract: By analysing the integration factors of human resource management strategy and corporate strategy, this study discusses the factors affecting the integration, including three aspects: organisational culture, human resource management capability and external environment. Among them, in terms of organisational culture, organisational culture has an important impact on the integration of human resource management strategy and corporate strategy, organisational culture plays an important role in shaping employees' behaviour and motivation, and organisational culture has an important impact on the development and enhancement of human resource management capability. In terms of human resource management capability, human resource management capability plays an important role in the smooth implementation of the integration strategy, human resource management capability plays an important role in the shaping and transmission of culture within the organisation, and human resource management capability also plays an important role in promoting staff development and training within the organisation. As for the external environment, five aspects such as political, economic, technological, social and legal are analysed.

Keywords: Human Resource Management Strategy; Corporate Strategy; Organisational Culture.

1. Introduction
In today's competitive business environment, the integration of human resource management (HRM) strategy and corporate strategy is critical to organisational success. Effective integration of HRM strategies can contribute to business performance improvement, employee satisfaction and organisational sustainability. However, despite the extensive attention that has been paid to this area, there are still many unresolved issues and challenges. This study aims to provide insights into the factors that contribute to the integration of HRM strategies with corporate strategies. This study has important theoretical and practical implications. Theoretically, the study can further enrich the theoretical system of HRM and strategic management and reveal the relationship and interaction mechanism between them. Practically speaking, the results of the study can provide guidance for enterprises to help them effectively integrate HRM strategy and corporate strategy, and enhance organisational performance and employee welfare.

2. The Impact of Organisational Culture
Organisational culture refers to the basic components of shared values, behavioural norms and working atmosphere formed within an enterprise. It is a collection of a company's unique spirit, values and behaviours that can influence and shape employees' attitudes, behaviours and motivation. In the process of integrating human resource management strategy and enterprise strategy, organisational culture plays an important role, and plays a key role in the effective integration and implementation of both.

First of all, organisational culture has an important influence on the integration of human resource management strategy and enterprise strategy. An enterprise's organisational culture determines its core values and goals, while the integration of HRM strategy and business strategy needs to be based on common values and goals. If there are inconsistencies between organisational culture and HRM strategy or business strategy, then the effectiveness and sustainability of the integration will be affected. Therefore, understanding and analysing the organisational culture of a company is crucial in determining the integration path between HRM strategy and corporate strategy.

Secondly, organisational culture plays an important role in shaping employee behaviour and motivation. A positive and healthy organisational culture can stimulate employees' passion and motivation, thus improving their work efficiency and work quality. The integration of human resource management strategy and enterprise strategy needs to rely on the participation and dedication of employees, and if the organisational culture fails to promote the positive behaviour of employees, the effect of integration will be greatly reduced. Therefore, in the integration of human resource management strategy and enterprise strategy, enterprises need to pay attention to the construction of organisational culture, through the creation of a good working atmosphere and incentives, so that employees really agree with the strategic objectives, in order to achieve the smooth progress of integration.

In addition, organisational culture also has an important impact on the development and enhancement of human resource management capabilities. An enterprise with a clear and positive organisational culture will usually give its employees more development opportunities and training resources, thus improving their professional and managerial abilities. Whereas the integration of HRM strategies needs to rely on HRM teams with a certain level of competence, if an enterprise's organisational culture fails to promote and support the enhancement of HRM competence, the implementation and effectiveness of the integration will be affected. Therefore, enterprises need to improve the role of organisational culture in promoting human resource management competence by cultivating and developing employees' competence in the integration process.
3. Impact of Human Resource Management Competence

Human resource management capability refers to the ability of the organisation responsible for the management and development of human resources, which has a direct impact on the integration of human resource management strategy and corporate strategy. In today's competitive market environment, enterprises need to have certain human resource management capabilities in order to better adapt to changes and improve competitiveness.

Firstly, HRM capability plays an important role in the smooth implementation of integration strategy. Without adequate human resource management capabilities, it is difficult for an organisation to translate its strategic objectives into practical actions. For example, when formulating and implementing human resources recruitment strategies, it is necessary to have certain professional knowledge and skills in order to better match with the corporate strategy and ensure that talents suitable for the strategic needs of the organisation are recruited. Therefore, enhancing HRM competence is the key to realising the integration of HRM strategy with corporate strategy.

Secondly, HRM competence plays an important role in shaping and passing on the internal culture of an organisation. An organisation's culture determines the behaviour and values of its employees, and the enhancement of HRM capability can help organisations to shape a positive and healthy culture to support the implementation of corporate strategy. For example, by establishing an effective performance management system, it can motivate employees' positive work attitudes and active participation, and enhance their identification with and support for corporate strategies.

In addition, HRM capability also plays an important role in promoting staff development and training within the organisation. An organisation with strong HRM capability can provide good development opportunities and training resources for employees, helping them to upgrade their skills and knowledge to better adapt to changes and developments in corporate strategy. By nurturing and developing the capabilities of employees, the organisation can be more flexible in adjusting the allocation of human resources to support the implementation of corporate strategy.

4. Influence of External Environmental Factors

The external environment refers to the non-control area in which the enterprise is located, including political, economic, social, technological, legal and other factors. These external environmental factors can have far-reaching impacts on the integration of HRM strategies and corporate strategies of an enterprise.

Firstly, political factors are one of the important factors affecting business operations. The political situation, the formulation and change of policies and regulations in different countries or regions will have an impact on the development strategy of enterprises. For example, changes in the government's industrial policy, employment policy and labour regulations will directly affect the formulation and change of policies and regulations in different countries or regions have certain norms and restrictions on the operation of enterprises, and enterprises need to comply with the relevant laws and regulations and reasonably formulate HR policies and management measures. For example, the labour contract law, working hours system and remuneration policy need to be consistent with the laws and regulations, otherwise they may face legal risks and employee dissatisfaction. Therefore, enterprises need to fully consider legal factors when formulating HRM strategies and integrate them with corporate strategies.

5. Conclusion

Organisational culture is an important factor that cannot be ignored in the process of integrating human resource management strategy and enterprise strategy. Enterprises should pay attention to the construction of organisational culture, solve the problem of inconsistency between
organisational culture and strategy in the process of integration, and at the same time create a positive organisational culture to motivate the positive behaviour and participation of employees, as well as promote the smooth implementation of the integration through the enhancement of human resource management capabilities, so as to achieve better integration results.

HRM competence has an important impact on the integration of HRM strategy and corporate strategy. An organisation with a high level of HRM competence is better able to adapt to change and competition and achieve strategic goals. Therefore, organisations should pay attention to the enhancement of HRM capability and incorporate it into strategic planning to ensure the effective integration of HRM strategy and corporate strategy.

External environmental factors have an important impact on the integration of HRM strategy and enterprise strategy. Enterprises need to pay attention to and adapt to the changes in the external environment in a timely manner in order to better formulate and implement human resource management strategies and achieve integration with enterprise strategies. Only by fully considering and reasonably responding to the influence of external environmental factors can enterprises maintain competitive advantages in the highly competitive market.

References


