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Analysis of the current situation of human resources management in enterprises and countermeasures

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Abstract: Human resources have become the most important resource in enterprises. This paper analyzes the current situation of human resources management and concludes that there is a shortage of talents and surplus, and the quality of human resources needs to be improved. The personnel management methods of enterprises are outdated and inefficient, and the brain drain of enterprise resources is serious. Lack of much-needed talent Current situation. And put forward the current situation of human resources management. Some measures: Change ideas, strengthen the strategic management of human resources, establish a modern human resources management organization, pay attention to achieving practical results, and improve the talent growth management mechanism. Establish a compensation system with incentive mechanisms, Improve the promotion and elimination mechanism based on scientific evaluation and dynamic adjustment., Improve the training mechanism with lifelong education and job access as the main body.

Keywords: Human resources management; Current situation; Countermeasures.

1. Foreword

Today's era there have been major changes in human resources management. Because of with the advent of the VUCA era, it has affected Industry Taxi Development, competition, business model, technology and talent. VUCA is an abbreviation for volatility, uncertainty, complexity and ambiguity. It is different from the relatively stable industrial era. This is the era of rapid change, the era of fast fish and slow fish. Enterprises need his talents to keenly sense subtle changes in the environment and quickly move valuable information from the bottom to the top. In order to Adapt to the changes in the environment so as not to be eaten by "fast fish". Therefore, the company's view of talent has changed from emphasizing execution to paying more attention to developing the potential of employees. The human resources service industry is currently facing the challenges of rapid technological development and changes in the career prospects of young people. Personnel management, human resources management and human capital management have become important starting points for enterprises to develop with high quality.

2. Enterprise human resources management present situation

2.1. Talent shortage and surplus share exist

Nowadays, the company recruits junior college and college graduates every year to enrich its human resources team, but many imported talents usually leave the company for two to three years after staying in the company, and the company has become a "talent internship factory". The situation is that people are recruited every year, but there is a shortage of people every year, and there is a shortage of senior and practical talents.

2.2. Quality of human resources have to be improved

The company has a serious lack of investment in human resources development. The direct result is that the quality of the company's human resources is generally low, which is as follows.2Show it in all aspects.

The cultural ability of the company's professional and technical personnel does not meet the requirements of business development. The phenomenon of old knowledge is serious. The company exceeds sixty percent the technicians have not experienced formal and systematic training, it is impossible to understand new technologies, processes, new materials, new equipment and timely understanding of advanced science and technology. At the same time, there is a lack of understanding of the market economy, and there is a general lack of experience in transnational operation and international trade.

The cultural quality of the company's technicians is low. According to relevant data, the proportion of skilled workers in industrial enterprises across the country is lower than 67% at the secondary school level, 30.4% at the intermediate and technical level, and only 2.6% at the university level and above. Low quality of employees can also lead to frequent corporate accidents and serious economic losses.

2.3. The personnel management methods of enterprises are outdated and inefficient

In order to motivate employees, most companies focus on incentives such as wages, bonuses, benefits, housing and transportation, and on the role of monetary incentives. However, because it is difficult for most positions to fully widen the gap in monetary incentives, egalitarianism still exists in distribution. Secondly, in terms of the content and nature of the work performed by employees, there are few incentives, which reduces employees' interest and initiative in the work.

2.4. The brain drain of enterprise resources is serious

In recent years, due to the dullness, low income, inactive employment mechanisms and personal incentives of some companies, A large number of employees are looking for a variety of ways to resign., withdraw or not be paid. The enterprise lacks a cultural atmosphere, and the working

environment needs to be improved. In actual management, some enterprises only work hard for employees, but ignore the cultivation of employee emotional intelligence. Some enterprises want employees to take the company as their home, but fail to create a good atmosphere and working environment, leading to the loss of talents. Attrition of employees the vast majority of employees are experts in management talents, technical backbone and high human capital.

2.5. Lack of much-needed talent

In the era of knowledge economy, when human resources became a high-profile state-owned enterprise, institutional changes have led to the loss of the environment, which in the past attracted talents. The more urgent the demand, the less demand. In state-owned companies, due to backward concepts and systems, the brain drain is serious. There is a serious shortage of managers, scientific and technological talents and even key professionals in urgent need of business development.

3. Enterprise human resources management taxi countermeasure

3.1. Change ideas and strengthen the strategic management of human resources

In the new economic situation, whether enterprises can take the lead in talent competition depends on whether ideology can change from traditional personnel management concepts to modern personnel management concepts. It is necessary to shift from investment in "material capital" to investment in "human capital". The company's practice of investing heavily in human capital shows that the rate of return on investment in human capital is much higher than that of real capital.

3.2. Establish a modern human resources management organization

Modern human resources management institutions can find suitable talents in a timely manner, obtain talents for the company and develop talents. Effectively allocate the company's human resources and provide the company with strong human resources support, so as to maintain strong vitality and competitiveness. And ensure that personnel specializing in human resources management must know how to develop human resources within the company, how to demonstrate the much-needed human resources of the company, master the various principles and methods of motivating employees, and how to motivate employees. Obtain the benefits of employees and the company. The interests develop together. The organization's management system is chaotic, the division of the team is unclear, inaction, there are no clear responsibilities and goals, good or bad, lack of enthusiasm are the shortcomings of the company's system and mechanism, and the boss and management team are negligent. As a result, the operating efficiency of the enterprise is low, the operating expenses increase, and the cost burden of the enterprise increases, which eventually leads to low profits or even losses. We can clarify the role of the team from the following aspects: sequencing job responsibilities, clarifying job descriptions, what kind of collaborative relationships are established with other departments, what skills and methods are used in the work through work, promotion channels and spaces, what is the role of the position in the whole company, and using responsible mechanisms and mail implementation methods.

3.3. Pay attention to achieving practical results and improve the talent growth management mechanism

Improve the development mechanism on the basis of scientific planning and reasonable allocation. Form three talented teams to form a virtuous circle of use, cultivation and restraint. Career development and salary increase channels must be established for professional teams with skilled and qualified talents, and specific career plans must be provided to these employees. It is necessary to improve talent growth mechanisms based on competitive attitudes and job sharing. It is necessary to further improve the selection and appointment mechanism to make it public., fair, Competencies and performance-based selection guide the selection of outstanding talents to fully demonstrate and demonstrate talents.

3.4. Establish a compensation system with incentive mechanisms

The central issue of personnel management is motivation. The incentive reward system must be based on the principle of equal rewards and risks and the principle of equal rewards and performance. Otherwise, Not only fairness, but also efficiency and effectiveness. Reforming the existing compensation system, distinguishing different types of talents in the company, and establishing different forms of compensation system have become an urgent task in reforming the salary incentive system in human resources management. Today's society is an era of rising wages: how to increase wages for employees and create greater value for them requires high-level design, scientific layout, global considerations, and salary performance plan design for employees' wages and growth responsibilities. First of all, we talk about employees, the second is customers, and the third is shareholders. They work hard with their own hands, the creator of enterprise value, the foundation of the company's current and future development, plan to reward salaries, and continue to lose enthusiasm for employees. Enthusiastic work, salary is the core of the army, and salary is the world! What is talent? I think the most typical Huawei people all not a talent. Give more money, If they are not talents, they will also become talents. Dare to raise wages and make the courage of human resources reform bolder and more confident. All cells are activated, and this person will not decline. What activation do you take? Blood is the pay system. When employees' wages rise, the value created by nature will be greater: of course, there are new requirements for employees' skills, responsibilities and values, and they must dare to implement wage reform. --Huawei Ren Zhengfei.

3.5. Improve the promotion and elimination mechanism based on scientific evaluation and dynamic adjustment.

Through job analysis, the company should formulate job qualification standards and job specifications to further improve the employee qualification evaluation system. Existing employees will evaluate and evaluate based on the results of the assessment. Adjust the employee position according to the results of the assessment to promote the continuous improvement of the employee's salary calendar and meet the requirements of energy level.

3.6. Improve the training mechanism with lifelong education and job access as the main body

Development and improvement of the scientific training system. Adhere to the principles of practicality, practicality and effectiveness. In order to sublimate low-educated talents who have been engaged in academic knowledge to new college graduates for many years, they have changed from knowledge and skills to orientation skills: ability operators improve theoretical quality through systematic learning.

4. Conclusions

In the process of the continuous development of personnel management, we must constantly improve the structure of personnel management. Optimize the standardized and large-scale management system and constantly learn from the development experience in traditional human resources management. Only in this way can we develop new human resources management in the long term and continue to mature.

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