

# The Impact of Information Technology on Human Resource Management Modes

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**Abstract:** The development of information technology has a significant impact on different industries. In particular, the business management mode and values have undergone tremendous changes. In modern enterprise management, information technology affects the management mode of human resource, and promotes the efficiency of enterprise management, which helps it to win the competition. By introducing the meaning of information technology and human resource, this paper analyzes the relationship between both parties gradually, so as to standardize the use of human resource and to achieve the optimization and upgrading of management to a large extent. In addition, during this period, enterprises should pay attention to the use of information technology and strengthen the role of human resource in management of staff performance evaluation and other aspects.

**Keywords:** Information technology; Human resource; Management mode; Function

## 1. Introduction

The use of information technology in production and life is frequent and it occupies an important position. From the perspective of enterprises, it has a tremendous impact on the transformation of enterprises management modes and the improvement of the human resource modes. If enterprises want to realize the development of modernization, they must give full attention to information technology and provide greater possibility for the change of human resource management modes. In fact, it is found that the traditional modes of human resource management can not meet the requirements of the enterprises development in the new situation, and can not adapt to the fast-paced production. It needs new human resource management modes to actively cooperate with them, and carry out improvement to the appropriate human resource management, so as to play to the due level of human resource management, expand human resource management space, and achieve effective control of resource.

## 2. The Meaning Interpretation and Correlation Analysis of the Two

### 2.1. The meaning of information technology

Information technology is generated under the application and development of the Internet. This means that all means of natural science and social skills means that can effectively handle social information and related resource. In the management of an enterprise, it can not separate from the help of information technology. It obtains relevant elements and management requirements from the information technology's resource processing, and in the production and operation of information technology,

while achieving the effective use of resource, it pays attention to network management laws and regulations and a variety of rules to prevent the impact on enterprise production. The rapid development and extensive application of information technology will speed up the reform rate of enterprises in human resource management and promote the all-round development of enterprises.

### 2.2. The meaning of human resource

In the optimization of operation and management, enterprises adopt human resource management to develop and use a series of effective and standardized management approaches to realize the optimal management. Human resource is an important force for the development of an enterprise and it plays an important role in the rational allocation. Only when every employee performs his or her own duties, can he or she help the enterprise to enhance its efficiency and develop in an all-round way, so as to make the enterprise get more profit and grow faster. In business management, human resource is embodied in many aspects, including recruitment, training and employee performance issues. The effective implementation of human resource has great benefit on the business development and management, and sometimes it even plays the decisive role on enterprises' vicissitude. Enterprise management can also be seen as human management, human resource management is to achieve effective management of enterprise employees, integrate enterprise resource, enhance core competitiveness of enterprises, and provide important support for enterprises to achieve their goals.

### 2.3. The correlation between the two

With the continuous development of modern enterprises, the ever-expanding scale and more detailed division of labor, as well as increasing competitive pressures on enterprises, in human resource management, enterprises must get rid of outdated management methods and adopt appropriate business philosophy and development mode for human resource reform, to achieve the new development of human resource and promote enterprises to upgrade by leaps and bounds. The main features of modern human resource management are the widening of scope and the increase of content. Therefore, it is not easy to mobilize the enthusiasm of employees and it exerts great pressure on human resource work. Therefore, the emergence of a new mode of human resource management must combine with information technology, use information technology to achieve the collection of relevant information of employees, to improve the important role of human resource management in enterprise management and promote the long-term and stable development of enterprises.

### **3. The Role of Information Technology in Human Resource Management**

#### **3.1. Information technology plays a normative role in human resource management**

Human resource work is relatively complex, including all levels, such as interview, recruitment, training, etc.. The work is complicated, and the requirements to the human energy and physical are very high, as well as it determines the future of an enterprise in many areas. If there are problems in personnel information communication, it will seriously hinder the smooth development of the work of related personnel, and reduce the efficiency of human resource management department. Obviously, information technology has played an inestimable role in the reform of resource management modes. Modern information technology has more means to aggregate resource and control information. Nowadays, the society is a society with vast information, so human resource managers should feedback information to employees and their superior departments effectively as soon as possible without letting enterprises lack of competitiveness due to lack of information. Information management technology can greatly optimize the human resource management processes, whether recruitment or training. Information technology can provide information to relevant personnel, promote communication and enhance communication, and even shorten the feedback time, which is conducive to human resource management; reduce the employment costs and time cost for the recruitment enterprises, and achieve the efficient operation of human resource management.

#### **3.2. Information technology is conducive to improving the efficiency of human resource**

Traditional human resource management is complicated in content and laggards, involves a lot of manual accounting and measurement, consumes a lot of time and energy, and greatly reduces the efficiency of human resource management. In the rapid development of information technology, computer intelligence will continue to replace manual labor to help humans deal with some trivial, repetitive and complex work, on the one hand to shorten the working hours, on the other hand to reduce the error rate, optimize human resource and provide more benefit for enterprise. In the salary management system, the payment of salary and audit are long processes and complicated procedures, involving the registration, examination as well as pay and other aspects, which need the relevant personnel to carry out detailed proofreading and accounting. However, the participation of information technology in business-related matters is very favorable. Because employees can use information technology to manage and pay the salary, also they can save the link that is signed by human resource management department, which greatly improve the work efficiency.

#### **3.3. Information technology can save the cost of human resource management**

The main purpose of enterprise is to achieve profitability, and reducing costs can achieve economic efficiency of enterprise. Human resource management is a complex process that consumes a lot of human capital and time costs, and sometimes it will cause a lot of capital waste due to human error, including the sites and equipment rental costs used for recruitment and training. If improper handling, it will directly lead to businesses loss. The use of information technology can save a lot of intermediate links, reduce labor costs and play an active role in the effective management of human resource, enhancing employee performance while liberating manpower. Information technology quickly feedbacks and effectively handles the relevant work content, as well as achieve effective communication, and the use of advanced management mode will provide efficient mechanism guarantee for the development of enterprises to a large extent, but also will greatly reduce the cost of human resource, which can be described as double-edged sword .

#### **3.4. Information technology is conducive to the change of the concept of human resource management**

The concept of traditional human resource management lag behind, the level is poor, the pursuit of economic efficiency is excessive, and lack human management. It is difficult to achieve human management, which hinders the development of enterprise and the establishment of a good image. In the past, the concept of human resource management lacks the appreciation and development to employees' independent abilities, blindly carries out

coercion and management, and lacks vitality and creativity. Similarly, employees only act according to their constitutions and appears, are very passive on playing subjective initiative. Although this standardized process has increased the flow of work, it has also made the work rigid, and in the long run, it is not conducive to efficiency gains and enterprise development. In contrast, the integration of information technology into human resource management has greatly changed the backward management concept, strengthened staff freedom and innovation, and achieved scientization and effectiveness in personnel allocation. The continual release of innovative capabilities of employees at work is conducive to the improvement of the team level. Their thinking has undergone changes, coupled with the advantages of information technology, it strengthen the cooperation and communication between employees, the upper and lower departments, which benefit the overall operation and is conducive to the enhancement of team cohesion.

#### **4. The Application of Information Technology Reverse the Thinking Direction of Human Resource Management Mode**

##### **4.1. Information technology strengthens the construction of manpower supply and demand relational database**

Modern information technology is not only convenient but also unique in information storage and updating. In the development of enterprises, information technology can collect a large amount of information which is consistent with the concept of business operation and development and has the same development goals, so as to facilitate the enterprises to make more scientific development plans, strengthen the processing of information, predict the market to achieve the accuracy, and develop a more substantial and correct development path for development and production. Information technology can make a more accurate and comprehensive analysis of human resource related information, conduct diversified analysis based on relevant information and means, and even relatively accurate prediction and realize more humane management of human resource. Information technology can help human resource management departments to achieve rapid and comprehensive information collection, and on this basis, it can carry out effective classification and scientific management, provide peer-to-peer valuable information and materials for enterprise development, put staff in the right place to display maximum effectiveness. In addition, information transmission in market also can enhance the rational decision and scientific decision-making of enterprise to a great extent, greatly enhance the efficiency of business operation.

##### **4.2. Information technology achieves strength analysis of human resource management**

Human resource management can be combined with the modern information technology to achieve scientific analysis of various job positions, and to distribute staff reasonably, which can display a large number of human resource functions to maximize and enhance the effectiveness of enterprises. Relying on information technology, human resource achieves the best staff configuration, and stimulate maximum energy in the fixed position. On the one hand, the strength analysis of the work is based on the wishes of the staff members, and on the other hand, the job matching needs to be realized on the basis of their own needs. Strengthening the staff positions assessment of information technology is also an important part of human resource management. It can assess, guide and improve the staff on position under the situation of defining the requirements of the position. It is helpful to promote staff to maximize their own ability, but also help enterprises to standardize procedures and improve efficiency.

##### **4.3. Information technology carries out performance evaluation of employees**

Performance evaluation is an important means for many enterprises and institutions to mobilize their employees' enthusiasm, and is also an important part of human resource management. To a great extent, the improvement of the economic benefit of enterprises is the result of good performance evaluation. Only the scientific performance evaluation system can achieve fairness, and can provide a better platform for the development of enterprises, and promote the more active work of the employees. The use of information technology will greatly shorten the time of employees' feedback, save time and cost, and enhance information management to a large extent, and achieve standardized management to increase fairness and timeliness of performance evaluation. In addition, the integration of all resource, as well as the comparison and evaluation of human resource, provides data support for the planning of enterprises.

##### **4.4. Information technology develops human resource**

On the basis of realizing the optimal allocation of personnel, enterprises should use information technology to develop human resource to a greater extent. Under the background of the contrast and strengthening of information and the integration of information technology, the requirements of enterprises to keep pace with the times, and enterprises should carry out manpower training, improve employees' occupational knowledge and operation skills, and change the human resource of enterprises to a greater extent, which can help enterprises achieve the secondary development of human resource potential, and further help enterprises to realize the normalization and scientific management. Employees can use information

technology and free time to do targeted learning on the network platform, which can save the training cost of enterprises, enhance the training effect, and have a positive impact on the work, reduce the cost of human resource management, and promote the great leap forward of human resource.

#### **4.5. Information technology changes the level of cognition**

Modern information technology has great influence on people's production and life. However, people's cognition of modern information technology is limited, and the role of information technology is ignored. As a result, enterprise human resource management has been hindered, and the progress and long-term development of enterprise management has been contained. Therefore, enterprises should apply information technology to enhance people's cognition level and degree, greatly exert the effectiveness of human resource, and enhance employee's sense of responsibility and overall awareness, and give full play to information technology in enterprise human resource management.

#### **5. Conclusion**

Modern information technology has been deeply affecting people's lives, which has great influence in many

aspects. It has changed the original management mode of human resource of enterprises, and has played a comprehensive and constructive function. Enterprises needs to conform to the trend of development of the times. Enterprises should use information technology to actively reform the old and backward human resource management mode, enhance the comprehensive competitiveness of enterprises, and promote enterprises towards the direction of modern enterprises, so as to achieve win-win economic and social benefits.

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