

# Analysis of the Impact of Enterprise Human Resource Management on Economic Benefits

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**Abstract:** Enterprise human resources refers to the total number of people owned or controlled by the enterprise who can make value contributions to the enterprise. Human resource is one of the most important controllable resources in enterprises. The quality of human resource management has an important impact on the development of enterprises. In order to adapt to the fierce market competition environment, realize the economic benefits of enterprises, and promote the healthy and rapid development of enterprises, enterprises should attach importance to and strengthen human resources management. On the basis of introducing the general situation of human resource management, this paper expounds the existing problems of human resource management in enterprises, probes into the impact of human resource management on the economic benefits of enterprises, and studies the strategies of human resource management to enhance the economic benefits of enterprises.

**Keywords:** Enterprise management; Human resource management; Economic benefits

## 1. Introduction

Competition among modern enterprises, in the final analysis, is the competition between talents. Human resources, as a strategic resource, play an increasingly important role in the survival and development of enterprises. Although human resource management can not directly produce economic benefits for enterprises, there is a close relationship between human resource management and economic benefits of enterprises. If the enterprise can manage the human resources properly and effectively, it can improve the production or operation efficiency of the enterprise, thus promoting the improvement of the economic efficiency of the enterprise, otherwise, it is not conducive to the improvement of the economic efficiency of the enterprise. At present, some enterprises still pay insufficient attention to human resources management, and there are still many problems in management. Therefore, it is very necessary to improve and strengthen human resources management.

## 2. Concept and Connotation of Human Resource Management

Human resources refer to the sum of all kinds of people who can engage in labor and create value for society. Enterprise human resource management is a general term for a series of activities to plan, organize, coordinate and control human resources inside and outside the enterprise in order to achieve the development goals of the enterprise. Enterprise human resources management generally

includes the following modules: human resource planning. Human resource planning refers to the rational prediction of the supply and demand of human resources in the foreseeable future according to the development goals formulated by the management of enterprises, and the adoption of scientific and effective methods and measures to ensure the balance between supply and demand of human resources. Recruitment and allocation. This module refers to the enterprise according to the needs of human resources planning, according to the specific qualifications and standards to find, test and determine the right person, and arrange it to the corresponding position. General recruitment methods include interview, written examination, special skills test, scenario simulation test, etc. Training and development. This module refers to the teaching of relevant knowledge and skills by means of explaining and demonstrating, so as to make employees more matched with their posts, so that they can exert their greatest potential and accomplish their assigned tasks better now or in the future. Performance management and evaluation. Performance management and evaluation refers to the analysis and evaluation of the contribution of employees' work behavior or work results to the development or benefits of the enterprise according to the established standards formulated by the enterprise. Usually, performance management and evaluation can be divided into monthly evaluation, quarterly evaluation, annual evaluation and special evaluation. Salary and welfare management. The management of employees' salaries and benefits is usually achieved through the formula-

tion of relevant management systems. Generally speaking, the salary system is divided into the formulation of salary strategy, job content analysis, salary survey, salary design, salary classification and determination, salary system management and other steps. Labor relations management. Labor relationship management is to take measures to straighten out or promote the relationship between enterprises and employees, actively build a harmonious corporate culture, to provide a guarantee for enterprises to carry out normal business activities. Enterprises and employees usually define labor relations by way of concluding labor contracts.

### **3. Current Problems in Human Resource Management of Enterprises**

#### **3.1. Lack of modern human resource management concepts.**

Although some enterprises have a certain understanding of the importance of human resources management, can take some measures to manage, but the management concept is relatively backward, can not keep up with the development of the times. First of all, human resource management only stays on the management level of specific people and specific things, can not be carried out in depth, ignore the training and career planning of employees, do not attach importance to providing employees with a broader career development space, can not effectively stimulate the enthusiasm and creativity of employees. Second, human resource management is short-sighted and pays close attention to short-term interests. Attaching importance to technical personnel, ignoring the comprehensive personnel, paying attention to the economic benefits created by employees in the short term for the enterprise, ignoring the value created by the stability of the workforce for the long-term development of the enterprise. In addition, enterprises can not make a reasonable and correct assessment of the overall situation of human resources, lack of first-hand information on the age composition, knowledge structure and technical level of human resources, and can not effectively develop the potential value of human resources.

#### **3.2. Human resources recruitment management is not in place.**

Some enterprises lack the corresponding recruitment management system, or even if there is a recruitment management system can not be strictly enforced, resulting in the lack of job skills. For example, some small and medium-sized enterprises in the recruitment of cashiers, purchasing materials and other personnel, for security or loyalty considerations, enterprises in most cases do not deploy personnel through open recruitment, but by the person in charge of the enterprise or the actual controller directly designated, these designated personnel often do

not have the corresponding Post skills. In addition, some enterprises' recruitment standards are unreasonable, which also has a negative impact on enterprises. For example, some enterprises only pay attention to academic qualifications and diplomas when recruiting, do not attach importance to experience and ability, is likely to recruit a higher degree and less experience can not meet the requirements of the job. Others only attach importance to competence and neglect professional ethics when recruiting. Even if the employee's competence is outstanding, it will have a negative impact on the long-term development of the enterprise.

#### **3.3. Enterprise human resources assessment and supervision mechanism is lacking or imperfect.**

Some enterprises lack or imperfect human resources assessment system, which is not conducive to stimulate the enthusiasm of employees and develop their work potential, and is not conducive to improving the efficiency of the use of human resources. For example, some state-owned enterprises only pay attention to the political quality of their employees when assessing their employees, and pay insufficient attention to other aspects such as professional ethics, technical level, post competence, which results in one-sided assessment. For example, some enterprises, especially some small and medium-sized enterprises, they lack the relevant assessment system, the assessment of employees only rely on the impression and experience of managers, it is difficult to achieve fair and just. In addition, some enterprises human resources supervision mechanism is also absent or imperfect, can not play a specific role in supervision, restricting the effective development of human resources management.

### **4. The Impact of Human Resource Management on the Economic Efficiency of Enterprises**

#### **4.1. Human resource management is the ultimate goal of achieving economic benefits.**

Enterprise is for profit. Since its establishment, all business activities and activities are carried out around the realization of economic benefits. Most of modern enterprises regard profit maximization as the ultimate goal of enterprise management. Human resource management is an important part of business activities. Its ultimate goal and business objectives are consistent. Its main manifestation is to train various talents for enterprises through human resource planning, recruitment and allocation, performance evaluation and other links to help enterprises expand market share and form the core. Competitiveness, enhance market competitiveness, and ultimately achieve economic benefits.

#### **4.2. Human resources management provides support for the realization of the economic benefits of enterprises.**

The business process or operation process of an enterprise is to integrate and utilize the controllable resources such as people, finance and goods to form products or services to meet the needs of the market and ultimately realize the economic benefits of the enterprise. The whole process of human resource management is to make plans and carry out recruitment and training activities according to the needs of talents in the process of enterprise operation, so as to provide various kinds of talents continuously for the production or operation activities of enterprises, so as to ensure that the normal business activities of enterprises are not affected by the shortage of personnel and other factors. In addition, human resource is the only factor that can give full play to the subjective initiative in all kinds of production factors. In every link of production or operation, it is inseparable from the operation or management of specific personnel. Only by strengthening the control of human resources, can the effective management of the whole production and operation process be realized.

#### **4.3. Effective human resource management can enhance the economic efficiency of enterprises.**

Scientific and effective human resource management can optimize and integrate all kinds of resources, cultivate a good corporate culture, explore the potential of human resources, improve work efficiency, and promote and realize the steady growth of economic benefits. Specifically embodied in the following aspects: First, from the perspective of staffing, effective human resources management can quickly find and determine talent, and through reasonable allocation, the combination of talent and specific posts, can be more conducive to the development of talent skills and work efficiency, reduce the brain drain rate and post. The vacancy rate promotes the economic growth of enterprises. Second, from the perspective of personnel training and development, effective human resources management can not only train employees efficiently, but also formulate scientific career planning for employees, which is conducive to forming a good working atmosphere and corporate culture, is conducive to the development of the inherent potential of employees, and is conducive to improving the economic efficiency of enterprises. Third, from the perspective of performance management and evaluation, scientific and reasonable performance evaluation standards, open and transparent performance evaluation model and practical and reliable performance incentive policies can improve the enthusiasm and enthusiasm of employees, improve the efficiency of staff production and human resources management, and provide for enterprise production and

operation. Human resources protection, and ultimately improve the efficiency of enterprises.

### **5. Human Resources Management Strategies to Enhance the Economic Efficiency of Enterprises**

#### **5.1. Human resources management should be targeted at economic efficiency.**

Enterprises are organizations aiming at realizing economic benefits. Human resources management is to serve the normal production and operation of enterprises. It should also work around the fundamental goal of economic benefits. First of all, according to the development strategic objectives of the enterprise, the human resources management department carries out relevant human resources planning, in order to maximize economic benefits as the principle, detailed planning and arrangement of each work to ensure that each work is reasonable and effective. Secondly, a comprehensive analysis of the current human resources situation of the enterprise is conducted to assess the precise number of human resources, age composition, gender ratio, professional categories, knowledge and technology level, the number of personnel needed to be trained and so on, in order to determine whether human resources planning can be implemented. If there are some aspects that can not meet the requirements of the plan, the remedial measures should be formulated in time. Finally, in the actual implementation process, real-time monitoring for the implementation of deviations in time to correct and deal with to ensure that human resources planning can be effectively implemented in accordance with the established program.

#### **5.2. Improve management concepts and increase staff training.**

Advanced management concepts are the guarantee of effective human resources work. Enterprises should attach importance to the introduction and renewal of human resources management concepts and carry out various human resources work with new modern management concepts. On the one hand, we should attach importance to the promotion of the concept of human resources senior managers, so that they can combine with the actual management of enterprises, the new concept is applied to the work from top to bottom. On the other hand, we should actively learn and draw lessons from other enterprises' advanced human resource management ideas and experiences, and constantly improve our management ability and level. In addition, enterprises should attach importance to the training of all kinds of internal staff, formulate detailed training plans and programs, combine staff training with performance appraisal, combine staff training with daily work activities, combine staff training with staff promotion, constantly improve the overall

quality and ability of employees, and constantly improve the personnel of enterprises. Competitiveness of resources.

### **5.3. Establish and improve recruitment, reward and punishment system.**

Establishing and perfecting the recruitment system is to set up the employment standard which conforms to the actual operation of the enterprise. It is also necessary to further improve the relevant recruitment process to ensure that the recruiters meet the needs of the enterprise. In establishing the relevant standards, we should take into account both professional qualifications and practical experience. We should attach importance to both work ability and professional ethics. Perfecting the recruitment process is to standardize and refine the recruitment links such as preliminary examination, second examination, interview, written examination and physical examination, and evaluate the applicants comprehensively and scientifically. The reward and punishment system of enterprise human resources plays an important role in stimulating employees'enthusiasm and reducing the brain drain rate. Establishing and perfecting the reward and punishment system is to make the reward and punishment open, fair, moderate and appropriate. It can not only play an incentive role, but also achieve the effect of punishment. It can not only adhere to the principles, but also flexible and diverse. It can not only adapt to social development and

change, but also meet the actual needs of enterprises, and ultimately achieve the goal of human resources management.

## **6. Concluding Remarks**

In short, human resource management is an important part of enterprise management, and has an important impact on the normal production and operation of enterprises. Enterprises should attach great importance to human resource management from a strategic point of view, update and change their management concepts in a timely manner, constantly establish and improve various management systems, constantly increase training input to employees, constantly improve the competitiveness of human resources of enterprises, and promote the steady improvement of economic benefits of enterprises.

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