

Research on Human Resource Management and Selection based on Enterprise Strategy

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Abstract: As the high-speed and parallel processing features on FPGA, so it is widely used in high-speed information processing system. In this paper, the front-end data of X - ray energy spectrum is taken as processing object, high-speed data acquisition and processing methods based on the FPGA are proposed, which embodies the advantages of FPGA in the application of high speed information processing. The compensation measures in the electronic measurement system are also discussed in this paper.

Keywords: Human Resource Management, Selection, Enterprise Strategy

1. INTRODUCTION

This paper analyzes the relationship between strategic human resource management and strategic advantage of enterprise competition by analyzing the relationship between strategic human resource management and human resource management, and discusses the feasibility of building strategic human resource management and discusses the relationship between strategic human resource management and strategic human resources Management mode, discusses the philosophical significance of strategic human resource management. At the same time, it discusses some aspects of how to make strategic human resource management consistent with employee expectation in implementing strategic human resource management. Finally, a successful case of strategic human resource management is reviewed and the implications of this case for Chinese enterprises are explored.

Strategic human resource management is the organization in order to adapt to the changing needs of the external environment and human resource development and management of their own growing needs, according to the organization's development strategy, taking full account of the expectations of employees, the development of human resources development and management program Long-term planning, it has an important role in human resource management activities, is the organization of the development strategy of electricity to be part. Human resource management is a combination of unity and adaptability of human resources management. It requires that the organization's human resource management must be fully aligned with the organization's strategic and strategic needs; human resources at all levels in the organization to be

completely consistent; straight managers and employees to human resources policy adjustment, acceptance and application as their Part of the day's work. In the past, human resource management has not been an important factor in influencing the strategic objectives of the organization because human resources are rarely seen as the basis upon which the competitive strategy is based and only as a means of identifying or selecting strategic objectives Rather than a component; when the human resources to determine the direction of strategic objectives, unilateral aspects of human resources from the introduction of strategic programs, rather than consider the interaction between the two effects. The result is, to a large extent, limited the contribution of human resources to organizational gain and competitiveness. In a sense, human resource management has become a strategic human resource management. Changes in human resource management reflect the increasing intensity of national, regional and global competition, which requires that the structure, shape, characteristics and technology of the organization must be adapted to reflect the speed, product or quality of service, innovation and Globalization and other aspects to adapt to the growing need for international competition in order to maintain the survival of the organization, which requires enterprises to establish the overall strategic point of view, to avoid short-term behavior, emphasizing the increasingly fierce competition conditions, human resources should be obeyed In the strategy, highlighting the talent in the enterprise strategy formulation and strategy implementation of the role of a clear enterprise in the overall production and management objectives, the enterprise within the important links and positions and the corresponding quality of talent is consistent, whether to achieve the best match.

2. ANALYSIS ON THE FEASIBILITY OF CONSTRUCTING STRATEGIC HUMAN RESOURCE MANAGEMENT

The so-called competitive advantage, refers to a business owned by the competitors are more superior, stable market position or development potential. Competitive strategy advantage is a complex management system, it is the enterprise in the market competition "days" (unexpectedly excellent competition opportunities), "geography" (unique competitive environment) and "people and" (solid

and solid elements of competitiveness) Is an organic process that continually captures, maintains, plays, strengthens and updates the dynamics of the process. The famous strategist Porter (Michael Porter) pointed out: competitive advantage in the final analysis depends on the enterprise can create value for customers. The corporate competitive strategy aims to establish a status of profit and sustainability based on the determinants of industry competition. According to Porter's formulation, a business to gain a competitive advantage can achieve its goals through three strategies:

Its core is to lower than the competitors of the product or service costs to gain market competitive advantage. The average cost per unit of the unit is reduced, and the scale of the economy is easy to expand due to the competitive advantage of the price, so that the enterprise can realize the expansion of the low cost, obtain the economies of scale and build a high entry barrier, forming a benign cycle of cost. Ford Motor Company in the early 20th century to take the market competition strategy, the domestic household electrical appliance industry leading enterprises in Sichuan Changhong Group long-term pursuit of market competition strategy, are typical of low-cost expansion strategy. The essence of low-cost strategic advantage is the higher performance of the enterprise, the higher job performance can be achieved through technological innovation, organizational innovation and management innovation, and improve the performance of the most direct and most important way is to improve human resources management the Differentiation is relative to standardization. From the market competition dynamics, product differentiation and standardization is often a replacement cycle, such as instant noodles market, bags of instant noodles from the original difference into a standard product, and later by the bowl of fast food (differential) distinction, the latter After a period of time has become a standard, which was replaced by high-level refined surface. If the key to low-cost strategy is to standardize the product in order to take advantage of the mass production system to achieve the cost advantage of economies of scale; then, the implementation of differentiation strategy is often at a higher cost to exchange for consumers "Preference", so as to obtain a unique competitive advantage in the market. The essence of the differentiation strategy is a "customer first" strategy, its core is how to meet the needs of stakeholders or groups. This can also be achieved through product processes, product after-sales service or marketing campaigns, but all of which are directly related to human resource management.

In the process of designing a market competition, an enterprise must really seize the competitive advantage it has, and how it builds its own low-cost or differentiated advantages in a specific market segment. The so-called "centralized strategy" is the

low-cost strategy or differentiation strategy in the specific use of the market segment, which involves how to proceed from the specific circumstances of the market advantage of strategic choice and combination of the problem. In general, the broader the scope of the market, then the advantages of the enterprise to face the strategic choice of the more complex and more difficult. In today's global economic integration of the international market competition environment, how to enterprises through human resources management system to successfully expand its human capital operation strength, and continuously improve the level of cross-cultural management, has become the key to gain competitive advantage in the market.

3. STRATEGIC HUMAN RESOURCES MANAGEMENT MODEL

The main roles and requirements of the Strategic Human Resource Management organization are: first, to support the organization's strategy and objectives to ensure that all human resources activities generate value added; second, to strengthen cultural management, to release and develop human's internal competencies; Third, the development process to maximize the contribution of employees, for those who have potential employees in their early career should be their organization and management of the vision; Fourth, in the whole enterprise, so that each Fifth, the design, implementation and management of various systems, to provide special skills training to ensure that employees learn relevant experience; Sixth, through the recruitment of experts, the use of special skills to improve the quality of their work, Development and training of staff so that they have a wide range of skills and good attitude to cope with business changes; seventh, the organization to manage a growing variety of career patterns, a variety of professional pursuit of the workforce.

In the process of strategy formation, how should human resource management participate in strategic decision-making and play corresponding decision-making and guidance functions? This requires a corresponding organizational process to ensure. As an integral part of the overall corporate strategy, strategic human resource management is developed and implemented in the same overall environment as other corporate strategies. In practice, the strategic planning of many enterprises without any involvement of the human resources department, human resources, senior management personnel have no ability or opportunity to the strategic level of the human resources problems faced by enterprises to study and outlook, the human resources department only engaged with the enterprise Strategic development is not related to the daily administrative affairs. In this case, there is no strategic management of human resources. Some companies practice that the strategic planning decisions of enterprises are made by the core layer that does not include the head

of human resources, and then "informs" the human resources management department that it is required to make the implementation of human resource management measures and measures based on strategic planning decisions. In this case, human resource management is excluded from the formation of strategic planning, only the human resources management as a "implementation system or means, prisoners to the mountain J fly, I shallow planning and human resources issues Out of line and the strategic planning can not be effectively implemented. The strategic planning of most enterprises is often carried out through top-down vertical administrative communication procedures. In this process, the first set up a strategic planning leading group consisting of chief executive officer, chief executive officer and president, vice president, etc., by his strategic planning guidance and strategic decision-making; Human resources functions, by the senior management of human resources on the strategic choice of human resources involved in the analysis and inspection, and the views reported to the leading group; leading group according to the feedback adjustment strategy program, make the final decision, To the human resources department to develop a strategic implementation program. This human resource strategy decision management process, the strategic planning and human resources functions through the administrative level vertical link up, but has not yet reached the real organic integration of the realm.

The first step in building strategic human resource management is to evaluate the changes in the internal and external environment. Conducting an environmental assessment must carefully examine the internal organization of an enterprise and the external domain to obtain information about an impact and change that may have an impact on the future performance of the business. This is a process of collecting facts: collecting and researching data that predicts future trends and changes. This activity can be integrated with the environmental assessment for the development of the overall strategy of the enterprise, or it can be carried out separately for the human resources subject. It can be alone, but it should help other analytical activities and draw on the essence of other analytical activities. In the first step, managers need to consider a variety of possible information. 90% of the information may ultimately be useless, but must be widely collected information may not leak that 10% of the effective information. There are two basic ways of discovering significant environmental changes: one is exploring the future from today; one is back from the future to today. The former is an analysis of the ever-changing changes, the latter being an analysis of possible future situations.

According to the requirements of the external environment, based on the internal organizational

environment, including organizational design or reengineering and the corresponding job documents and description, as well as the organization's mission and the overall development requirements, identify and analyze strategic human resources issues to determine the strategic business Resource management direction and principles and policies. Organizational design or reengineering is the adjustment or innovation that the enterprise adapts to the external market conditions, technological change and government intervention changes at the organizational and functional levels. In the 21st century, with the network, the digital knowledge economy blowing, corporate mergers and acquisitions become a global wave, the traditional order in accordance with the strict order of a pyramid-like hierarchical organizational structure, gradually flattened network Type of organizational structure instead. Changes in organizational structure require that human resources strategic decisions be adjusted accordingly. In the traditional organizational structure, each job position is clearly defined by a strict and detailed job description. Staff positions are designed and adjusted according to a clear bureaucratic promotion route and compensation scheme to determine the introduction of staff, education and training for a certain period of time Such as human resource management and development goals. In the new organizational structure of the network, the level of reduction, the task of autonomy, integrity and significance, the need for diversification of skills, rich content, organizational management is full of participation, managers are not at the job level To control the work team or project team as a basic unit to coordinate the operation, and through the perfect network technology to pass, feedback and communication information. In this way, the strategic objectives of corporate strategic human resource management are not based on strict professional division of labor and stylized work instructions, which are designed and described as illustrative, highly flexible or flexible. Based on the staff to self-realization, career design and development as the main line, to identify and check the relevant human resources issues, to determine the strategic human resources management planning objectives.

How the mission is put into practice. By analyzing the internal environment of the enterprise and the external environment, the so-called SWOT, the enterprise has all the information needed to develop a variety of strategic solutions. At this point, the strategic manager then compares these strategies with the ability to achieve their strategic goals, and then makes strategic choices; it describes what kind of organization will be adopted to fully fulfill its mission and To achieve its long-term goals. In this way, strategic planners must take into account all human-related issues before making a strategic

choice when the HR functions are integrated with strategic management functions. Through these links with the company's mission, goals, opportunities, threats, strengths and weaknesses and so on to link them one by one to guide the strategic makers to make a more sensible strategic choice.

In the framework of strategic human resources management, how do companies develop a human resource strategy? Like financial, information, marketing and other functions, human resources strategy is a functional strategy. In many enterprises, long-term functional planning (human resources planning, financial planning, information planning, technical planning, etc.) is the enterprise long-term planning process must do the work. But the human resource strategy is different, it is intertwined with all other strategies; human management is not an isolated function, it is the implementation of all business strategy means. It must become an independent part of all other corporate strategies and be integrated with the various strategies. The development of human resource strategy is carried out simultaneously with the enterprise strategic process. At every stage of the HR strategy, it interacts with the corporate strategy, draws ideas from the corporate strategy, and provides ideas for the corporate strategy. In this way, the human resource strategy has not only complicated the process of enterprise strategy development, And to make human resources issues fully understood.

Once the company has established a strategy and made its own strategic choice, then it is to do is to build this strategic model and put the strategy into the daily work of the enterprise to go. The firm's pursuit of the money slightly decided that it will have a specific human resource needs. For a company with a good strategic foundation, it is also necessary to achieve the goals of the organization by completing certain tasks, and the individuals in the organization must have the skills needed to complete the task, and the individuals must have sufficient motivation Effective use of this skill, hidden in the strategic model behind the basic prerequisite for the construction of "enterprises in the implementation of a given strategy when the time, you can in a variety of different organizational forms and organizational procedures to choose", and these The difference will have a big difference in the choice. The success of the strategic model construction depends mainly on five

important variables: organizational structure; task design; personnel selection, training and development; reward system; information and information system type. Among the five key variables in the implementation of the strategy, HRM is responsible for three of these variables: job assignment design, personnel selection, training and development, and remuneration systems. In addition, human resources management can also directly affect the other two variables.

4 CONCLUSION

The human resource management of modern enterprises has been gradually transformed into strategic human resource management, which requires the organization's environmental changes to be compatible with the structure, form, characteristics and technology of the organization, requiring organizations to respond to the speed of response, product or service quality, innovation and global And so on to adapt to the growing need for international competition, in order to maintain the organization's survival. This paper discusses the feasibility and construction model of strategic human resource management and discusses the expectation of employee in the implementation of strategic human resource management model.

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