

China's Human Resources Innovation in the Digital Age

Yue Hao

College of Business Administration, Jilin Engineering Normal University, Changchun, 130012, Jilin, China

ABSTRACT. *With the advent of the digital age, the innovation of human resources in China has become the top priority of current reforms. This article mainly studies the innovation of Chinese human resources in the digital age. The management department of the company should vigorously promote the importance of training, so that all employees of the company can deeply understand the important role of training for individuals, for the company, and for society, so as to achieve that managers earnestly implement training and trainees work hard to learn knowledge the purpose of the skill. According to the actual situation, the human resource management department of the enterprise takes measures against the goals set by the enterprise, so that the employees can consciously play their potential and work hard to achieve the enterprise goals. Aiming at the characteristics of the growth stage of the enterprise, it proposes a corresponding innovation model of human resources management to serve the strategic goals that the enterprise needs to achieve in different stages. The highest value of employee training innovation ability is 19.16, indicating that regular training of employees plays an important role in improving their innovation ability. The key to the development of human resource innovation capability lies in the innovation of institutional mechanisms. Improving the overall quality of the people and building an innovative society are important responsibilities of governments at all levels, as well as the basic goal of building a harmonious new society.*

KEYWORDS: *Digital Age, Human Resources, Innovation Ability, Training Management*

1. Introduction

For a company, the most important asset is people. At the same time, people are the main body of merger integration. They are the carrier of the transfer of culture, knowledge and skills in merger integration. People's understanding and acceptance of merger integration are related to the success or failure of merger integration. China has a large population base and abundant human resources, but the number of high-quality, high-skilled scientific and technological human resources is

insufficient.

From the perspective of international technological breakthrough, we can see the trend of technological innovation from the perspective of innovation [1]. Imitative innovation is of practical strategic significance for late developing enterprises in developing countries [2-3]. It can achieve product technology innovation under the low-cost strategy, and is suitable for the development trend of Chinese enterprises in the current economic environment [4-5]. Due to the shortage of funds, talents and other resources of latecomers, imitative innovative enterprises must strictly control the cost of human resources. Imitation innovation strategy is a strategic mode combining low cost and innovation. The enterprise competition mode adopts conservative cost control, and all kinds of functional activities adopt the same concept and practice [6-7]. Standing at the strategic level of the company [8], the human resource management department is no longer a propagandist and implementer of the system, but a management executive. It should continuously train, publicize and implement the system from the top to the bottom, and feedback the implementation of the subsidiary company from the bottom to the top, so as to achieve the PDCA cycle of each management link, and achieve the ultimate executive power [9-10].

Enterprises must be able to learn quickly, adjust frequently to adapt to new challenges, and be able to ensure that employees of the enterprise build and share knowledge, and acquire technical and interactive skills for continuous improvement and innovation. In the new economic era, human resources have become the most scarce, precious and important resources, and human resource management has also become the most important research topic. Therefore, to effectively play the role of human resources, to improve the efficiency of the use of other resources by improving the utilization rate of human resources and stimulating the initiative of human resources, thereby improving the efficiency of the entire enterprise is that private enterprises are subject to various resource constraints. An effective way of corporate competitiveness.

2. China's Human Resources Innovation

2.1 Digital Age

Digital methods have been widely used in modern and contemporary cultural exhibitions. Cultural display design has ushered in a profound scientific digital transformation in the current era. In the process of cultural display, people have changed the way of communicating information, and at the same time, the way of cultural display has also changed. In the current era of rapid technological development, the digital information transformation of cultural display design has accelerated and directly promoted the development and progress of scientific digitalization of cultural display forms. Design ability and technical means are a key factor that affects the level of contemporary cultural display. Overall design thinking ability plays an important role in cultural exhibition activities. The design ability and

vision that can overview the overall situation determine the basic aesthetic display of cultural exhibition activities. Global design ideas can often make a cultural exhibition activity look like a complete work of art.

2.2 Human Resource Innovation

In the initial stage, the subordinate business units are relatively weak in scale, ability, and market position. If centralized management is implemented, they can focus on limited strength and resource advantages, and enhance their ability to compete and resist risks. For important qualitative indicators that are easy to quantify, keep accurate on the basis of data collection, and make appropriate abandonment of indicators that have no logical relationship with the evaluation object or are not important and difficult to quantify. Enterprises can maintain a competitive advantage because they can use the knowledge of multiple people and organize them in the most effective way to generate and use new knowledge. However, knowledge innovation is not only limited to the individual level, but also the organizational level of knowledge innovation is more important for enterprises. To a certain extent, the level of human resources determines the level and development prospects of universities. In recent years, colleges and universities have attached great importance to the construction of teaching staff, and vigorously introduced policies to introduce talents, and the competition for talents has become increasingly fierce. As a human resources-intensive colleges and universities that undertake the task of human resources training, doing a good job in the development and management of human resources is an inevitable choice to realize the leap-forward development of universities and to win in competition.

3. Investigation of Human Resource Innovation Ability

3.1 Personnel Training Innovation

In order to achieve unified scientific and technical specifications and standardized operations, through modern informatization processes such as goal planning, knowledge and information transfer, skill proficiency drills, job achievement evaluation, result exchange announcements, etc, the trainees are allowed to pass certain educational training techniques. To achieve the expected level of improvement goals.

3.2 Business Strategy Innovation

The business strategy of an enterprise must be compatible with the scale of its development and its competitive position in the market. If the scale and status change, the business strategy will also change accordingly. In the period of rapid growth, the formulation of corporate strategies is more flexible, and can better adapt to the changing market environment and fast-growing corporate environment.

3.3 Incentive Method Innovation

According to the actual situation, the human resource management department of the enterprise takes measures against the goals set by the enterprise, so that the employees can consciously play their potential and work hard to achieve the enterprise goals. The purpose of the formulation of incentive measures is to mobilize the enthusiasm of employees, complete work tasks faster and better, create excellent performance, and achieve organizational goals.

4. Discussion

4.1 Evaluation Results of Human Resource Innovation Ability

The evaluation results of human resource innovation ability are shown in Table 1 and Figure 1. It can be seen from the data in the table that all indicators of innovation capability have changed. The highest value of employee training innovation ability is 19.16, indicating that regular training of employees plays an important role in improving their innovation ability. The close cooperation of many resources can ensure the smooth implementation of an excellent cultural display project. It can be said that any comprehensive cultural display project has a set of complex resource system, how to effectively, ingeniously and reasonably overlap and cooperate with many resources has become a science. This requires the executor or the executive team to have good coordination, resource connection and the ability to deal with problems. This is an income whose value is equivalent to cash and is favored by employees. Employees can make corresponding adjustments and combinations according to individual needs within the framework given by the company to establish their own compensation system. At the same time, they can make corresponding changes as their interests and needs change, so that employees can enjoy unprecedented the pleasure brought by the personalized compensation system. Since the motivation is to encourage employees to make efforts in the direction of achieving the corporate goals, to judge whether the motivation is effective, it is necessary to analyze whether the enthusiasm generated by the motivation is conducive to accomplishing the tasks of the enterprise and achieving the corporate goals. If the incentive measures are improper and imperfect, it will cause employees to act in the opposite direction, which will run counter to the company's goals and endanger the interests of the company. Faced with the factors restricting the development of innovation in our country, the evaluation research on the innovation ability of science and technology human resources is indispensable for realizing the important strategic goal of my country's innovation-driven development at this stage, and the research on the innovation ability of science and technology human resources is imperative. Development indicates the direction. In the stable period of development, enterprises should pay more attention to the promotion and maintenance of product brands, and should pay more attention to the strengthening of existing brands. While ensuring the current market share, enterprises should steadily open up new markets. Aiming at the characteristics of the

growth stage of the enterprise, it proposes a corresponding innovation model of human resource management to serve the strategic goals that the enterprise needs to achieve in different stages. There are certain innovations in theory, but also important practical significance.

Table 1. Evaluation results of human resource innovation ability

Staff training	13.20	13.24	12.68	16.39	10.65	19.09	19.16	13.46	11.52	8.97
Performance management	6.69	6.52	11.56	13.57	14.84	11.21	3.28	16.64	10.00	10.65
Motivation method	7.40	8.00	7.63	13.35	9.99	5.20	9.76	13.11	12.08	8.02
Care and maintenance	17.16	7.80	12.76	4.25	6.30	5.72	6.92	14.26	9.98	3.05
Management method	14.57	17.00	19.42	12.86	17.70	20.10	6.55	9.97	14.70	21.66

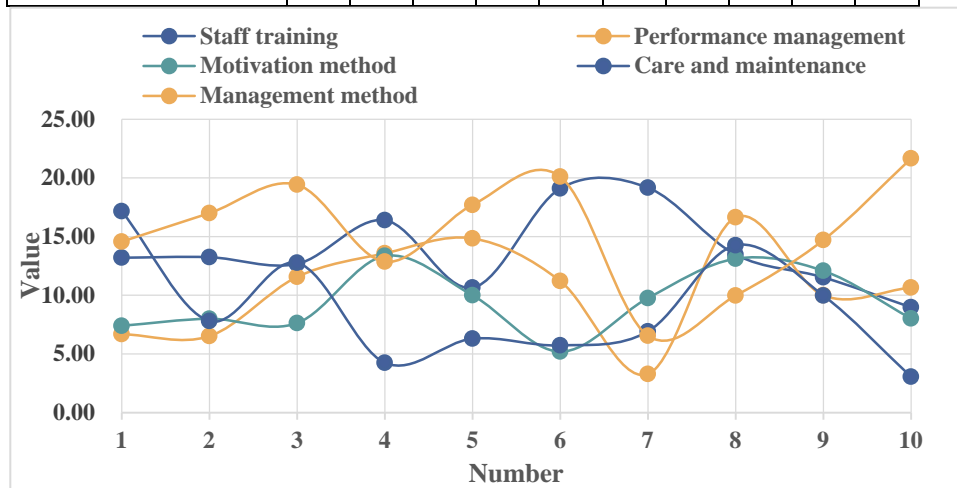


Figure 1. Evaluation results of human resource innovation ability

4.2 Performance Measurement Index System

The eastern region is strong in science and technology input capacity and technology activity capacity, and its technology output capacity is relatively weak; the central region has a relatively balanced technology input capacity, technology activity capacity, and technology output capacity, and lacks mastery of product core technologies and key processes. And the weak attractiveness of high-quality professional technical human resources will make the region's scientific and

technological human resources innovation capacity insufficient; the western region's scientific and technological input capacity, scientific and technological activity capacity and scientific and technological output capacity are lagging behind other regions, and the geographical location is remote., Backward economic development, imperfect scientific and educational undertakings, and insufficient number of human resources in science and technology are many factors that restrict the steady development of innovation capabilities in science and technology human resources in this region. People's needs at all stages of life are also different, and motivation should also be based on the needs of people at different ages. For example, when people are young, they pay attention to material acquisition and career development, and when they are about to retire, they care about For the quality of life after retirement, business managers should provide different incentives according to these different needs to achieve the goal of enabling employees at all levels to work hard. The performance evaluation results are shown in Figure 2. The starting point and end point of the development of human resources innovation capabilities should be people-oriented, and comprehensively improve human resources to have innovative capabilities for economic and social development. It must not only reflect the spirit of the scientific development concept, but also realize the relationship between urban and rural areas, industries, and regions. The coordinated development of human resources between positions and positions must also realize the coordination of the improvement of innovation ability and the development of social economy. The key to the development of human resource innovation capability lies in the innovation of institutional mechanisms. Improving the overall quality of the people and building an innovative society are important responsibilities of governments at all levels, as well as the basic goal of building a harmonious new society. The company's future development strategy requires that human resource management must be consistent with it to ensure the implementation of the strategy. Human resources actively participate in the company's strategic adjustments, keep an eye on the adjustment direction, and do a good job in optimizing the allocation of human resources. Governments at all levels must optimize the spatial distribution of productive forces, profoundly adjust the division of domestic industries, actively promote the adjustment of industrial structure, promote the accumulation of regional high-tech industries, and realize the transformation of the economic development mode. In the process of obtaining HR advantages, the relevant operation system and strategy of obtaining human capital advantages and human resources integration advantages should be continuously matched. In an innovative human resource development system, the most basic and most critical thing is the force at the individual level. Only when the individual's innovative consciousness is awakened can we make reasonable and full use of external resources to promote the completion of innovative activities.

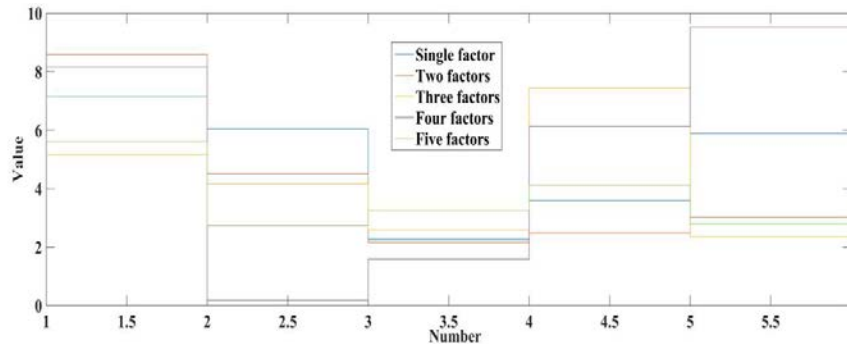


Figure 2. Performance measurement results

5. Conclusions

Industrial transfer is the general trend of the world's economic development today. Some high-tech industries and technologically advanced enterprises with strong economic strength have transferred from developed countries to developing countries due to changes in resource supply or product demand. China is currently in a critical stage of industrial restructuring.

In today's society, human resources are a very precious resource, which plays a key role in unit development and enterprise competition. For a unit, the establishment of an effective human resource management mechanism will help the unit retain, attract and encourage high-level human resources, thereby promoting the realization of the unit's development strategy.

Abundant high-quality scientific and technological innovation talents are a prerequisite for improving scientific and technological innovation capabilities and an inexhaustible driving force for the sustained and rapid development of the national high-tech industry. This paper combines the growth stage of the enterprise with the innovation of human resource management.

Acknowledgements

This work was supported by BSGC202010. (Scientific research project of Jilin Normal University of Engineering Technology: Study on optimization of Human Resource Management of A Manufacturing Enterprise in Jilin Province in the Era of Big data)

References

- [1] Natalicchio A, Petruzzelli A M, Cardinali S, et al. Open innovation and the human resource dimension: An investigation into the Italian manufacturing

- sector[J]. *Management Decision*, 2018, 56(6):1271-1284.
- [2] Kim J, Chung G H. The relationship between management's emphasis on human resources and innovation[J]. *Korean Journal of Industrial and Organizational Psychology*, 2019, 32(3):363-388.
- [3] Valeria A, Biagio P, Silvio Z A. The Human Resource Approach to Innovation in the Recent Growth of Floriculture Sector in Rural Areas of Sicily[J]. *American Journal of Applied Sciences*, 2018, 15(2):116-120.
- [4] Akpey-Mensah T L. Social capital development as innovation in human resource development: A case of Technical Universities in Ghana[J]. *African Journal of Science Technology Innovation and Development*, 2019, 12(5):1-6.
- [5] Moussa N B, Arbi R E. The impact of Human Resources Information Systems on individual innovation capability in Tunisian companies: The moderating role of affective commitment[J]. *European Research on Management and Business Economics*, 2020, 26(1):18-25.
- [6] Khashman A M. The Impact of Electronic Human Resource Management (E-HRM) Strategies on Organizational Innovation by Knowledge Repository as Mediating Role[J]. *International journal of web portals*, 2019, 11(1):19-38.
- [7] Sung S Y, Choi J N. Building knowledge stock and facilitating knowledge flow through human resource management practices toward firm innovation[J]. *Human Resource Management*, 2018, 57(6):1429-1442.
- [8] Riana I G, Suparna G, Suwandana I G M, et al. Human resource management in promoting innovation and organizational performance[J]. *Problems and Perspectives in Management*, 2020, 18(1):107-118.
- [9] Qamari I N, Dewayani J, Ferdinand A T. Strategic Human Resource Roles and Knowledge Sharing: How do enhancing Organizational Innovation[J]. *Quality Access to Success*, 2019, 20(168):86-92.
- [10] Djikhy S, Moustaghfir K. International faculty, knowledge transfer, and innovation in higher education: A human resource development perspective[J]. *Human Systems Management*, 2019, 38(4):423-431.