

# Sustainable Human Resource Management Based on Employee Potential Traits

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**Abstract:** *How to promote the further development of the economy and permanent sustainable development, and not to be eliminated in the world competition, is the problem that China should pay attention to, and it is the main direction of China's modern economic development. The main body of economic development is that major enterprises play a pivotal role in it, and the enterprise is composed of various talents. Therefore, the most important thing for an enterprise is to recruit all kinds of professional talents for the development of the enterprise. contribution. A company can develop with a strong economy, and economic development provides a foundation for the company. The relationship between the two is inseparable. This paper focuses on sustainable human resource management based on the study of employee potential traits. From the analysis of actual economic data, the contribution of human resources in countries with different levels of development is also different. Developing countries account for about 29%, and developed countries can reach 51%. It is not difficult to find economic Sustainable development is a stable resource for human resources. It integrates technology and labor. To a certain extent, human resource management plays a catalyst role in the sustainable development of the economy.*

**Keywords:** *Human Resources, Employee Potential, Sustainable Human Resource Management, Potential Trait Research, Salary Management*

## 1. Introduction

Since China's market economy is presented in a diversified form, its development needs to meet the needs of modernization. This requires continuous innovation to improve the economic benefits of enterprises. In order to improve the future development of enterprises, it is necessary to effectively innovate the internal structure of enterprises. The rational adjustment of the employee structure in the innovation process of an enterprise is particularly important for the development of the enterprise. This requires the enterprise to formulate an effective incentive mechanism at the same time as innovation, so as to improve the autonomy of employees' work and thus exert their potential. In addition, enterprises should mobilize the enthusiasm of employees, maximize their work potential, and improve market competitiveness, which is especially important for the future development of enterprises.

At present, there are two pairs of human resource contradictions in large and medium-sized enterprises currently in the growth stage. The first is the "recruitment-training" contradiction, that is, the recruitment demand and the number of trainees increase year after year, but they always receive feedback from lack of staff and insufficient training; It is the lack of management personnel, the lack of connections, and even faults, and the achievement requirements of grass-roots employees have not been met for a long time, leading to an increase in the rate of voluntary turnover [1-2]. A large amount of literature and research on enterprise employees is limited to the moral, competence, diligence and performance demonstrated by employees during working hours. Most of the research is based on past and present "existing" problems, while recruitment, configuration and training of human resources management (i.e. The roots of the above two contradictions) are more expected behaviors that expect employees to create value for the enterprise in the future [3]. Therefore, research on the "potential" traits based on employee expectations is of some significance.

The concept of sustainable development seems crucial for companies operating globally. Human resources are considered one of its most valuable assets. Barbara Mazur examines the sociological approach to sustainable human resource management. He contributed to the literature linking sustainability to issues studied in the human resource management literature. In the introduction, it discussed how the concept of sustainability emerged and developed. It then briefly describes the

sociological approach to sustainable human resource management. Next, diversity management is a reflection of the social approach to sustainable human resource management. To illustrate this approach, empirical research is proposed. The survey was conducted among 32 companies in the Podlasie region (northeast of Poland). The study sought to reveal the company's understanding and awareness of cultural (religious) diversity. It also aims to find out if this diversity is seen as an advantage and is being used or ignored by companies. His results showed that large and small businesses in the Podlasie region embraced diversity. Generally, smaller companies tend to know more about the workers' religious beliefs and can therefore take advantage of it. Larger companies tend to view faith as a personal matter [4]. Babak Ziyae's research clarified the focus on the strategic management elements of human resources, which can promote the motivation of employees of knowledge-based institutions to develop their businesses. His research is objectively considered an empirical study, and its research method is a descriptive-correlation type. More specifically, the structural equation model is used for data analysis. His research results show that improving people's skills and knowledge as a business strategy for human resource development in knowledge-based organizations increases the need for job promotion and enhances employees' entrepreneurial motivation. On the other hand, organizational culture moderates the relationship between human resource management and corporate entrepreneurship. His research meets a clear need to study the relationship between human resource management and corporate entrepreneurship, and the manuscript creates a paradigm for future research on the development of corporate entrepreneurship and human resource management [5]. Annachiara Longoni believes that sustainable operations are increasingly becoming part of the company's competitive strategy. The study takes financial performance as a dependent variable, extensively studies the relationship between sustainable operations and competitive advantage, and shows controversial results. He studied operating with competitive advantage as an internal and external intangible benefit, such as human resources (HR) and customer benefits. Human resources benefits are related to the deployment of employees pursuing company goals and strategies; customer interests are related to the improvement of the company-customer relationship. His analysis of data from a sample survey of 107 companies in the food industry provides empirical results. Choose an industry and a country to avoid possible differences between regulations and operating processes. Structural equation models are used to test hypotheses that relate sustainable operations to human resources and customer interests. He distinguishes green and social operations practices. Green operation practices directly affect the interests of customers, but not human resources. Social sustainable management practices will not directly affect the interests of customers, but will directly affect the interests of human resources. Therefore, through human resources benefits, they have an indirect impact on customer benefits. Practical significance: The results he provided showed to operations managers that green operations and social operations are critical to gaining customer benefits. Social action achieves this by improving human resource welfare. In contrast, green operations have no positive correlation with human resource benefits [6].

A large amount of literature has been researched on the "dominant" characteristics and applications of the company's employee performance during working hours. However, the company still has contradictions in recruitment and training, supply and demand contradictions, management shortages and voluntary departures. In this paper, through the study of the 8-hour motivational behaviors of employees outside the work, a model of employees' "recessive" potential traits is constructed, and most of the enterprise employees are divided into backbone, stable, mobile, and enjoyment types. Special employees are recruited, configured, used and trained in a targeted manner. The analysis of the model proposes methods to resolve the two main contradictions in order to achieve sustainable human resource management.

## **2. Proposed Method**

### **2.1. Human Resources**

(1) The concept of human resources The word human resources has emerged as a management term since the early 1970s. With the deepening of understanding, it has a very rich meaning in concept. The human resources we are discussing here are only human resources in a narrow sense. They refer to the general term for the part of the population that can create wealth with legal labor and promote the development of society [7].

(2) The basic characteristics of human resources. People have the ability to coordinate, synthesize, judge, and imagine. Moreover, people have individual differences, group differences, organizational

differences, and cultural differences out of their interests and wishes. This is the fundamental characteristic of manpower that is different from all other resources. Because of the basic characteristics of human resources that are different from other resources, human resources have several other characteristics: ① Human resources can be used as material resources, but only people have potential capabilities and only people Being able to use your own potential capabilities is the biggest and ultimate difference between human resources and other resources [8-9]. ② The difference between manpower and any other resource is that people have absolute decision-making control over their physical and intellectual investment in work. Therefore, neither intimidation nor coercion can make people give full play to their abilities. Only through stimulation can people make full use of their own resources. ③ People can control the efficiency and effectiveness of their work. The control of human resources over other resources is comprehensive, and human factors can determine the performance of the entire job. Therefore, man is the most critical and dominant factor among the various factors involved in modern production [10]. ④ People are independent and group. In order to achieve a certain goal, people must form a group, and within the group, individuals and groups must achieve coordination. ⑤ The difference between human and all other resources is that its development is not given by the outside world, but a kind of self-growth process. Human growth is the result of the coordination of internal factors and external factors, of which internal cause is the dominant of. Therefore, the design and arrangement of work must be conducive to motivating people's internal motivations, only in this way can the full use of the special attributes of human resources.

(3) The status and role of human resources For all organizations, to achieve organizational goals, human resources, material resources, financial resources and information resources must be invested. Of these four resources, human resources are the most important resource and the most critical factor. Because for most organizations, the cost of human resources is a major cost in the products or services provided by that organization. According to statistics, in chemical and petroleum companies, labor costs account for 25% -30% of total costs. And in some organizations with concentrated mental labor, such as in scientific research and consulting service enterprises, the cost of labor accounts for more than 75% -85% of the total cost [11-12]. Furthermore, human resources are the decisive key factors affecting the performance and effectiveness of an organization. Humans operate machines, humans design new products, humans provide various related services, and humans also determine the goals and business strategies of the organization. Finally, and most importantly, human creativity and the exertion of potential are an infinite element. It is based on the interaction of various factors including management, self-quality, target incentives, and group organizational influence. This potential of human beings, once transformed into real productivity, has become the most valuable asset of an enterprise. This is the incomparable value of other resources, which is the premise of our understanding of the status of modern human resources [13].

## **2.2. Human Resources Management**

### **(1) Concept of human resource management**

Human resource management is modern personnel labor management. It is planning, organizing, motivating, and controlling activities in the acquisition, development, maintenance, and use of human resources [14-15]. It is the theory, ideas, methods, and techniques of studying the adjustment of human-to-human relations in an organization, and the coordination of people and things to fully develop human resources, tap people's potential, mobilize people's enthusiasm, improve work efficiency, and achieve organizational goals. In a broad sense, human resources management can be defined as: all decisions about human resources in an organization. In a narrow sense, it can be defined as: activities that involve the planning and implementation of human resources in the organization's recruitment, selection, employment, development, use, remuneration and potential development, etc., are called human resource management [16].

### **(2) Training of individual human resources**

An important aspect of human resource management in modern enterprises is to strengthen personnel quality management, that is, the key element of enterprise human resources-human resource training, is an important part of organizational development. Citibank President Walter Reston said in a 1983 speech that discovering, nurturing, and using people is the only way we can achieve our goals. If an institution can have a large number of outstanding human resources like our bank, then it must be able to operate at 150% efficiency, and this efficiency is the necessary prerequisite for our goal [17-18]. Outstanding manpower is high-quality manpower. To create high-quality personnel, we must develop

human resources. Quality generally refers to the physical and psychological characteristics inherent in an individual, and is the natural premise and basis for its ability development. The existing qualities of talents are the actual resources of talents, but also the potential resources of talents. The actual resource of talent quality refers to the part that talent quality can play its role and value under the existing conditions; the potential resource of talent quality refers to the talent quality cannot play its role and value under the existing conditions, but if there is a new Conditions can play a part with value. The potential quality of talents is the future resources of talents. The focus of human resource management is to develop the potential resources of talents and cultivate the future quality resources of talents [19-20]. The cultivation of individual resources for the quality of talents can be mainly carried out from two aspects, one is to cultivate excellent moral qualities of talents, and the other is to develop intellectual resources. The main means of development is employee education and training. Enterprises should establish a complete training development system.

### (3) Cultivation of corporate human resources

The historical facts and realities of social development clearly show that human beings always promote the development and progress of society in a collective way. The company's development and operation process and business activities also clearly show that individual talents are important, but only with the close cooperation and close cooperation of all employees can we ensure that the city company completes its work tasks, creates competitive advantages, and is invincible. For enterprises, groups mainly refer to some specific organizational units, such as the leadership team, various functional departments, departments, workshops, and task groups. The enterprise human group resources have rich content, such as the number and interrelationship of human resource groups, and various groups. The number of people in the group, the structure of the group of people, group learning, group communication, group distribution, group life cycle, etc. [21-22]. The main measures for the cultivation of group resources are: reasonable allocation of personnel group resources: life cycle management of personnel groups: establishment of group vitality mechanism.

#### 1) Reasonable allocation of human resources

The effective allocation of human resources and the creation of team advantages are extremely important and imperative tasks for modern enterprises. To carry out this work, we must grasp the following principles and working methods. Principles of human resource allocation in enterprises. First of all, the allocation of human resources in enterprises should meet the need as a principle. Secondly, it is necessary to broaden the horizon when deploying the group structure, based on the human resources of the whole society [23]. Third, we must focus on the principle of overall effectiveness. The allocation of corporate human group resources is focused on improving the effectiveness of the human resource group. Through the establishment of a team mechanism and the application of various effective methods, in order to play the complementary role and synergy between individual human resources, the overall work of the personnel team Efficiency, effect, ability, and energy greatly exceed the combination of individual ability and efficiency. The fourth is to pay attention to grasping the principle of periodic dynamics [24-25]. This principle is that when a group is configured, it enters the group life cycle including formation, growth, development, aging, and extinction [26]. Before the overall effectiveness of the human resource group reaches its peak, business leaders should extend the peak period of the creative ability of the human resource group by optimizing the structure or replacing some aging talents with young people, and then extend the group's creative ability. Life cycle [27-28].

#### 2) Structural model of human resources group resource allocation

① Outstanding personnel-oriented. The main idea of this human resource group structure configuration model is: each component-individual human resource group or group team, first select a relatively outstanding and outstanding person as the leader: then apply the appropriate Ways and means to select and deploy a number of excellent people as the support system of the leader: Finally, in the selection of some other personnel, as the basis of human resources, thereby forming a specific level of human resources [29].

② Organizational structure orientation This model mainly allocates the corresponding human resources to the relevant levels, departments, and positions according to the organizational structure of the enterprise [30]. Among them, the first focus is on the highest decision-making level and senior management of the company equipped with the most outstanding battle-front entrepreneurs, and the focus is on ensuring the success of high-level decision-making. At the grass-roots level, an appropriate number of experts and practical operators are deployed to ensure effective implementation.

### 3. Experiments

#### 3.1. Research Tools

In order to obtain good reliability and validity of the research tools, this study uses the previously developed sustainable human resource management scale with good reliability and validity. In addition, based on a large amount of literature analysis, this study selected mature research tools published by authoritative English-language journals to measure variables such as career resilience, job remodeling, and subjective career success. The researcher and one of his research team's graduate students translated it into a Chinese scale, which was then back-translated by an expert into English, and then repeatedly revised and back-translated, and finally got a scale that was completely appropriate to the original question. At the same time, the questionnaires were appropriately combined and modified according to the research purpose and expert opinions.

#### 3.2. Specific Practices

When a company decides to improve environmental performance and fulfill its corporate social responsibility, and after determining relevant strategies, its supporting plan must be launched. There are several ways:

(1) Recruitment and selection. When the company incorporates environment and sustainable development into the value of the organization, in the recruitment process, potential personnel are screened for people with a long-term perspective from the commitment to the environment and society, and subsequent training is used to create a commitment to the company and a social environment. Good staff.

(2) Education and training. Develop a systematic and inspiring training plan to ensure that employees with potential and qualifications, through relevant education and training, in addition to their commitment to their professional development, strengthen their pillows and stimulate their awareness of autonomy Improving the environment, participating in social activities, attitudes and behaviors, and being able to accept changes brought about by the environment and plan ahead, promote employee efficiency by encouraging team participation and employee participation.

(3) Appointment development. In addition to considering employees' current capabilities, they should also pay more attention to employees' potential and learning, and take organizational learning as the basis, focus on employees' future potential, career development, and choose those with a high willingness to learn to emphasize that their ability contributions are consistent with organizational goals. In the light of future career development, organizations should take care and teach employees to recognize the company's investment and attention to organizational resources, respect employees 'practices and creativity, create a fair organizational environment, and deepen employees' high commitment to the organization. Maximize your potential.

(4) Performance compensation Links performance to environmental improvement to ensure that employees' performance achieves the goal of a friendly environment through the organization and is linked to related innovation.

Table 1: Statistical information of the employee factor analysis phase sample (N = 228)

	Type	Frequency	Percentage
Gender	Boy	120	52.6%
	Girl	108	47.4%
Working years	5 years or less	92	40.4%
	5 to 10 years	71	31.1%
Age	More than 10 years	65	28.5%
	10 to 30 years	84	36.8%
	30 to 40 years	103	45.2%
	Over 40 years old	41	18%
Whether you have HR experience	Yes	103	45.2%
	No	125	54.8%

This survey collected 248 employee questionnaires. After deleting invalid data such as short filling time and too regularity, a total of 228 valid data were obtained, and the effective recovery rate was 91.2%. As shown in Tables 1 and 2, according to the statistical information of the surveyed people, in terms of job types, 45.2% of the people involved in human resources management-related work; in

terms of industry categories, manufacturing practitioners accounted for 28.5%, and service industries Practitioners account for 71.5%; as far as the types of enterprises are concerned, the types of ownership include state-owned enterprises (32.5%) and private enterprises (67.5%).

Table 2: Statistical information of samples in the enterprise factor analysis stage (N = 228)

	Type	Frequency	Percentage
Type of enterprise	State-owned enterprise	74	32.5%
	Private enterprise	154	67.5%
Education level	High school and below	17	7.5%
	Undergraduate course	125	54.8%
	Postgraduate or above	86	37.7%
Years of business	Less than or equal to 10 years	77	33.8%
	10 to 50 years	110	48.2%
	More than 50 years	41	18%
Industry type	Manufacturing	65	28.5%
	Services	163	71.5%

#### 4. Discussion

##### 4.1. Preliminary Survey Validity Analysis

As shown in Table 3 and Figure 1, the Bartlett spherical test showed that  $\chi^2 = 4340.71$ ,  $df = 1596$ ,  $p < 0.00$ , and the KMO value were 0.703 (greater than 0.7), meeting the criteria for factor analysis. At the same time, Mplus7.4 was used to carry out confirmatory factor analysis on key variables, and the four-factor model, three-factor model, two-factor model and single-factor model were compared to test the "sustainable human resource management", "career adaptability", and "work load Shaping the validity of the distinction between the four variables of "subjective career success". In order to reduce the differences between groups, the balance method is used to pack each variable item. The results show that the four-factor model quasi-combination is better ( $\chi^2 / df = 1.06$ , RMSEA = 0.024 < 0.06. CFI = 0.99 > 0.9, TLI = 0.99 > 0.9), which is significantly better than other factor models, indicating the distinction between the four constructs Validity is better. In addition, factor analysis showed that the factor loading coefficients of each item of the four-factor model reached a significant level, and the values were all greater than 0.5.

Table 3: Results of confirmatory factor analysis (N=106)

Model	$\chi^2$	df	RMSEA	TLI	CFI
Four-factor model	40.25	38	0.024	0.99	0.99
Three-factor model a	118.17	41	0.133	0.87	0.90
Three-factor model b	96.59	41	0.113	0.91	0.93
Two-factor model c	175.75	43	0.171	0.79	0.83
Single factor model d	362.79	44	0.261	0.50	0.60

Note: a: Combines career resilience and job remodeling into one potential factor;  
 b: Combine job remodeling and subjective career success into one potential factor;  
 c: Combines career resilience, job remodeling, and subjective career success into one potential factor;  
 d: Combine all variables into one latent factor.

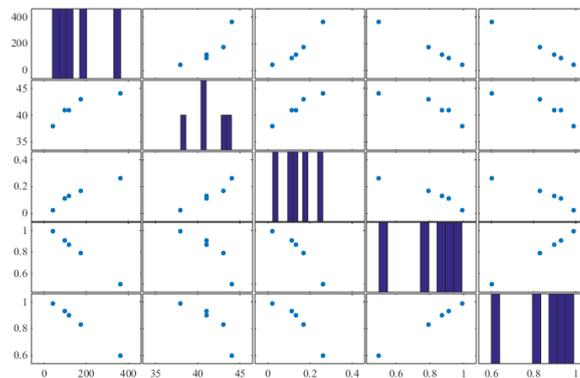


Figure 1: Results of confirmatory factor analysis (N=106)

**4.2. Analysis of Enterprise Human Resource Management**

(1) Analysis of the characteristics of enterprise human resource management

As shown in Figure 2, the proportion of departmental staff is as high as 42%. SMEs in China are mainly composed of township enterprises, private enterprises, urban collective enterprises, and foreign-funded enterprises. The organizational structure is low and the management level is not high. . With the deepening of China's system reform and the influx of large and medium-sized enterprises from abroad, China's small and medium-sized enterprises are facing increasingly stronger and more diverse competitors, and competition has become more intense. The era of relying only on flexible mechanisms to obtain a large number of market opportunities is no longer exist again. On the contrary, at the beginning of small and medium-sized enterprises' entrepreneurship, the disadvantages of management as the cornerstone of development have gradually emerged, and they have seriously affected the survival and development of enterprises. The talents needed for enterprise development cannot be introduced, the existing talents cannot be retained, and the human resources required for enterprise development are quite short.

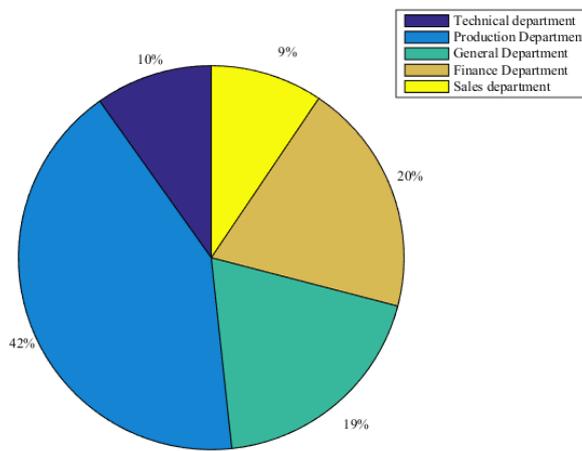


Figure 2: Departmental staff distribution

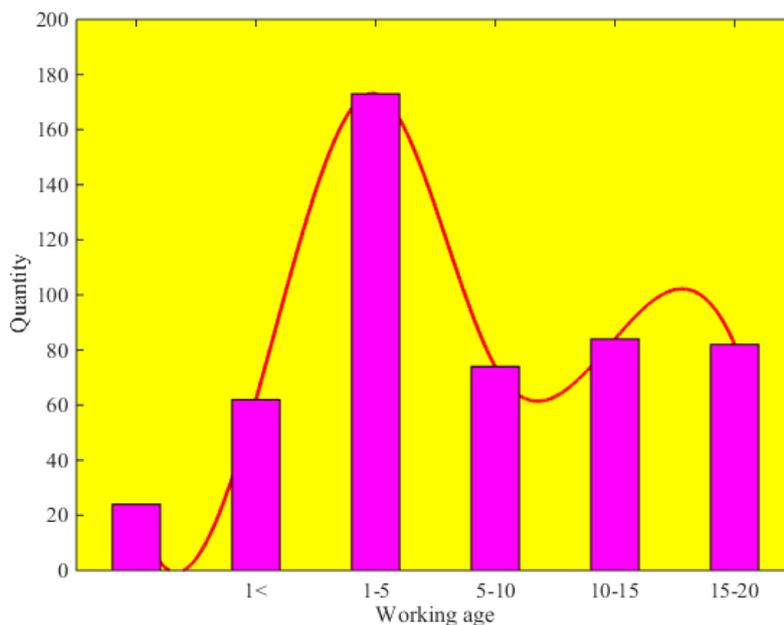


Figure 3: Distribution of employee age

## (2) Analysis of the problems of enterprise human resource management

As shown in Figure 3, the analysis shows that there are mainly the following problems in the management of China's small and medium-sized enterprises: First, the contradiction between the expansion of the enterprise scale and the lack of management capabilities emerges; second, the unknown property rights cause serious "internal people" control; It is a dominance that leads to increased corporate development risks and decreased staff cohesion; the fourth is the contradiction between randomness of decision-making and the pursuit of maximizing long-term benefits for the enterprise, which requires rational decision-making; the fifth is the contradiction between family ties and scientific and standardized management. And these contradictions are concentrated in human resource management: the concept of human resource management and the investment of human resources are lagging behind; the lack of a human resources management strategy that is coordinated with the strategic planning of the enterprise; the lack of human resource management institutions and staffing; the human resource management system Unsound and unsuccessful implementation; Unfair employment and allocation of human resources; Insufficient investment in staff training and high investment risks; Imperfect corporate performance evaluation and incentive mechanisms that fail to reach employee potential; Unreasonable pay systems and unscientific pay structures; The trust between employers and employees in SMEs is low, and corporate culture is immature; the external environment for human resources management in SMEs is worrying.

## 1) Meet the needs of enterprise modernization and international development

With the continuous development of China's economy and the continuous advancement of the globalized economy, China has a greater demand for talents with international standards in the process of development. This requires effective innovation of talent management concepts and systems by Chinese enterprises. Adapting to the effective development of society can not only improve the talent structure, but also realize management modernization and internationalization to a large extent. Only in this way can the development of enterprises have international strength and provide a solid foundation for the international operation and modernization of enterprises.

## 2) Conducive to corporate innovation

China is now in the era of the knowledge economy. In the development process, the most important thing is to effectively innovate the enterprise to achieve the purpose of development. Among them, the establishment of the incentive mechanism of the enterprise can not only effectively adjust the ability and structure of employees, but also To a certain extent, it can enhance the future development of the enterprise and lay a good foundation for the effective innovation of the enterprise. In addition, now that society has achieved social globalization, enterprises need to improve their own competitiveness through effective measures. This requires incentives to enhance employees' ability to work in order to adapt to the development of modern enterprises.

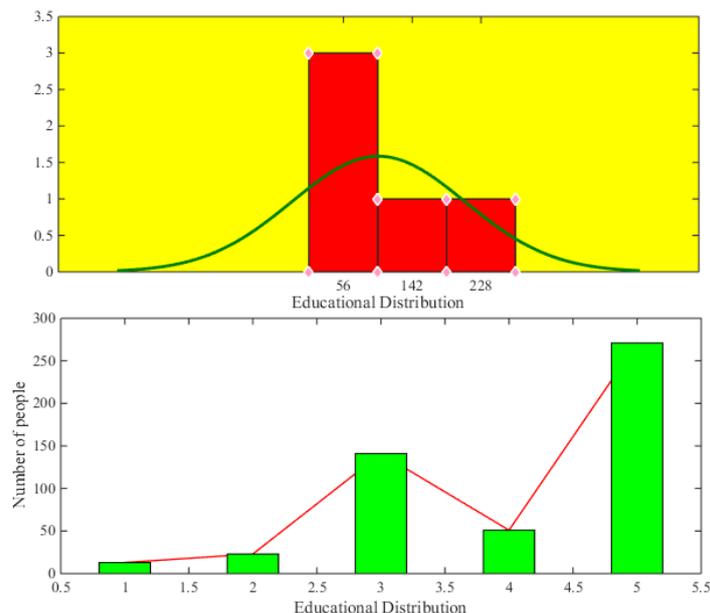


Figure 4: Distribution of academic qualifications

### 3) Improve business vitality

As shown in Figure 4, the analysis shows that during the development of the enterprise, the main body is the employees in the enterprise. The employees are particularly important for the future development of the enterprise and have a high value. Generally, it is reflected in the company's operating activities, which depends to a large extent on the exertion of employees' working ability, but the exertion of working ability is mainly related to the level of motivation. Only by stimulating the inherent potential of employees can effective value be created. In addition, the autonomy and initiative of employees are mainly subject to subjective consciousness and are reflected in actual activities. This requires companies to use effective incentive mechanisms to enhance the work enthusiasm of employees, in order to stimulate their creativity. To a large extent, it can improve the vitality of an enterprise, which is of great significance to the future development of the enterprise.

#### 4.3. Problems in Salary Incentive Strategy in Human Resource Management

The implementation of human resource compensation incentive policies needs to be based on the stable work of employees. Only a scientific incentive system can promote employee development. At the same time, a reasonable funding structure framework can fully stimulate employees' potential. However, the current human resource compensation incentive strategies of many enterprises in China There are still some problems, which are mainly reflected in the difficulty of exerting the incentive function, the lack of perfect performance evaluation standards, and the low basic salary.

##### (1) Difficult to play the role of incentives

At present, the compensation incentive system of most enterprises is in the form, and it is difficult to really play an incentive role. As shown in Figure 5, the analysis shows that the company uses traditional hierarchical wages, and set fixed wages according to employees' positions, without fully reflecting the principle of "more work and more gain". Under this traditional salary management system, Many employees have low enthusiasm for work, and the salary incentive strategy has not played its due role.

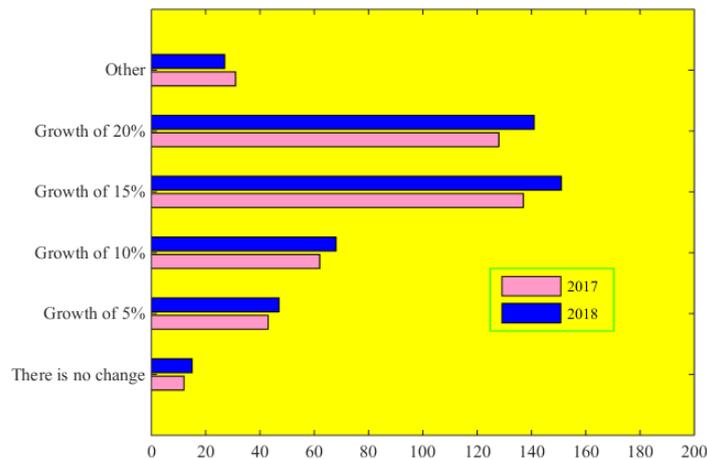


Figure 5: Proportion of company wage growth

##### (2) Lack of perfect performance evaluation standards

As shown in Figure 6, from the analysis, it can be seen that the performance evaluation standard is a key link in the implementation of the salary strategy. Only a sound performance evaluation standard can implement the salary incentive policy. The performance evaluation system of most enterprises is not complete enough for the implementation of the salary incentive system. Provide a valid reference. Its main manifestations are that the content of performance appraisal is scientific and the performance appraisal system is not reasonable enough, so it seriously hurts the work enthusiasm of employees and affects the development of enterprises.

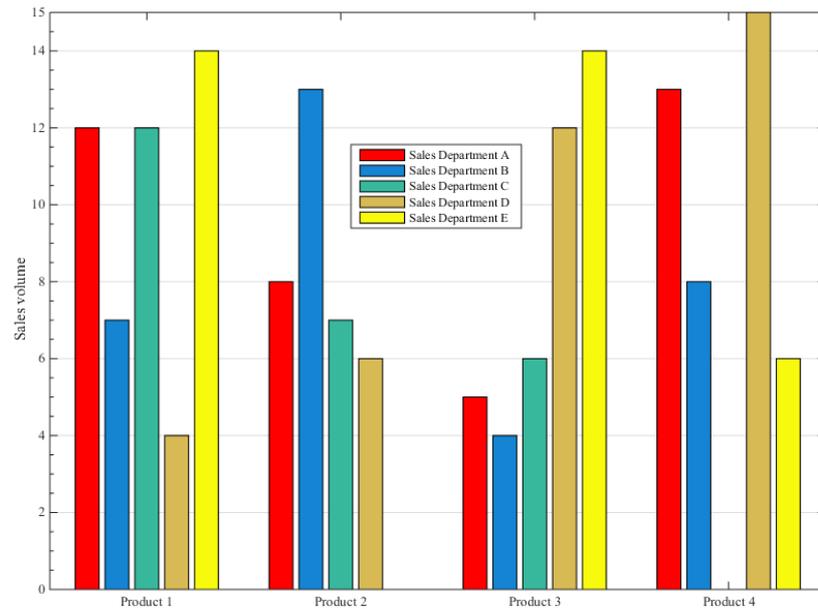


Figure 6: Departmental performance comparison

### (3) Unreasonable salary framework

The salary incentive strategy mainly includes two parts: salary base quantity and salary growth space. Employees want to get more compensation while giving full play to their own value, but the basic salary of most companies is lower. Reaching the average social income will also bring difficulties to the management of human resources. The unreasonable phenomenon of China's enterprise salary framework is common. Only by improving the basic work can we promote the healthy and stable development of enterprises.

Enterprise human resource management Enterprise human resource management is the development and construction of human resources based on the scientific and cultural quality, technology, expertise, characteristics of the existing human resources, rational arrangement of labor, fully tapping the potential of human resources, and the reasonable use of human resource values. . The main purpose of human resource management is to make the best use of people. Let every employee of the enterprise fully exert its value in his own position and contribute to the development of the enterprise. As a whole, human resource management has five characteristics: First, People, as the most active, creative, and dynamic elements in an enterprise, determine the existence and development of an enterprise. Second, people are regarded as part of corporate capital-not just costs. Third, human resources development is important. In terms of position, we always attach importance to improving the quality and ability of human resources work. Fourth, the human resources management is regarded as an organizational strategy that is both implemented and continuously innovated. Fifth, the human resources department is regarded as the production and efficiency department of the enterprise. Strengthen the development, utilization, and transformation of human resources to transform them into wealth that is beneficial to enterprises and society. Second, the sustainable development of enterprises. Compared with the sustainable development of society and the economy, sustainable development of enterprises is a micro-level concept. It is also a very objective and realistic problem: the sustainable development of an enterprise can optimize the overall quality of the enterprise and achieve stable and long-term development, which has a great impact on the development of the national economy: To understand the importance of human resource management for the sustainable development of an enterprise, it is necessary to The sustainable development of enterprises has a certain understanding: it draws on the concept of sustainable development of society and economy, and defines the definition of sustainable development of enterprises. The details are as follows: The sustainable development of an enterprise means that in the process of pursuing sustainable, stable and harmonious development, the company must not only assess the increase in short-term profits, but also pay attention to the increase in long-term sustainable profits, and combine short-term and long-term benefit goals And rational use of production factors to promote the realization of goals. To some extent, the sustainable development of an enterprise can be understood as the long-term development of the enterprise. In order to achieve long-term development, the enterprise must maintain sustainable development capabilities and viability

to avoid decision-making errors, depletion of human resources, improper management, and decreased efficiency. And so on, to avoid causing the company to fall into a development dilemma or to be on the verge of bankruptcy.

## 5. Conclusions

Human resource management is an indispensable condition for the sustainable development of an enterprise. It can improve the effective effectiveness of the enterprise: Human resource management is generally based on factors such as corporate development planning, employee specific conditions and development needs, and formulates personal development plans for employees. Provides employees with careers Opportunities for capacity improvement to help employees develop and achieve personal development goals, especially power supply companies regularly organize employee training. Such as lectures, advanced studies, etc., continuously improve the personal qualities and abilities of employees and better serve the enterprise: improving the overall quality of employees through human resource management can not only meet their personal development needs, but also stimulate their work ability and give full play to Their potential ties personal development to enterprise development, promotes the overall improvement of enterprise production efficiency, and creates favorable conditions for sustainable development.

Sustainable human resources management is an important direction for the development of human resources management in the future. It puts forward new requirements for corporate strategy, cultural ideas and human resources practitioners. Only in a few areas can we coordinate and cooperate to continuously improve the core competitiveness of the enterprise. Future opportunities lay a good foundation for enterprise development.

The competition between enterprises is actually the competition between talents. The number and quality of talents within an enterprise determine the prosperity of an enterprise. Only when talents develop can society develop. Human resources are an indispensable foundation and source of power for sustainable economic development, and will even affect the direction of the national economy. For sustainable social and economic development, relevant departments need to improve the level of human resource management, lead enterprises to go abroad and face the challenges of internationalization.

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