

# The influence of enterprise human resource data analysis on enterprise management mode

Li Yue<sup>1,\*</sup>

<sup>1</sup>Ph.D. in Business Management, Lyceum of the Philippines University, Manila, Philippines  
\*Corresponding author

**Abstract:** In the process of HR (human resources) performance management, we should make reasonable use of modern and scientific management methods, constantly optimize the management team, and give full play to the maximum efficiency of the team. In order to adapt to the changes in the market situation, enterprises must make fundamental innovations in their management mode. However, many enterprises do not pay attention to the role of business intelligence in enterprise development, so they have not been well used in practical work. As a new management method, HR data analysis can effectively help enterprises to define their future strategic direction and focus of work, thus playing a positive role in promoting the development of enterprises.

**Keywords:** human resource, enterprise management, data analysis

## 1. Introduction

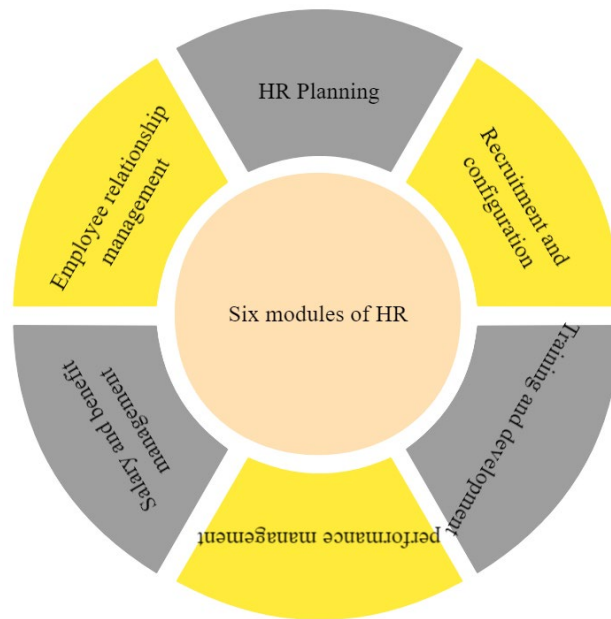
Personnel play a decisive role in the process of enterprise operation, and in the production process, although personnel can be replaced, it must be solved by manpower in the management process [1]. HR(human resources) data analysis is an indispensable part of the overall management. In the past, traditional HR management departments handled all kinds of miscellaneous data from employees and job seekers manually, and the processing efficiency was slow. Moreover, after the process of collecting and sorting these data, there was a certain lag, and the correct data analysis results could not be obtained. Enterprise management mode is the basic framework, rules and ways to organize resources, information and knowledge, and carry out operation activities around the realization of specific goals, starting from specific management concepts.

In the process of HR performance management, we should make reasonable use of modern and scientific management methods, constantly optimize the management team, and give full play to the maximum efficiency of the team [2-3]. It is the only way for the future development of enterprises to step into a new stage by integrating the sense of social responsibility into the enterprise's development strategic planning and management target system, so as to give consideration to social benefits in the process of enterprise's pursuit of profit maximization.

## 2. Meaning of HR data analysis

As far as enterprises are concerned, facing the increasingly fierce market competition, HR is becoming more and more important as an important resource. Only by constantly improving the recruitment and training of talents can enterprises achieve stable development. HR data analysis can be divided into comparative analysis, ratio analysis and factor analysis according to data analysis methods [4]. As an important data, HR data analysis can control the cost of HR scientifically and reasonably, so it has an important practical role to study the impact of HR data analysis on HR cost.

In the process of modern enterprise development, HR is no longer the ordinary labor force of the old enterprise, but the main element with the leading ability of the enterprise. The unlimited creative ability of HR is the main economic resource for creating and adding value. Six modules of HR are shown in Figure 1:



*Figure 1: Six modules of HR*

With the continuous improvement of social needs, the requirements for the quality of talents are also increasing, but everyone can't be perfect, which requires employees to increase exchanges and communication, pay attention to division of labor and cooperation, and employees can conscientiously complete their own tasks, and cooperate to complete common tasks, so as to achieve a high-efficiency working state [5-6]. The innovation of enterprise HR and management must proceed from reality, clearly recognize all kinds of problems and misunderstandings in enterprise management, boldly break the original concept and system, and create some new ideas, new systems and new practices that are more suitable for enterprise development according to the existing social environment and enterprise status quo.

### **3. Present situation of enterprise management mode**

#### ***3.1 Insufficient innovation ability of enterprises***

On the one hand, the research and development expenses of enterprises are low, which has been introduced in the previous section; On the other hand, enterprises have a weak sense of innovation, they don't know the technological development trend of the whole industry, they don't pay attention to new achievements, and they just don't learn from the introduced advanced technologies. As the carrier of knowledge and technology, talents play a decisive role in the technological innovation of enterprises. However, the existing enterprise management mode has many disadvantages in the appointment and selection of talents, which leads to the departure of experienced and skilled talents. Inadequate innovation capability of enterprises directly leads to backward technology, outdated equipment and insufficient product competitiveness.

#### ***3.2 Insufficient intelligence***

With the development of enterprises in the era of big data, the level of business intelligence is also closely related to the business status of enterprises. However, many enterprises have not paid attention to the role of business intelligence in the development of enterprises, so they have not been well used in practical work. Because most enterprises in our country have insufficient knowledge of business intelligence, they do not make good use of business intelligence to assist the development of enterprises in their actual work. As a result, many enterprises can't analyze the market development trend in time, and they can't respond to market changes in time, which undoubtedly has a great impact on the development of enterprises.

### **3.3 Weak talent**

There are many reasons for the weakness of internal talents. First of all, many talents stood out in college and were taken away by visionary big companies. Secondly, in the context of the increasingly extensive application of big data in enterprises. It is also because many enterprises do not fully grasp the use of big data and do not actively seek talents in big data, resulting in low efficiency in the later stage and weak internal talent strength [7].

## **4. Influence of HR data analysis on enterprise management mode**

### **4.1 Innovation of management methods**

HR management method refers to the specific management methods and means of HR management. Under the planned economy system, HR management adopts an indicative management method, which is based on distrust. Management means is mainly based on control and restraint, which emphasizes the external management of employees. Through self-management among employees, we can fully and truly understand the inner thoughts and needs of employees, adjust the management methods according to the changes of employees' thoughts and needs, and constantly innovate HR management methods.

The improvement of employees' satisfaction can enhance employees' sense of identity with the enterprise to a certain extent, and can also enhance employees' participation in enterprise activities. We can analyze the relationship between satisfaction and organizational commitment by investigating employee satisfaction. In this process, enterprises should also provide employees with an effective appraisal system, and promote employees' understanding of their own abilities and their development through clear appraisal methods [8-9]. To a certain extent, it can ensure the effectiveness of employees and leaders' work, and also restrict and standardize employees' work behaviors, so as to improve employees' work efficiency. It not only brings economic benefits to enterprises, but also improves the performance of enterprises.

### **4.2 Overall responsibility management organization system**

A sound overall responsibility management organization system is the key to efficiently carry out related work. The construction of the organization system under the new model needs to combine the actual situation of enterprises and the national development strategy to build a new organizational framework and lay a solid organizational foundation for enterprises to fully fulfill their social responsibilities. Both the management and ordinary employees need to have a thorough grasp of the comprehensive social responsibility management. This kind of grasp is not only reflected in the importance of consciousness, but also should be carried out in the whole process of daily work. In addition, enterprises should actively promote the horizontal and vertical transmission of the concept of comprehensive social responsibility management, and jointly promote the deepening of this concept in practice through linkage with related enterprises.

In the process of enterprise management, especially in the HR data analysis of modern enterprises, enterprise culture and enterprise management culture are very important to enterprise management, and can have a good influence on the establishment of correct values of employees. Therefore, in enterprise performance management, the first thing to do is to establish enterprise performance management culture. In the process of performance management, we should create a positive communication environment to further promote communication, communication and learning. Finally, enterprises should establish and improve the corresponding management system in view of the problems in performance management, so as to ensure the normal development of performance management.

### **4.3 Optimization of HR management system**

The traditional HR management mode mainly relies on manual work, which can't accurately grasp the working ability and personality characteristics of personnel, and can't accurately judge whether relevant talents are competent for their jobs. After using the big data analysis technology, we can analyze which schools, regions and majors are suitable to work in their own positions through big data, so as to specify the recruitment plan, conduct targeted recruitment and optimize the talent recruitment mode [10]. After the grading system of HR management is improved through big data technology, the daily information of employees is counted to establish a mathematical model, and the work performance of

each employee can be estimated more accurately by using the model for calculation, thus forming a fair and open reward and evaluation system.

Human resource planning is the basis and premise of the selection, employment, education and retention activities of the whole human resource management, which can be divided into broad and narrow sense. Human resources management will affect the performance of enterprises related to finance through intermediary factors such as employee performance, and then affect the development of enterprises. In the traditional enterprise management mode, the main emphasis is on the management of human, financial, material and other resources. In the analysis of enterprise HR data, the internal and external contact information, capabilities and other potential resources are mainly managed. The leadership of the enterprise should pay attention to communication with grass-roots employees, understand the importance of social responsibility management system, realize the superiority of enterprise management, and cultivate the social responsibility ability of the whole enterprise. Only by shaping a brand-new core value that meets the requirements of comprehensive social responsibility management can we promote the establishment of the whole social responsibility management system. While realizing the economic development of the enterprise itself, it also protects the rights and interests of all stakeholders.

All kinds of emerging technologies and ideas are the carriers to promote the continuous reform and innovation of HR management. To maintain the professional competence of the team, it is necessary for senior decision makers to realize the importance of HR management and invest certain resources to improve the professional competence of HR management team. The use of big data technology can help us to establish an efficient and accurate internal employee management system, analyze the work data of each employee by using big data technology, establish a perfect talent team, and better allocate employees to different positions. Under the new model, the value orientation of enterprises' self-development is integrated into the important content of social responsibility, and the realization of economic benefits is of course the main goal of enterprises, but serving the society and taking social responsibility have become the contents that enterprises must attach importance to in their daily operations.

## 5. Conclusions

HR data analysis is an indispensable part of the overall management. Only by constantly improving the recruitment and training of talents can we help enterprises to achieve stable development. In the information age, an excellent enterprise HR data analysis team must be able to open up ideas, actively learn and accept new information technology, integrate big data analysis technology into its own talent management mode, improve the actual effect of talent management, turn it into a driving force for overall development, and lay a foundation for the stable development of the company.

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