

Training Model of Human Resource Management on the Background of Enterprise Strategy

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Abstract: This paper presents the training model of human resource management on the background of enterprise strategy. With the continuous development of modern consulting firm, demand for capital in the stock of more and more big, they must find ways to continue, obtain a great deal of the money, support the expansion of economies of scale, financial companies need is enterprise of production and development. Therefore, this paper presents the novel idea to deal with the challenges.

1. Introduction

In the era of knowledge economy, human resources has become the strategic resource of the enterprises and the most important factor of enterprise development [1]. Therefore, more and more scholars and business managers apply incentive theory to human resource management, and Enthusiasm, to maximize the potential of the mining staff, and then for the enterprises and employees to create greater value in the individual to do a lot of research, and put forward their own different views and perspectives. Looking at the development process of human resource management theory, connotation of human resources management in the world is summarized as three major aspects as the follows.

- As a believer in the supremacy of the staff and the advocates of the pluralism, storied and others believe that, in essence, human resources management is to avoid trade unions and to cover up a core complex management of management methods [2].

- Human resource management is a new name for general personnel management and is managed by professionals in the management of employees [3]. Such as Desirele that human resources management that personnel management, refers to ideas of "in order to complete the management of human or personnel involved in the task of the need to master the various concepts and technologies".

- Peter Drucker, Barker and the others put forward the concepts of human resource management developed by Bill, Levin and Schuler. They believe that human resource management is a broad sense managers with the common management function, its purpose is to workplace individuals to appropriate management, including: understanding, maintenance, development, utilization and coordinated [4].

■ Comparison of human resource management content: all systems cover personnel information management and salary management in human resource management, which can be seen as the basic of human resource management [5]. Some of these systems have added the content of general institution management and performance appraisal, but each system has its own focus. Comparison from the aspects of the system function: as most of the system in a lower level of the MIS management that is only for data entry, storage, query and statistic, such as the management fewer system involves the decision support function, and the integrated system is not one of data mining technology. It can be seen that there is still room for improvement and development of human resource management system presented as the figure 1 [6].

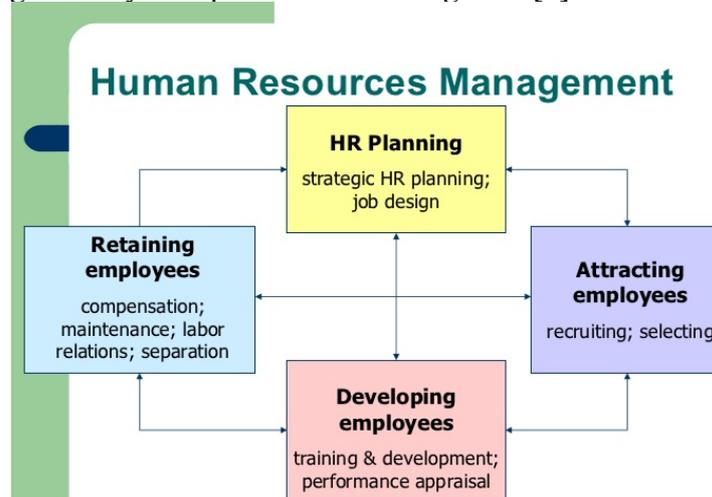


Figure 1: HR components.

Through the analysis of research status quo, we can find that: the current domestic and foreign has quite a few scholars in this field, but the theoretical research on the frame model failed to unification, the empirical study of the dispersion (different scholars research the intermediary variable) and lagging, especially at home, while basically few representative empirical results. Because of this, HRP's positive effect on FP is always positive, but the black box between the two has never been seen. Strategic planning is a process of dynamic equilibrium between an enterprise and a constantly changing external environment [7]. It is a process for determining the overall objectives and changes of an enterprise and making decisions about the overall goal of mobilizing, using and disposing of the required resources [8]. The important task is to identify and dispose of basic critical decisions, based on the objectives of the business and formulate policies and measures to achieve the phased goal and overall goal of the enterprise [9]. Through these decisions, the current work of the enterprise and the new development are unified into the core strategic objectives of long-term planning. Successful business is often because company's values can be recognized by employees, and can be integrated with the individual values of employees. Employees in the struggle for the enterprise at the same time, will also be considered for their own goals and strive to then achieve a strong sense of belonging to the enterprise. This sense of belonging for the enterprise is a huge benefit. Then, this paper's framework can be generally organized as the following aspects. (1) The strategic management of enterprises is based on the overall situation of enterprises, according to the overall development of enterprises to develop and put into practice. In the process of the evaluation and control, strategic management does not focus on the performance of various divisions or functional departments, and their contribution to the achievement of corporate mission, goals and strategies. (2) The external factors of enterprise strategic management not only is usually affected by these not by their own control such as government, competitors, customers, suppliers of

funds and external factors such as political, economic, social, cultural and other macro environment influence and the restriction, but also subject to internal resources and the resource mobilization and management ability, and characteristics comprehensive. (3) As the strategic management is a systematic project, as involving all aspects of business activities, the need for the participation and support of all staff, but because of the overall strategy, system, long-term, the enterprise has the right to allocate resources for the implementation of the strategy of the highest management play a leading role in order to success.

2. The Proposed Methodology

The author puts forward some management methods and methods such as general ownership control, strategic control, organizational control, financial control (including investment control) personnel control and so on, but these management methods are put forward. Methods and the means based on property rights as a link on the basis of control, they are only a stock-based parent company control model. But for a non-absolute holding general holding company, the group has only control over the company's many major matters. For non-holding companies, the group and the company is often based on a business relationship, but not to control the company's business, in which case both one-way ownership and cross-shareholding behavior. Since this large number of non-parent-subsidiary relationships exist within the group, it is necessary to classify the management and control models of subsidiaries according to the relationship between group and its affiliated companies: based on the bond of property rights control mode and control model based on contractual ties.

With the continuous development of modern consulting firm, demand for capital in the stock of more and more big, this requires large enterprises and groups must find ways to continue, obtain a great deal of the money, support the expansion of economies of scale, financial companies need is enterprise of the production and development [10]. Through the financial company as a special financial institutions, industrial capital and financial capital integration, the two sides together, to achieve access to capital and industrial capital funds at relatively low cost, the financial capital will be added in this process, the expansion of financial capital control rights, however, in the process of integration of industry and finance, in addition to ensuring the financial capital of the benefits, but also to ensure the safety and liquidity of financial capital as if the one-sided pursuit of the rapid expansion of the industrial capital, while ignoring the safety and liquidity of financial capital that will make the risk of combining production and financial exposure shown as the following figure.

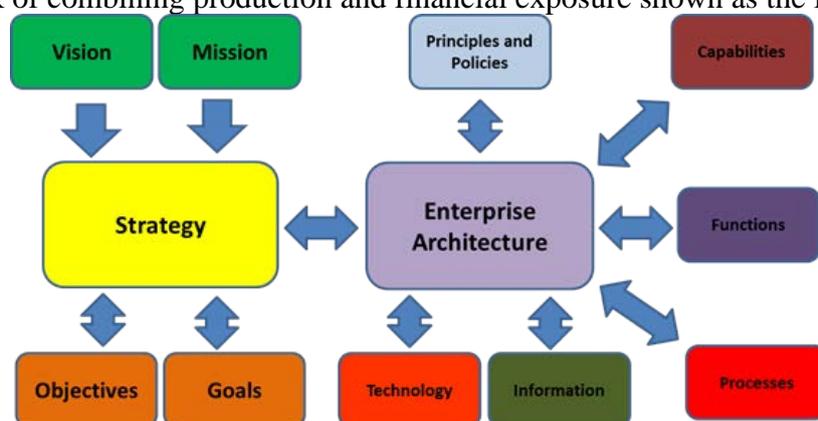


Figure 2: The company organization framework.

Although the control model based on the property rights link is based on the holding subsidiary, it also depends on the formation of the control network based on the control of the property rights. In this control network, the strategic control, personnel control and financial control are the essential that host the following components [11].

The human resources department is mainly engaged in daily work such as the salary distribution and employee file management, and has little contribution to business management and business strategy.

Seeking the organization of human resource practice and the external environment of the match that is the organization of the human resources strategy and practice and environment interaction.

Human resources departments to participate in the implementation of the corporate strategy, but not involved in the corporate strategy development, and often passive and cope with, it is difficult to then accurately grasp the essential characteristics of the corporate strategy [12].

Human resources departments become the strategic partners of various functional departments, at any time according to corporate strategic requirements, adjust the general allocation of human resources, to contribute to the development of enterprises [13].

The goal of human resource management is human is a complex, volatile object, the traditional method of analysis has been unable to meet the needs of the managers. Data mining technology has just emerged in recent years, it is in the mining of the existing data in the implied laws and to solve specific problems, other technical methods cannot be compared [14]. Has been widely used in the practical fields, and produced good results. In addition, the advantages of data mining technology is: can be integrated into the specific MIS system, so that the use of existing information systems to store the data mining calculation; the use of computer applications, the advanced complex statistical techniques, as mining algorithm package People do not have to master these technologies can also complete the same function, and thus more focused on their own to solve the problem.

For the research of data mining technology, there have been several years of history abroad, data mining technology and its related decision support system developed rapidly that has been directly to the business community, and the public service industry and many other industries to bring surprising profits [15]. Moreover, many institutions and research institutions are also invest a lot of money for data mining technology for further development and more in-depth study.

3. Conclusion

This paper presents the training model of human resource management on the background of enterprise strategy. The future development of the economy depends on development of human intelligence, innovation and ability to stimulate the play. In other words, only through the play of human initiative and creativity, the development of human potential in order to promote economic development.

To do this, we must implement the human management. Human resource managers to change the work concept and working methods, people-oriented, fully understand the psychological needs of employees, values and self-realization of the changes and give the staff enough freedom to then fully mobilize their work enthusiasm and initiative and the future human resources management department will be from the past to the staff of the core strict control of the management mechanism into a core fully authorized staff of some service organization. Its main purpose is to fully trust the staff on the basis of the staff through the authorization and services to stimulate their conscious efforts to do their own job subjective initiative for the development of enterprises to contribute.

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