

Research on the Impact of Strategic Human Resource Management on Organizational Performance

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Abstract: Through the relevant research of experts and scholars at home and abroad, they all believe that strategic human resource management can promote the improvement of organizational performance. However, there is no final conclusion in the academic community about how it affects organizational performance. Therefore, in the research of organizational performance management, the model construction method is used to establish the model to study the relationship between strategic human resource management and organizational performance. And according to relevant research, put forward constructive suggestions to promote enterprises to better use human resources management to enhance their core competitiveness. This thesis conducts in-depth research and analysis on the relationship between the two, so as to expound the mechanism of action between the two, and then verify that strategic human resources can effectively improve the organizational performance of the enterprise.

1. Introduction

The so-called strategic human resource management is actually a kind of planning and strategic human resource allocation adopted by enterprises in order to ensure their strategic goals can be realized. The characteristics of this management activity are to pay sufficient attention to the cooperation of human resource management and corporate strategy, and the relevant decisions made are based on the macro strategy of the enterprise, and can be implemented for the implementation of the corporate strategy. A certain driving role. The so-called organizational performance actually refers to the benefits that the organization obtains during a certain period of time during normal production and operation. The level of organizational performance is mainly reflected in the company's profitability, solvency and ability to turn around[1].

2. The Mechanism of Strategic Human Resource Management on Organizational Performance Analysis

The management of the enterprise can use the macro-control functions of human resource management, promulgate corresponding policies and complete the allocation of human resources, to ensure that employees have a high degree of work enthusiasm at work, and all human resources should be deployed to enhance the enterprise. The production efficiency and the purpose of

expanding the production scale of the enterprise. When managing human resources, management should be upgraded to the employee level, so that the specific transmission mechanism can be used to complete the deployment of human resources and achieve the ultimate goal of improving organizational performance. This transmission mechanism can be expressed as the purpose of improving the performance of the entire organization by implementing strategic human resource management activities to improve individual performance[2].

(1)SHRM activities - SHRM direct results. For an organization, it can use scientific selection, employment, training, and motivated human resource management systems to complete strategic human resource management activities. The various processes in this activity are directly applied to the employees and affect the working environment and quality of the employees. In terms of its own quality, the management work has a role in the personal ability and work attitude of the staff by means of salary, assessment and personnel training, so that it can actively contribute to the organization. As far as the working environment is concerned, the working environment of the enterprise, the relationship between employees and the pressure of work will have an impact on the working environment, which indirectly affects the contribution of employees to the enterprise.

(2)SHRM direct effect results - individual performance. For employees, the value of their contribution to the organization is not only related to the level of personal ability and talent, but also has a certain relationship with the attitude of the individual. According to relevant research, the latter is often more highly correlated. Therefore, there is an inseparable relationship between the individual performance level of employees and their personal abilities and work attitudes. Out of the above influencing factors, the organizational atmosphere among enterprises will also have an indirect impact on individual performance. A good organizational atmosphere can help employees with their own work ability. Work with a good working attitude to achieve personal value and enhance personal performance in the work[3].

3. Conclusions

In the process of formulating the strategic plan of the organization, there are always some arrangements or decisions that cause the disconnection between the organization and the environment, the mismatch or loss of internal resources, the disorder of the internal functions of the organization, the decline in the efficiency of value creation, or the weakening of the organization's

(1)Transforming ideas and attaching importance to strategic human resource management. The current era is an era of knowledge. Without professional knowledge, development in various industries will be difficult. Nowadays, the tradition of the human resource management center can only be out of line with the development needs of the enterprise. It should optimize and expand its own functions to meet the needs of the times. In today's society where talent demand is becoming more and more intense, the human resources center has an important energy for enterprise development - talent. Therefore, enterprises should pay attention to the construction of the department, combine the development of the department with the strategy of enterprise development, and then realize the strategic deployment of human resources, thereby better serving the enterprise and improving the enterprise system.

(2)Complete the dynamic matching of strategic human resource management and organizational strategy. If you want to rationally allocate the human resources of the enterprise, then you should pay enough attention to the human resources management work to achieve the dynamic matching of human resource management and organizational strategy. In order to effectively achieve the organizational strategic objectives, human resource management should participate in the formulation of organizational strategy, accept the human resources function as a strategic partner, and take the existing conditions of the human resources of the enterprise as the main basis for

decision-making, and then complete the relevant strategy. The formulation of the company will further enhance the core competitiveness of the company.

(3)Build a learning organization and improve the quality of employees. As enterprises pay more and more attention to strategic human resource management, enterprises should cultivate a series of human resources talents with high professional knowledge, so as to ensure that relevant strategies can be implemented and the business objectives of the company can be realized. The construction of a learning organization can effectively promote managers to improve their business capabilities, so that they can provide more professional advice for business operations.

Strategic flaw is an objective existence different from strategic deviation. Its formation mechanism, function and activity process are completely different from strategic deviation. Previous strategic management theories have neglected the study of this phenomenon. The importance that organizations, especially enterprises, place on strategic deficiencies can help organizations make appropriate decisions in the strategic management process, prevent the reduction of organizational resource utilization efficiency, or prematurely move toward the decline phase of the life cycle.

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