

The effect of human resource management practices on enterprise performance

Wenjuan Zhou

Department of Economic Management, Sanmenxia Polytechnic, Sanmenxia ,472000

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Abstract. The development and economic activities of various sectors of the industry have been completed by the enterprise."People" as the most basic unit of business activities,How to use it? How to manage employees with reasonable distribution? How to dig out the potential of enterprise employees so as to bring huge profits to the enterprise. how to improve enterprise performance are the questions that require us to think. This paper argues that the enterprise performance and human resource management are closely related,and the different influencing factors can produce different associations.Based on the analysis of the relationship between human resource management and enterprise performance, this paper puts forward some management methods.

Introduction

With current world economic structure following the trend of globalization,market, capital, technology, high energy integration,as the background of the new century, the development of enterprises in the survival of the enterprise can not be separated from the human resources management. Its status is getting higher and higher. Enterprise main body is a person,if you focus only on the side of the huge funds and technology and ignore the importance of enterprise employees, then the enterprise's development prospects are worrying.An enterprise wants to improve enterprise performance. To ensure the competitiveness of enterprises under the condition of capital technology, it must have scientific and reasonable human resources management. Therefore, the impact of human resource practices on firm performance is to enhance enterprise performance, which is the inevitable requirement for the development of enterprises.

The connotation of human resource management practice and enterprise performance

The meaning and main objectives of human resource management .Human resource management is based on the traditional labor and personnel management As a new field in management science, it mainly uses anthropology, sociology, psychology, and the management science to carry out planning, training, selection and evaluation of human resources in enterprises, to help enterprises to achieve management objectives, and to improve management efficiency.

The difference between the two is as follows: The first is the understanding of differences. Human resource management abandons the traditional labor and human resource management as a concept of cost (i.e., the expenditure and consumption of the manufacturing process). It is regarded as a kind of special meaning of enterprise assets which attaches great importance to education and training, and to maximize the potential of the "people" in the enterprise to maximize their profits.

The second is the importance of the difference. In the traditional enterprise, the labor and personnel management scope is the only wage file management. In modern times, human resource management has been raised to a strategic level, and human resources are very valuable resources that have become a common consensus.

Third, the management method is different. Passive, static, isolated management and active, dynamic, and all aspects of the organic combination of management is the two different management methods..Putting the "people" initiative, initiative and creativity into full play can make the enterprise not to maintain the competitiveness and vitality.

Great changes have taken place in the main responsibilities of the modern human resource management. Its focus has shifted to the human resources planning, selection, training and performance evaluation, salary management, etc.

The connotation of enterprise performance. According to the definition of enterprise performance, the definition of enterprise performance is: Enterprise operating efficiency and performance in a certain period of operation. The level of operating efficiency of enterprises is mainly reflected in the profitability asset operation level solvency and the ability to follow up development. The performance of business operators is mainly through the management of the enterprise in the process of business management, grow up, the achievements and contributions that made by the development.

Sandberg and Howe, as the representative of the western management, thought that enterprise performance difference is affected from the three main factors, namely, entrepreneurs, business strategy and industrial structure. Therefore, Sandberg and Howe proposed to explain the new enterprise performance quality model: the new enterprise performance and the three main factors have the function relation, namely: $NVP=F(E, S, IS)$. But the enterprise performance is determined by many factors. It is not only limited to the above three factors, while it should include achievement of the strategic management level, the potential of employees and the enterprise core competitiveness factors that directly affect the enterprise performance.

At present there are many methods that can be used to measure enterprise performance. From two aspects of the survival and growth of enterprise performance are discussed as a basic measure of enterprise performance. Survival is the ability of the enterprise that can be used as a self-sufficient economic entity exists. Growing up is the possibility that an enterprise can create value for customers in a sustainable and economically efficient way. That means if the enterprise can be successful through the early stages. It is likely to produce more than the profitability of competitors and enterprise development capabilities

The impact of human resources management practices on business performance

The Direct and Adjustable Impact of Enterprise 's Human Resource Management Practice on Enterprise Performance. Because of the relative scarcity of resources and competition, leading to a new business facing the survival of choice, the control and use of resources efficiency are the primary consideration. At present, the tangible assets and intangible assets that enterprises can control are the basic factors that restrict the survival and development of enterprises. Compared to those with abundant resources enterprises, scarce resources enterprises are at a competitive disadvantage and are forced to abandon the strategy of gaining competitive advantage at an early stage

The tangible assets to maintain the survival of enterprises mainly refers to the capital, loans, land, equipment, labor and other important elements. Without these assets, the enterprise will not exist for a long time. It is possible to improve the survival of enterprises because of the sufficient control of the physical assets. As small mistakes and losses can be easily absorbed. But the tangible assets may not be sufficient to ensure that enterprises obtain more excellent performance. Enterprise performance growth is more dependent on its acquisition or development, such as science and technology research and development capabilities, the relationship between the patent, the enterprise network, excellent manpower training mechanism and efficient system management and other intangible assets.

Human resource management is a new field in management, which includes not only the traditional labor management, but also planning, selection and training of human resources and so on. It can be said to directly affect the enterprise performance in the development of "people" as the tangible assets and the quality of staff, professional ability, work enthusiasm and other aspects as the two aspects of intangible assets.

In 1970s, Andrews pointed out that one of the most important intangible assets of enterprise is its ability to distinguish from other competitors in the same industry. The unique competitive ability has the characteristic that can make the enterprise obtain the further development and obtain the growth.

To achieve performance growth, enterprises must have skills and willing to work hard to achieve the strategic requirements of the staff. The practice of human resource management in the enterprise's employees work, reasonable allocation of human resources, the most suitable employees on the proper position, improve the staff business ability through training and education, enhance the staff of their own company to work on their own have a sense of identity, to explore the internal staff's working enthusiasm and initiative and devote yourself to creating value. Therefore, the scientific and effective management of human resources in the performance evaluation of all society is to improve the performance of enterprises, to ensure the vitality of enterprises, to ensure more active employees more creative and sense of mission, and to cultivate excellent enterprise culture and atmosphere. All of these have great influence and strategic value to create more economic value.

The influence of industry differences on the performance of human resource management practice different systems. Since entering the era of economic globalization, many scholars in the world have made a lot of research on the relationship between strategic human resource management practice and enterprise performance, and the following conclusions have been obtained: The way and degree of human resource management practice on enterprise performance and the degree of the enterprise's industry has a great relationship. Each industry has its own different characteristics of the industry, the role of enterprise human resource management practices on the performance of enterprises is affected by these different characteristics, which will produce different results. Studies show that: The characteristics of industry and enterprise performance are related to the enterprise, only to respect the enterprise or the upcoming entry of the major trends and characteristics of the industry in order to gain the possibility of economic development at the same time. Therefore, human resources management must attach great importance to the formation of the characteristics of the industry, give full consideration to the industry development prospects, good personnel planning preparation, strategic human resource management practice correctly according to the specific circumstances so as to promote enterprise performance.

The influence of different systems on the performance of human resource management practice. With the development of economy, the human resource management system is transformed into a more suitable modern management system. From a single fixed system, to the labor contract system, and then to the full labor contract, the labor dispatch system and other flexible employment patterns emerge in endlessly. With the development of enterprises, this reflects the practice of human resource management must be updated at any time, and is suitable for the practice of human resource management and can react to the enterprise performance, so we should give full consideration to the different system of enterprise benefits form. Like state-owned enterprises, private enterprises, foreign enterprises, joint ventures, there are differences between them. Human resource management should consider the difference of the system, and the enterprise in the face of different development stage and the human resource management requirements are different. Updating the concept of human resource management in real time to meet the needs of a series of new challenges and meet the new challenges in the development of various stages of the enterprise.

The influence of Economic and cultural environment on the performance of human resource management practice. Due to the economic level of different regions, the cultural environment is different. Enterprises in different regions of the business activities, business management activities are also different. Human resources management practices can not be taken with "one size fits all", mechanically applied to other business management approach to the enterprise, the need to combine the actual situation in different regions, learn from the same industry and other management experience, the enterprise human resources management. Otherwise, it will only counteract the role of enterprise development, resulting in poor corporate performance, survival difficulties, reduced profitability.

The ways and means of human resource management practice in enterprise performance

First, due to employee motivation, employee skills and employee involvement have a direct impact on employee satisfaction on the job. Human resources management policy and practice

actively leads to the enthusiasm of the staff, enhance the sense of mission enhancement, and improve employee satisfaction. Therefore, human resource management practices for enterprises to improve employee satisfaction can have the following approach: adopt the incentive mechanism to achieve a certain goal reward to encourage employees to work for enterprise performance objectives; through recruitment, training, regular development means to improve staff skills and improve their level of service for enterprises; through the practice of human resource management in communication mechanism and participation mechanism, such as the organization of recreational and cultural activities, enrich their amateur life, to improve their cultural accomplishment; through the analysis of employee satisfaction to understand the impact of enterprise human resource practices on the level of the staff. Here we are looking for the relationship between enterprise human resource practices and employees satisfaction.

Second, Since the direct impact of employee satisfaction is the organizational commitment and loyalty of employees, satisfied employees will increase their sense of identity to the organization, thus demonstrating their willingness to be part of the organization and their willingness to make a lasting contribution to the organization. . Therefore, to investigate the staff of the job and pay satisfaction. The employees who are satisfied with the job will be affirmed and rewarded. For the unsatisfactory employees, the reasons for dissatisfaction will be deeply understood, and the reasonable suggestions made by the employees will be improved to increase the staff's sense of identity to the job and enhance the staff's human resource management practice.

Third, the practice of human resource management in the practice of investigation work attitude can let employees with higher efficiency, lower costs, and actively put forward a more reasonable process and good service attitude, service efficiency, Reasonable manner to deal with customer relationships, employees of such attitudes and behavior will be on the enterprise's internal operational efficiency and customer satisfaction Therefore, only a qualified attitude can show that employees attach importance to the work, reflects the company's responsibility to give the job. Only good work attitude can improve work efficiency, and access to greater business efficiency.

Conclusion

At present, many employees feel that they are not essential in the enterprise that enterprise development and their relationship is not human. This situation will inevitably lead to the survival and development of enterprises rising costs, corporate performance decline or can not enter into the high-speed development of the dilemma. So, we need to recognize the "people" as the most basic unit of enterprise, even if the enterprise needs the tangible resources, the enterprise's enthusiasm, corporate mission, full of creative enterprise inspiration are also the intangible assets of the enterprise.

The practice of human resource management has intuitive and long-term impact on enterprise performance, which is closely linked to the performance of growth to promote the practice of human resource management to make adjustment and optimization. After optimization of the reaction in the practice of human resource management practice of enterprises, it becomes the inherent motive force of the improvement of the enterprise performance.

This is a performance evaluation of all society. If you want to ensure enterprise survival and development of enterprises, enhance the production capacity, with less resources to create more economic value, enterprises need to make reasonable allocation of resources. Only to make the best use of the most appropriate location for the most appropriate resources, in order to put resources to the maximum value and bring high profits and benefits for the enterprise,. A company, from dozens of people, to hundreds of people, thousands or even over 10000 employees, how to tap the potential of every employee, how to fully mobilize the enthusiasm of each employee , and how to make a reasonable distribution management for these employees are the questions that we need to think about.

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