

## Research on the Construction and Operation of Human Resource Management Project from the Perspective of Multimedia

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**Abstract.** With the continuous progress of China's society, China's human resources management project has also made considerable progress. The project human resource management is one of the nine areas of knowledge in project management. It runs through the whole process of project construction, and it also plays an important role in project management. This paper will analyze the methods of human resource management project from the perspective of multimedia, and elaborate its field of operation in real life according to the characteristics of human resources management.

### Introduction

With the implementation of China's economic globalization, the process of accelerating, increasing the competitive pressure between enterprises in China. And China's enterprises want to develop in the future under the tide, a place must improve their own competitiveness, which led to the requirements of the enterprise management level is also higher and higher, and this means that the enterprise employees the requirements will also be higher and higher. (Hereinafter referred to as the project department) because of its time limit can not exist for a long time, so its human resources management is often overlooked, most of the circumstances under the project manager of the project management, Did not form a set of scientific and effective human resources management model, which led to the enterprise in the project human resources management and corporate profitability is difficult to achieve the best. Therefore, the study of China's current multimedia perspective from the perspective of human resource management project construction and operation of China's human resources management to optimize the contribution.

### The Concept of Human Resources Management

On the definition of human resources, China's academic circles have different views on this. Some experts believe that human resources is the production of enterprise interpersonal structure and the value of customer injury, but also enterprises in the future development of the market an important competitive edge; but also experts believe that human resources are human applicable In the production of goods to provide a variety of service capabilities, skills and knowledge. Some experts believe that human resources is the internal members of the enterprise as well as external people that general manager, employees or customers to provide potential services and management and the red business expected the sum of the activities. Especially in this diversified development of society, people have the positioning of human resources from a different point of view is a different concept of meaning.

And this article is based on the theory of predecessors on the basis of induction, the human resources summarized into several aspects: First, all the organizational staff of the organization constitute a direct impact on the management decision-making and the use of human resources to achieve organizational goals of practical activities; , Through the management of the staff on the system management and functional training; Third, the completion of enterprises or individuals in the management activities, job analysis, organizational planning, staff recruitment and staff selection, staff training and development, incentive mechanism, job performance And other aspects of the process; four, is the organization of the internal staff of the formal management system; five,

affect the behavior of employees, quality, performance system.

### **The Human Resources Management Project Construction Path**

In the enterprise to enter the human resources reserve stage, the first need to be identified is the enterprise in the construction of human resources in the process of setting up the number of enterprises in order to meet the job needs, and then develop a job requirements plan, and clearly indicate the job responsibilities and cognitive conditions. And in the process of recruitment of staff should be based on the actual needs of business positions to meet the actual needs of the project construction for the purpose, and in the recruitment process should not be taken with personal feelings and preferences, the only way to ensure that enterprises can Recruitment for the development of talent for the enterprise [1].

And in the use of this staff is actually the internal assessment of the staff selection process, through the principle of merit to select the filter. In the period of the contract staff, in the company's staff needs to clear the needs of the staff should be effective organization, and in order to be able to better play each person's ability, through a number of means to assess the staff, assessment through Of the people can be used as the company to further develop the staff, and only in this way, to ensure that enterprises have their own key employees, through the old with the new principles, the characteristics of human resources to maximize.

And in the assessment process should be based on a comprehensive understanding of employees, one of the more important is:

Character investigation. Morality is a stable thinking inertia that has been instinctively from an early age, and this inertia has a profound effect on people's values and worldviews. And a high-quality people tend to show in the work of dedication, strong sense of responsibility, efficient, trustworthy and other excellent quality. And a poor quality of people out of the problem will only shirk responsibility, no credit at all, even worse at the expense of the law to encroach on corporate property, to seek improper interests, damage the interests of enterprises, damage the corporate image [2].

The ability to investigate. In this regard is the vast majority of enterprises to see the most one aspect, in the vast majority of enterprises, a person's ability to determine the level of the person's position in the company's position. Ability is the basic conditions of business fancy. In the enterprise human resources management project construction process, also need to take into account the staff capacity, as one of the assessment items. And this ability can be from the work experience, usually performance, evaluation and other aspects of the staff assessment, for enterprises or companies to determine the final decision-making basis for official personnel [3].

Motivation investigation. The so-called motive is because of its personal activities, and to maintain the action toward a goal or direction of the internal motivation. In the process of building a human resource management project, the organizers can understand their inner thoughts by investigating the family background, the economic situation, the way they are selected and the conversation, and find the real motivation to analyze the pre-selected staff to participate in the project. Its motivations in the future can be controlled by the project department 'is conducive to the project construction, as soon as possible for the construction of the project to eliminate hidden dangers, those who are motivated poor early in the construction project management team, to set up a motivated team.

After the construction of the project process, it should be the work of the staff to encourage, so as to promote the efficient work of staff, scientific organization, so as to ensure that the tasks assigned by enterprises or companies can be more smoothly and efficiently completed. And motivate employees also need to find a good fit point, through the combination of the actual needs of employees to a certain degree of incentives.

Companies or enterprises to set up incentives are to be able to stimulate the staff did not meet the demand. Employees also have certain means to meet this demand, so as to be able to effectively follow the manager's consciousness to work. This will enable employees to meet their individual expectations while ultimately achieving organizational goals, and the company can also be efficient

work attitude, so as to achieve a win-win situation for employees and companies.

In the enterprise incentive mechanism, we should do the principle of fairness and fairness, and only then can we really ensure that employees can be sincere to the company, and only in this way with the staff in the psychological tree managers in the prestige of managers Able to have execution. And here is the so-called fair reward system is reflected in the reward and punishment system, should be effective awards, with the same prize.

### **The Multimedia Perspective of the Operation of Human Resources Management Projects**

According to the above description of the construction of human resources management projects, in the multimedia perspective, the operation of human resources project management, in fact, refers to the modern multimedia technology through our country in the field of human resources applications. And in this respect is mainly reflected in three points:

In this regard the application, it is mainly for recruitment unit detailed recruitment information to provide a platform for business-related recruitment information to achieve real-time publicity and display. And it is more extensive and flexible in the form of information. To meet the operation and maintenance of Fang Bo Ni, the simple installation, high reliability and other construction principles are established. Unit recruitment carefully you, business introduction, etc. can be published through modern multimedia technology to the various software, such as the site above, to facilitate the workers to the corporate culture and recruitment information understanding, but also in line with modern way of thinking, more easily accepted by people [4].

This can be used in corporate publicity. It is more obvious in the location of the large-screen TV hanging, so as to effectively help enterprises in a short period of time, to more and more workers to display their own information. At the same time, companies can also use the information channel to better show the advantages of the company to break the traditional text description, in this talent competition in the market, with a capable staff will bring huge business benefits effect.

In the fast-paced society now, with people's way of life has become restless, and this led to people in the work which often appear some neglect. And through the use of multimedia technology, not only to achieve the recruitment of information and other functions, but also can achieve the company's internal staff communication, through modern technology developed office software, to achieve the work of information sharing, and thus more efficient to help employees to complete the work, But also in a timely manner to improve the wrong side of the staff, and this is in the human resources management projects, the staff of the code of conduct training and unity of one of the means.

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