

On the Special Value of Art Therapy in Contemporary Human Resource Management

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Abstract. The traditional HR system is too modular and stylized. Faced with the complex internal and external relationships and multiple needs of employees, this paper exposes the limitations of the value of human management. Art therapy is problem-oriented and uses the theoretical characteristics of mind and body medicine to help HR in the shared economy era to achieve maximum human management performance. This paper takes the model of the combination of Employee Assistance Program (EAP) and human resource management that is widely and universally used as an example, to prove that art therapy provides new power support for HR management in the era of shared economy.

Introduction

Traditional human resource management originated from the idea of humanistic management. From the middle and end of the 20th century to the beginning of this century, human resources under the guidance of the management concept of “unified management and unified action” made every management action schedule and predictable. The process and standardization management approach made a historic and special contribution to organizational goals and organizational expansion at that time, and organizations and employees gained a sense of doubling in a planned and predictable state. The relationship between the organization and the employees was based on the contractual relationship between the employer and the employee under the scale of manufacturing. This kind of employment contract model was the most practical for the industrialized production era, and had exerted great human resource management performance for the social production, life and employment at that time. However, with the rapid development of information and technology in the era of shared economy, the requirements for the overall quality of individuals are increasing, and the needs of individuals for organizations are diverse. The internal and external relations of organizations are becoming more and more complex, and the forms of employment have undergone fundamental changes, and they continue to be too modular. The stylized traditional HR service and management model are increasingly exposed, and the industry continues to encounter bottlenecks. Human resource management needs to seek new breakthroughs, and it needs to change the traditional top-down, goal oriented and execution-oriented model of human resource management as the bottom-up, demand-satisfying human care model. At the same time, the human resources system needs the functions of therapists and coaches, so that the endless organizations, new problems and employees' physical and mental problems can be solved quickly, deeply and timely, and finally obtain the core competitiveness of “healthy employees and healthy organizations” and achieve the organization's value goals. New practices have been and will further prove that health organizations are always the core competitiveness of companies and organizations.

What Is the Art Therapy?

Art therapy is based on the theory of mind and body medicine combined with art, using rich artistic expression means, using artistic transformation and sensitivity to help individuals and organizations achieve practical and multidisciplinary knowledge for health purposes.

Art therapy is an interdisciplinary diagnosis and treatment technology. It is based on management, psychology, physiology, sociology, anthropology, comparative culture, etc., in the state of pleasure,

relaxation and beauty, to solve the lesions that have been revealed and hidden by individuals and organizations, widely used in individuals. In view of the physical and mental treatment and management of business organizations, art therapy provides a new diagnosis and treatment program for various new diseases in the field of human resources in the contemporary era.

The Present and difficulty of Contemporary Human Resource Management

Today, most companies and organizations reflect the difficulty of recruiting the right people. This phenomenon not only reflects the increase in the organization's demand for employment, but also reflects the improvement of people's comprehensive literacy needs in this era. The society is changing, the needs of enterprises and the subconscious needs of employees are changing, but people are not aware of this subtle change, and they are still using the traditional interactive relationship model. Since the ideas of each deviation cannot achieve a consistent goal, a situation in which the person and the post are not matched is formed. Therefore, the company feels that it is difficult to recruit the people who want it. The individual feels that there is no suitable position and development platform for them. People find that the lack of human resources management tools, constantly find the way from the technical optimization of the human resources service module, without jumping out of the traditional model of human resource management diagnosis. Until the emergence of the sharing economy and the odd jobs mode in recent years, it finally caused the thinking of human resources theory work and practical workers. The study found that human resource management has quietly transformed from a traditional single management model to a multi-faceted human-oriented management service model in the era of shared economy.

The sharing economy is that people enjoy social resources fairly, and each pays and benefits in different ways to jointly obtain economic dividends. The shared economic terminology was first proposed by Marcus Felson, a sociology professor at Texas State University, and Joe Spaeth, a sociology professor at the University of Illinois in their paper titled "Community Structure and Collaborative Consumption: A Routine Activity Approach" published in 1978 [5]. Although the concept of sharing the economy has been around for a long time, it has been the cause of the human resources academic community in recent years. The academic and organizational human resources management departments began to reflect on the reasons for the poor validity of human resource management behaviors, and understood that the development of the times has made the human resources organization management model with process and programmatic mainstream mode no longer called it the mainstream. The mainstream model will be withdrawn from the historical arena and replaced by a highly enriched human resource service model that shares the economy and care value. The art therapy approach attributed to the EAP (Employee Assistance Program) plays a unique role.

The Implementation of Employee Assistance Program (EAP)

Reviewing the history of human resource management, we have experienced the following four stages:

- (1) Personnel management stage.
- (2) The era of human resource management.
- (3) Strategic human resource management stage.
- (4) The era of "talent management" is the core.

It is now in the fourth stage.

The fourth stage of human resource management is extremely rich, and the innovative methods of recruiting talents are endless. In the fourth phase, the model that is widely and universally used is the combination of EAP and human resource management. EAP is a long-term welfare plan organized for employees which refers to a program that provides business and industry with the means of identifying employees whose job performance is negatively affected by personal or job-related problems.

The people in a society considered as a system organized by a characteristic pattern of

relationships. In daily life, our relationships are filled with unnecessary friction and conflict. Friction is included in the scope of its services. EAP aims to address and eliminate all phenomena and events that affect job performance. EAP art therapy has become the core faction in the EAP system. The most typical is the extensive and effective artistic treatment of employee stress management and organizational culture. She has given the most valuable support for EAP's rich service form and connotation.

Application of Art Therapy in Contemporary Human Resources Management

Religion, art, and philosophy are the spiritual wealth of mankind. The art form abstracts the true, good, and beautiful connotations of human history. The creative and aesthetic functions of art bring all human possibilities and positive guidance to solve problems, and have the function of realizing consciousness. Every major social progress has benefited from the contributions of art and science. The human spiritual symbols in a certain culture are reproduced through the collective unconsciousness and melted into the universal spiritual world, and passed down from generation to generation to form a relatively stable ideology in a certain cultural interval. For example, shaman art, a spiritual product that combines religion and expression art, gives a special value contribution to the formation of people's spiritual world and to help human primitive symbols be recorded in the collective unconscious. The evolution of the human resources discipline is also inseparable from the catalysis of artistic aesthetics.

The long-standing cognition of "management and art" in the academic world compares organizational innovation to artistic creation, but the art here refers more to the contingency of management and the various innovative ways of value-based purposes, essentially based on "from the top". The management of the "ownership" is still static and technical. Therefore, through the management thinking mode, it still can't solve the increasingly complicated internal and external social relations in today's organizations. The organizational staff's psychological challenges brought about by the rapid economic and social development, the corresponding problems caused by employee pressure and adaptive panic cannot truly solve the problem of globalization. The economic austerity, cultural identity, and unemployment caused by competition in the background affect the real problems of organizational development.

The master of management series, Peter M. Senge, profoundly demonstrated the artistic spirit and artistic methods based on organizational governance, and even directly into the book called "The Dance of Change", which was called the management of the Bible. Art, change requires art therapy. His thoughts comprehensively reflect the creativity based on art therapy, and the works also reflect the specific practice of art therapy. His works "The Fifth Practice" and "The Art and Practice of Learning Organizations" have penetrated the creativity of art creativity. Meanwhile, Peter M. Senge is known as the father of art management, and he can be honored as the father of art therapy. His management book itself is a dialogue in the light of life, mind, faith and art, and human beings are scattered throughout every corner of his mind.

In the era of sharing economy, the human resources department is the key department that connects the organization and the employees. It is of the most practical significance to improve and reform the human resources management method. Leveraging the management thought of Peter's holy art, leading the human resources system and organizational management system innovation with the spiritual connotation of human care, art form and art therapy, is the realistic value of art therapy, and also embodies the irreplaceable of art therapy. Art therapy allows organizations to dance and help organizations find a source of life for development. Universal art therapy follows Marx's historical materialism and dialectical materialism, stimulates the publicity of potential characteristics, and meets external needs, which can help human resources management performance develop infinitely.

Summary

In fact, from a micro level, art therapy in the field of human resources has been widely used in

recent years. For example, roadshow activities are based on organizational level human resources recruitment, related product demonstrations; group training games, game development training, sand table treatment in human resources training sessions; corporate songs, cultural dances, and trade union organizations in the process of organizational culture construction, etc. Based on personal development level, we can create relaxation and decompression room creation, share individual art therapy and stress management, carry out parent-child activities and family activities week, and promote traditional cultural networking activities, etc. A variety of ways are benefit to the health of the organization and the health of the individual and the body. As for some human resources departments to create EAP counseling centers to give full play to the positive energy of art therapy, it is a full proof of the special value of art therapy in the organization.

Finally, it is not difficult for us to conclude that there are all kinds of problems in places where there are organizations and people. The traditional method is to solve problems by system management, but now more attention is paid to the human resources department itself. The coach role and the consultant's identity solve the problem. This is the new "artistic" requirement of the era for human resource system management and service concepts, technologies and forms. In today's shared economy era, organizations must also be required to implement art and medicine, and achieve management objectives in multiple forms and in multiple ways to achieve management performance. Art therapy is expected to bloom in the field of human resources management.

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