

Construction of Sharing Human Resources Platform for Entrepreneurial Enterprises Based on Internet Plus

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Abstract. In the Internet plus era, the development of the sharing economy has given birth to the rapid growth of entrepreneurial enterprises and accelerated the transformation of human resources management. Based on the theory of synergy, the research builds a multi-agent, multi-factor, collaborative and complementary sharing human resource management platform to achieve entrepreneurial collaborative innovation. The platform can promote the deep cooperation of industry, academia and research, form a seamless connection between entrepreneurial alliances, college unions and social high-tech talents. The bottleneck of innovative talent development and sustainable development of entrepreneurial enterprises can be solved.

Sharing Human Resources in the Context of the Internet plus

Sharing Human Resources. Sharing economy is an umbrella term with a range of meanings, often used to describe economic activity involving online transactions [1]. The sharing economy was first proposed by two sociology professors at Texas State University in 1978. It has gradually emerged in the past five years with the rapid development of the Internet. Its main feature is the creation of information technology through third parties. The underlying platform provides service connectivity to the ultimate demand side and supply side [2]. Sharing human resources are born with the development of the Internet and the sharing economy. The current research on sharing human resources is related to the Internet and the sharing economy.

In the era of sharing economy and Internet plus, eligible individuals can become human resources contributors through certain training. The general public constitutes the potential human resources development and service target of the mobile Internet platform. The shared economic platform should organize, coordinate and manage decentralized labor resources [3]. The sharing economy has changed the labor-management relationship in the traditional sense, and the contractual relationship between the organization and the employees is a non-employed and loose human resource relationship [4]. Sharing human resources rely on the development of the Internet and use Internet thinking to innovate in organizational structure and management.

Entrepreneurial Enterprise. An entrepreneurial enterprise refers to an innovative pioneering enterprise that is at the stage of entrepreneurship and has high growth and high risk. With the country encouraging the development of the private economy and the increasingly severe employment situation, entrepreneurship has become an important way to promote regional economic development and solve employment problems [5]. Many countries realize that only through innovation, entrepreneurship, and especially the creation of high-tech enterprises, can they participate in the development of new products, new markets, and new industries, thus entering the ranks of high growth of the world economy.

Sustainability of Entrepreneurial Enterprises. When sharing human resources is integrated with entrepreneurial enterprises, how to achieve sustainability becomes the key to enterprise development. Sustainability is an economic growth model that focuses on long-term development. It was originally proposed in 1972 [6]. Sharing human resources provides an inexhaustible motive force for enterprise development.

Basic Content of Sharing Human Resources Platform

In Xi Jinping's report at 19th CPC National Congress, He claims that we should aim for the frontiers of science and technology, strengthen basic research, and make major breakthroughs in pioneering basic research and groundbreaking and original innovations [7]. In the practice of industry-college cooperation in recent years, universities and enterprises have established a good cooperative relationship and cultivated a group of outstanding talents that are suitable for enterprise development. However, a typical contradiction between industry-college cooperation has become increasingly prominent, that is, the demand of enterprises for various professionals is often small-volume and multi-variety, while the school's training mode is to carry out large-scale and standardized talents. This outstanding contradiction between supply and demand has seriously hindered the in-depth and extensive development of industry-college cooperation.

The sharing human resource management platform will predict and analyze the supply and demand of industry-college cooperation. The design of the industry-college demand integration mechanism, the talent cultivation coordination mechanism, the industry-college resource integration mechanism and the cooperation process response mechanism will alleviate the contradiction.

Sharing Human Resource Management Platform. In the traditional industry-college cooperation, the purpose of cooperation is single, and the scope of cooperation is small. It's necessary to construct sharing human resource platform to achieve industry-college cooperation, school-school cooperation, and to form a joint talent training model in an all-round, in-depth and continuous manner.

From the perspective of domestic and foreign practice, the collaborative innovation of talent training in colleges and universities is mainly divided into internal and external aspects. Internal coordination mainly refers to the sharing of knowledge, skills and resources among various departments and majors within the college [8]. It does not form resource sharing between colleges. External collaboration mainly refers to innovative cooperation between industry and colleges, especially a single enterprise and a single school [9]. The deep integration between enterprises has not formed industry-based synergy. The research is to solve the complex contradiction between multi-agents and optimize the relationship between enterprise needs and college talent training. Fig. 1 is the framework of the sharing human resource management platform.

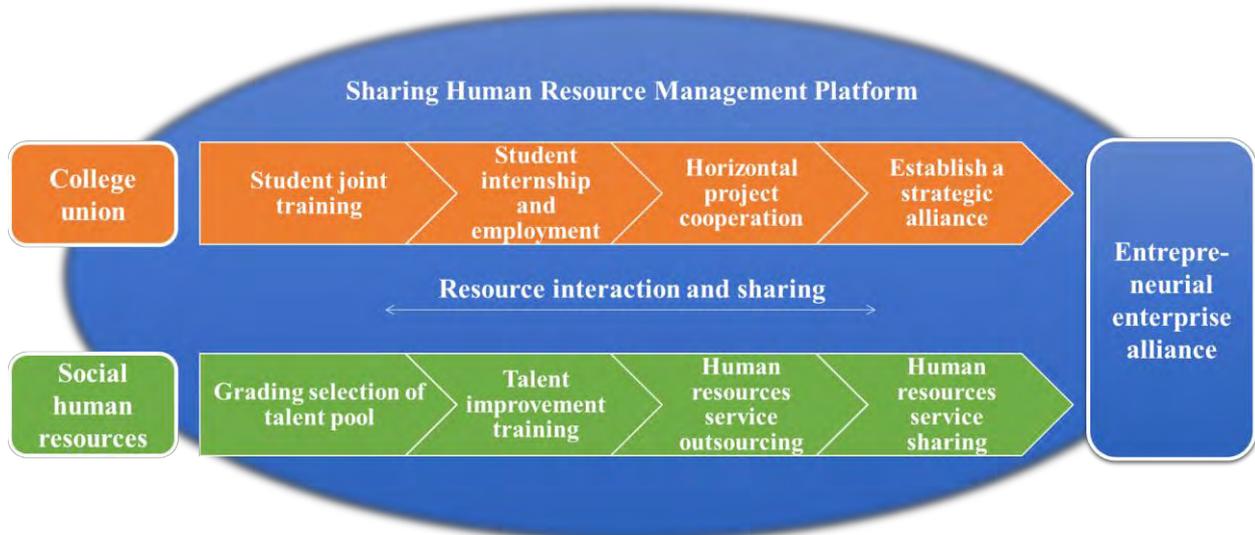


Figure 1. Sharing human resource management platform framework

Firstly, establish an education platform based on the combination of industries and colleges. Through the joint construction of laboratories, joint practice of innovation bases, project-based cooperation, establishment of strategic alliances, etc., the platform can combine classroom training and extracurricular activities, school teaching and the practice of off-campus, domestic teaching

resources and foreign teaching resources. Thus, it can extend the small classroom of classroom training to extra-curricular, off-campus and foreign.

Secondly, exploring integrated enterprise demand sharing platform. It's to meet the needs of talents for enterprises. The demand for specific talents of enterprises is irregular, small-volume, and characteristic. Only by extracting demand from the perspective of the industry or the enterprise group can we maximize the suitability between demand and talent.

Enterprises in different industries have different types and characteristics of talent demand. Enterprises in the same industry have different time and ability demand of talents. How to extract enterprise demand, decompose capacity indicators, distinguish capability, and form an initial initialized demand library is the key issue in building a sharing platform. This requires in-depth research on industries and enterprises, and targeted construction of talent demand platforms. Fig. 2 gives a glance of enterprise demand extraction model.

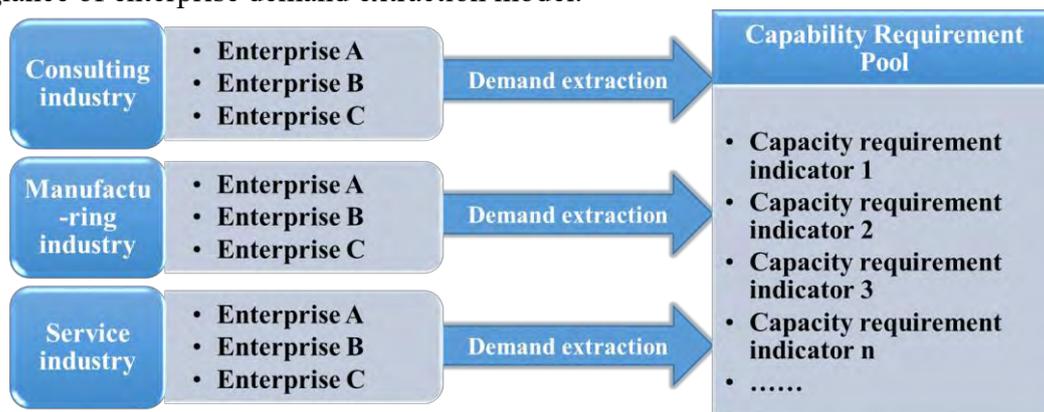


Figure 2. Enterprise demand extraction model

The multi-variety and small-volume talent needs of multiple enterprises are clustered according to the occupation of the required talents, and then integrated according to specific industries to form the intensive talent demand of the industrial cluster. Fig. 3 builds a talent demand platform based on entrepreneurial enterprise group.

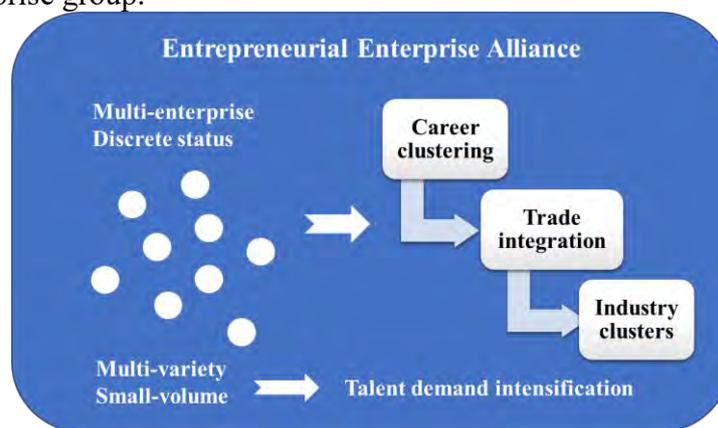


Figure 3. Talent demand platform based on entrepreneurial enterprise alliance

Thirdly, build a synergy sharing college union. On the basis of realizing enterprise collaboration, it is necessary to further realize the joint training of talents across the college, across departments, and across disciplines. Cross-school collaborative training mainly refers to the sharing of teaching resources such as teachers, courses, books, and information among universities [10]. For the intensive needs, matching the extracted competency indicators, students from all schools, departments, and majors participate independently according to their individual abilities and interests, and use the collaborative sharing platform to increase and strengthen the knowledge system to meet the requirements of the employer. Fig. 4 is the college union talent training model.

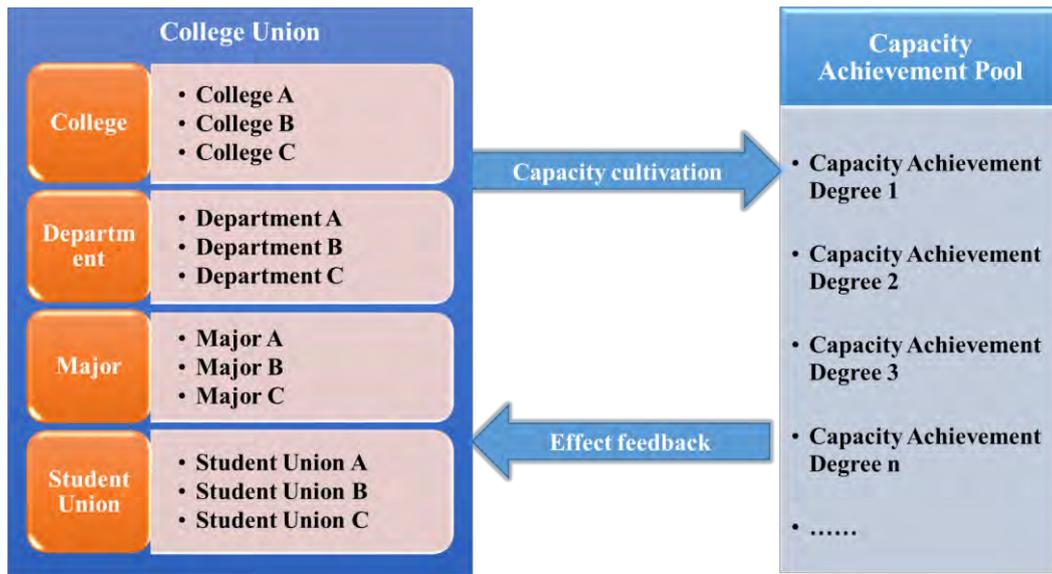


Figure 4. College union talent training model

The talents who meet the needs of the enterprise are jointly cultivated within the college union. The collaborative sharing platform based on the college union is constructed. The platform establishes various cross-school research centers, experimental centers, and teaching centers. It organizes teachers from different universities and different disciplines to break down the discipline barriers and form interdisciplinary subjects.

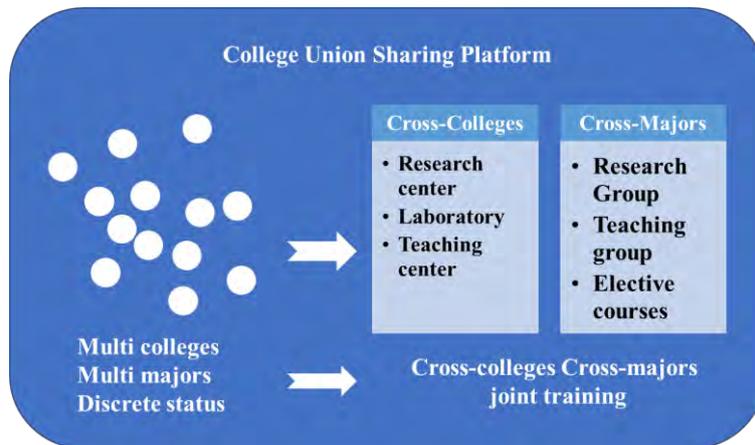


Figure 5. College union sharing platform construction plan

Finally, construction of a sharing human resource management platform for diversified entities. The application of innovative talents training is a systematic project, and the main body of training has diversified characteristics. The cultivation of innovative talents needs to establish a multi-agency, multi-sector, multi-unit collaborative innovation mechanism. Enterprises and schools each input their needs and resources to the sharing platform. At the same time, they also obtain information from the sharing platform. Fig. 6 is the sharing human resource management platform.

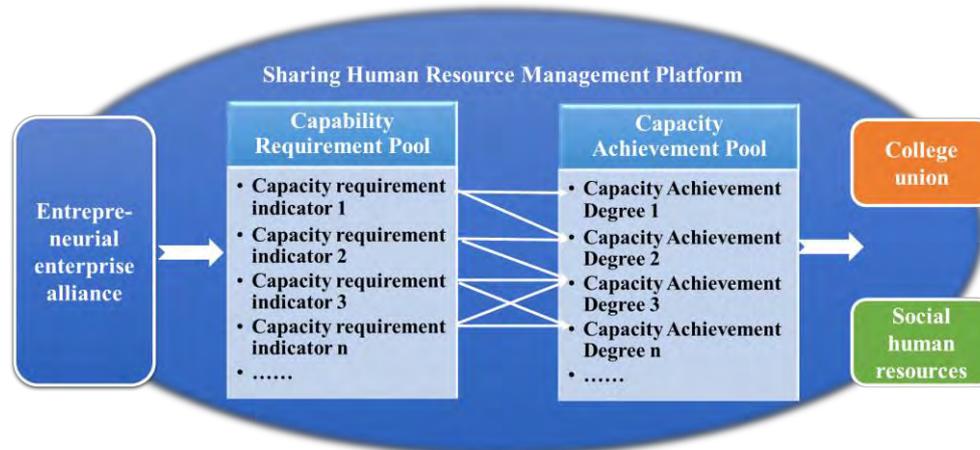


Figure 6. Sharing human resource management platform

Summary

Based on the Internet plus, this research is to realize the informationization of the sharing human resources platform of entrepreneurial enterprises. It establishes an efficient enterprise alliance based on enterprise groups, and builds an integrated college union to realize the cross-school talent training mode. At the same time, the integration of entrepreneurial enterprises, universities, social human resources and other multi-stakeholders will promote the sustainability of entrepreneurial enterprises.

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