

Multi-perspective Analysis and Research Prospect of the Development Motivation of Human Resource Management

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Abstract: In the daily operation and management of the enterprise, human resource management is the key work. The efficiency of human resource management work directly determines the reserve of talent, the talent performance of the enterprise, the sustainable development of the enterprise and has an important impact on the promotion of the economic benefit. Therefore, in the process of enterprise development, human resource management is also following the common development, and according to the needs of social and economic development of enterprises experienced several rounds of evolution, from the initial administrative role of the transition to the role of service transfer, and then in the new century evolved into a strategic partner role. The role of human resource management in the process of evolution has been affected by various driving factors, and the analysis and research of these development motives are the main ways to understand the evolution of human resource management role and give full play to its role. Therefore, in order to strengthen the understanding of the evolution of the role of human resources management, the author from the multi-perspective analysis of its evolution motivation and research.

Key words: human resource management; role evolution; multi-perspective analysis

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0 Introduction

In the background of economic globalization, the competition in the world economy is becoming fiercer. In the economic competition, the competition between knowledge and talent becomes the

most important thing in the modern economic competition. It can also be said that the essential attribute of economic competition is knowledge and talent competition, enterprises in order to achieve development, we must improve the economic competitiveness of enterprises, economic strength cannot be separated from the "talent", enterprise human resources management for the development of enterprises to transport high-quality, allround development of talent. Enterprise human resource management is mainly within the enterprise internal and external human resources for a reasonable allocation, management, to ensure that all sectors of the human needs to meet the needs of enterprise economic development. In the use of human resources, we should adhere to the "people-oriented" principle, attention to the role of business talent, according to the development of enterprise economy to promote the transformation of human resource management concepts, and promote enterprise human resource management.

1 Human Resources Management in the Enterprise Management and Development Status

Human resources management in the enterprise management and development, has a very important position ^[2]. Human resource management can help companies solve many problems. A good business, there will be a complete set of human resources management system.

(1) The core position in enterprise management

Each enterprise is composed of employees, and human resources management happens to be a reasonable allocation of these employees, give full play to the staff in the work of the initiative, proactivity and creativity. Human resources management can also cultivate excellent talents for enterprises, en-

hance the market competitiveness of enterprises in order to win in this highly competitive society. Only with a perfect human resources management system of enterprises, the enterprise can develop rapidly. In view of this, human resources management in the enterprise management and development occupies a very important position.

(2) Strategic position in the development of enterprises

Each enterprise's human resources management in different ways, which will lead to a gap between enterprises. A business must have their own enterprise human resources management system, otherwise the words will be eliminated by the market. A business must put human resources management in the strategic position of enterprise development, study human resources management profoundly to establish a set of suitable for their own human resources management which cannot follow other enterprises of human resources management copy, otherwise it will play counteraction. In view of this, human resources management in the management and development of enterprises occupy a strategic position, a business want to develop rapidly in the fierce market competition in an undefeated position, human resources management must be placed in a strategic position.

2 The Development of Enterprise Human Resources Management Role

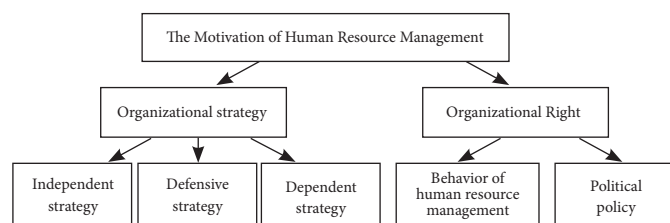
The development of human resource role is the new research content of enterprise development under the background of its economic globalization. Under different economic environment, the development of human resources role is different, such as to understand the development of human resource management role is conducive to improving the level of human resources management awareness, to clear positioning, to develop appropriate management system, improve the quality and level of human resources management. For the development of human resource management role changes, it can be seen as a key factor in the study of changes in business positions. The change of the role of "person" in the enterprise is also the reflection of the change of the position. The change of the function role in the enterprise is not static. In many enterprises, the human resource management role is in the temporary position, and to a certain extent, the temporary change will also change because of the needs of the human resources management department, the expectations of individual roles and the changes in certain conditions of interest. In order to promote the improvement of the level of human resource management and promote the development of the role, the enterprise can improve the accuracy of human resource management decision by observing

the factors influencing the development of human resource role from different angles according to the mechanism of human resource development and change.

3 The Motivation of Human Resource Management in Multi-Perspective

3.1 Active perspective

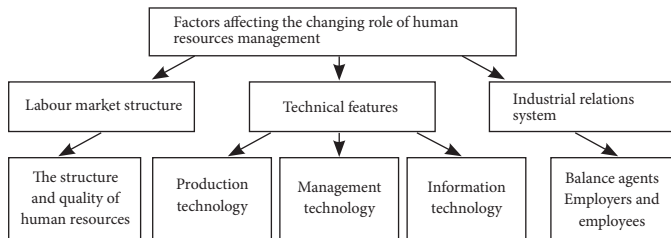
In the active perspective, the development of human resource management role is mainly reflected in two aspects. The first is organizational strategy. In the process of human resource management development, in order to better promote its development, and play the role of the role, we need to develop the appropriate organizational strategy. In developing a strategy, it is essential to choose a strategy that can promote the development of the role. Therefore, it is necessary to select the independent strategy, the dependent strategy or the defensive strategy according to the development needs of the role, and through the selection of these strategies, the development of the role can be carried out smoothly and make it in the enterprise management and management In a favorable position. The second aspect is the organizational right, which is mainly embodied in the decision-making of political strategy and the development of management behavior. In the process, management and management personnel need to determine the value of human resource management role based on the information they have, and avoid the problem of ambiguity and conflict of roles, and give full play to the role value.



3.2 Passive Perspective

Human resources market and industrial relations. Through the product market supply and demand, to determine the development prospects of enterprises and industries. In the product market, if the oversupply, the enterprise produced products may be poor sales of the phenomenon. Which is difficult to obtain the economic benefits of product sales, business production will be due to poor sales and be seriously affected, and thus will affect the enthusiasm of the production staff. If the supply is less than the demand, in the case of product quality is guaranteed, companies can rely on good product sales to obtain better economic benefits. However, there is a strategic partner role in the management role of human resources. This requires the combination

of the actual situation of enterprises, as well as external environmental factors, and according to the planning of enterprises, give full play to the role of the role, to develop a solution to the challenges of the strategy, as well as in the development process strategy. However, these tasks must be carried out under the prerequisite of product market relations. Therefore, the product market relationship has an important impact on the development of the role.



From the technical aspects of the impact. For enterprises, if in a certain area to master the advanced technology, which is bound to make the product worth up, to bring huge economic returns to the enterprise, employees will be profitable. If the enterprise to make the human resources management model is more sound, but also need sufficient funds as support. In human resource management, the role of management experts requires adequate funding. In terms of management itself, the theory is strong, but not by theory can do well. In addition to receiving specialized skills training, but also need a wealth of experience and advanced concepts in order to promote enterprise development. It can be seen that the economic benefits of technology play a very important role in supporting the role of human resources management.

3.3 Under the common evolution perspective

The evolution of the role of human resources management from a comprehensive perspective, the role of change, the development of the dynamic process of performance.

Environmental impact. The uncertainty of the environment leads to the temporary characteristics of the human resource management of the enterprise. With the change of the market economy, the human resource management structure will change. In the process of enterprise development, the function of force resource management gradually changes from mechanical to organic, from centralized to decentralized mode, from integration to business outsourcing model. The role of human resources management changes, the business of enterprises, human resource managers will re-distribution of the role of the enterprise in the development process, the market variables will also affect the management of business managers. Enterprises in order to achieve development, it is necessary to improve the overall quality of business managers, but also to

establish a clear enterprise development organization requirements.

The influence of organizational culture. To clarify the role of human resources management changes, it is necessary to understand the organizational culture of the enterprise. The organizational culture of enterprises is influenced by human resource management ability and atmosphere. The social capital of human resource management department influences the structure of human resource management function, which will affect the development of human resource management role. Organizational value structure directly affects the design of human resource management functions. Organizational culture affects the development of human resource management roles, such as the relationship between human resource managers and business managers, and the status of human resource management departments in the organization network. The impact of the staff on the degree of acceptance of human resources management changes, organizational changes in cultural relations will lead to changes in the role, so the senior management support and carry out the atmosphere of human resource management work on the role of positioning and adjustment has a significant impact, so enterprises should do a good job in organizational culture construction.

4 Prospects for the Development of Human Resource Management Roles

4.1 Development trend

First, the role of specific. Nowadays, the scale of enterprise development is getting bigger and bigger, enterprises must strengthen the integration of resources, improve their own in the fierce market competition in the dominant position, and thus to ensure their own sustainable development. In this situation, the importance of human resources management in the enterprise will continue to improve, and the number of managers will continue to increase. In order to better manage the management and management personnel, give full play to the role of management functions, the role of the need to be specific, specific departments play a specific role, specific personnel to assume specific functions, to solve the problem of ambiguity and conflict.

Second, management information. In the context of information age, the realization of human capital management information has become an inevitable trend of development. At present, many companies have begun to try to use computer network and information technology in human resource management, but its application effect is limited. The application of information technology, the liberation of manpower, reduce the cost of human labor costs,

but also improve the rigor and normative work, and better play the role of human resources management. Because, in the near future, management information will be universal, become a necessary role in the management of the transition process.

4.2 Development Strategy

1) To evaluate the management effect

In the case of formal or informal staff in the human resources management department, there is a lot of uncertainty factors. In this case, we must study the social resources of human resource management in order to promote the development of human resource management role. From the above discussion, we can find that different motivations are different for the development of human resource management roles. Most companies have chosen the effect of different motivations through organizational performance evaluation. However, it is proved that this method cannot to the role of promoting its development, in fact, enterprises can analyze the role of human resources management compatibility, composition and weight distribution of the balance of its evaluation, but the current application of the above factors have not been greatly developed, so, enterprises should actively study and test the impact of the above factors, from different perspectives on the development of human resources management role for enterprises to play the value and role.

2) Improve the communication channels

The successful completion of a project requires the coordination and cooperation of the project team members, only the team members to communicate with each other in order to be able to work better cooperation in order to have a tacit understanding. Project team members are from different departments, so it will inevitably be some strange, the team members are not very understanding between. So perfect communication channels is extremely important, managers in the management of the time to do people-oriented, to avoid the strict hierarchy so that employees feel the relationship between the alienation, so that each employee has an intersection between the formation of a network of relationships, form an equal, democratic relationship. Usually, the project management staff can also be through some activities to enhance the understanding between team members, to cultivate our team spirit.

3) To enhance the ownership of the project members

The sense of belonging is also a sense of identity, recognition of corporate culture, identity management and business management model, etc., only employees agree with the enterprise, will long-term work in the enterprise, will be more proactive to carry out their own work, company thing as oneself thing. The sense of belonging is not formed overnight, but after a period of contact will have some, the project's human resources management is not only the people into the company, as a project of an employee so simple, but also want to method to allow employees to recognize the project, actively participate in the project, the project "master", so that the overall goal of the staff and the project objectives can be formed in line. In order to achieve this purpose, human resources management usually adopts some salary incentive policies, or the project profit sharing, or in the form of equity distribution to give employees the corresponding shares, to enhance the sense of belonging of employees. Through these ways to greatly cohesion, to avoid the end of the project in the end of the situation of people lax.

To sum up, with the continuous development of social economy, human resources management in the business management and management of the importance of more and more obvious, so in order to better play the role of human resources management functions, we need to strengthen its Management role development research, clear its development characteristics, and then solve the current role of enterprise human resources management role in the development of fuzzy and conflict management role, from the fundamental to improve the core competitiveness of enterprises to promote sustainable development of enterprises.

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