The Optimization Strategy of Human Resource Value in the Background of Digital Intelligence

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Abstract: Digital technologies are transforming the way business functions operate, and this also applies to the human resource management (HRM) function. In the context of digital intelligence, enterprises can optimize the allocation of human resources and enhance employee value and organizational performance through informationization, intelligence, and data. On the basis of analyzing the characteristics of human resource management in the context of digital intelligence, this paper proposes strategies to enhance the value of human resources, including promoting the transformation and upgrading of management models, enhancing human resource governance capabilities, and consolidating the foundation for high-quality development, as well as developing application collaboration, combining design with specialization, integrating performance orientation, building a closed loop of management with planning as the traction, and integrating specific methods such as "gathering and rational use" to provide a reference for enterprises to maximize the value of human resources in the era of digital economy.

Keywords: Digital intelligence; Human resources; Value optimization; Management strategy

1. Introduction

Firms who are affected by globalization and the strict conditions of competition agreed about the importance of human being to be affective and to get ready for the future. Because of that companies started to attach importance to talent and management of talent to get a competitive advantage [1]. Especially driven by the digital economy and the wave of information technology, digital intelligence technology is profoundly reshaping the management model, business processes and decision-making mechanisms of enterprises. As one of the core functions of an enterprise, human resource management (HRM) is also facing the challenge of transforming from traditional experience management to data-driven and intelligent management. Through the research on the optimization strategy of human resource value in the context of digital intelligence, it can provide enterprises with a scientific talent allocation, performance improvement and organizational development path.

2. The importance of enhancing the value of human resources in the context of digital intelligence

2.1. Promoting the transformation and upgrading of management models

In the context of digital intelligence, the traditional human resource management model can no longer adapt to the organizational needs of heterogeneous information, complex decision-making, and rapidly changing strategic response; on the contrary, the data-driven intelligent management framework has become the mainstream of new theory and practice. Digital intelligence is not only the system integration at the technical level, but also the reconstruction of organizational knowledge, management cognition and process logic. It uses big data analysis, artificial intelligence, cloud platforms, and other means to embed decentralized HR business links into a unified data ecology, so that key tasks such as talent acquisition, talent training, and performance evaluation evolve from empirical operations to scientific reasoning and predictive judgment.

2.2. Enhancing human resource governance capabilities

Human resource governance ability refers to the standardization, transparency and strategic management ability of an enterprise in the whole process of the talent life cycle within the organization [2]. It includes multi-level dimensions such as system design, process optimization, risk supervision, and value orientation. Driven by the wave of digital intelligence, data is no longer a simple auxiliary information, but has become the core production factor of the governance system, which has enabled HR governance to get rid of the limitations of the previous "manual experience + document system" and move towards a new paradigm based on data standards, traceable processes, and intelligent rules. Paradigm. The digital intelligence platform can realize real-time monitoring and intelligent early warning of governance indicators such as talent inventory, job supply and demand dynamics, and performance feedback, so that governance no longer relies on static evaluation and post-mortem correction, but relies on real-time feedback and forward-looking analysis, so that the organization has a higher adaptability in the face of external shocks and internal changes.

2.3. Strengthening the foundation for high-quality development

High-quality development has become an important goal for contemporary enterprises to pursue sustainable competitive advantage [3]. As a decisive resource, human capital's value creation depends not only on quantity, but also on capacity structure, knowledge reserves, and innovation potential. In the context of digital intelligence, human resource management is no longer just a back-office function that supports business operations, but has become the core driving force carrying corporate strategic transformation, organizational innovation, and sustainable growth. Through digital intelligence technology, enterprises can build a more comprehensive portrait of their capabilities, identify key talents and high-potential employees, and achieve a high degree of matching between the company's strategic intentions and the talent development path. The data-driven training system, performance prediction model, dynamic talent pool and intelligent matching mechanism not only improve the efficiency of talent growth, but also optimize the construction of talent echelon and knowledge inheritance mechanism.

3. Optimization strategies for human resource value in the context of digital intelligence

3.1. Development and application collaboration to support system restructuring

The so-called integrated development and application design not only requires the technical system to be able to

carry the front-end business functions, but also to build highly modular and configurable functional components and development tools at the back-end, so that the system can be dynamically adjusted and iterated according to actual needs[4].In the early stage of system architecture design, enterprises should comprehensively map the key business scenarios of the whole life cycle of human resource management and define standardized "common functional modules", including but not limited to data entry, approval process, authority verification, and business logic calibration. Through the abstraction and modular encapsulation of these common functions, they become the "basic components" of the system, and various business requirements can be combined and built like building blocks.

At the same time, the construction of back-end development tools is also essential. It is not only a support platform for the realization of system functions, but also must have flexible configuration capabilities, including form design, menu configuration, process design, and business rule setting. Enterprises should adopt a development strategy based on visual configuration tools to enable HR managers to adjust business logic or optimize processes promptly according to organizational changes without the need for complex code development [5]. In addition, to ensure the landing of collaborative effects, enterprises should establish a cross-departmental development and application collaboration mechanism, so that HR business experts, IT developers and business leaders can participate in the definition and iterative optimization of system requirements, through the whole process of communication and feedback, so that the platform truly becomes the execution engine for the landing of business strategies, thereby supporting the systematic improvement of human resource governance capabilities.

3.2. Design of the combination of general and special strengthens the management efficiency

In the context of digital intelligence, the design of human resource systems must take into account versatility and personalized needs in order to comprehensively improve management effectiveness [6]. The universal design is reflected in the system's standardized integration of data structure, business processes, and interface logic, which completely decouples data from business logic, so as to provide consistent basic service capabilities for different organizational units and business scenarios.

However, generalization alone cannot meet the personalized operation needs of enterprises in specific business scenarios. Therefore, the system design must be based on modularity, allowing business units to be configured or even reconstructed according to their own characteristics. For example, through visual report design tools, HR leaders can customize performance analysis reports according to the KPI requirements of different positions or business lines without the intervention of system developers; based on the multi-dimensional authorization mechanism, system administrators can set the scope of authority for different roles (such as business leaders, HRBP, etc.), from menu access to data operations can be flexibly controlled to ensure that security and business autonomy are balanced.

Enterprises should realize the deep integration of general services and business customization through the establishment of a "capability center" strategic layer. For example, in the construction of a performance system, the general performance module provides a basic scoring engine, while the business unit can inject specific performance indicators, weight systems and evaluation rules on this basis to adapt to the value creation methods of different businesses.

3.3. Integration of performance orientation to stimulate value creation

Performance management should not only be used as an evaluation tool, but should be integrated into the core

of digital intelligent system design to guide organizational thinking from "task execution" to "value creation". In practice, enterprises should take performance culture as the main line of system design, and incorporate the decomposition of performance goals, process tracking, result feedback and result use into the system closed-loop management framework [7].

In the performance goal setting stage, the organization can achieve the alignment of performance indicators with corporate strategic goals through the system platform, and refine the organizational strategy into departmental goals, job responsibilities, and personal performance indicators through intelligent analysis tools, so that the work tasks of each employee are closely related to the overall strategy of the organization. The control of the performance process requires the use of a digital intelligent system to collect and dynamically monitor performance data in real time. Through the construction of an "early warning mechanism" threshold, when the performance indicators deviate from the preset goals, the system can automatically push reminders and diagnostic recommendations to assist managers in adjusting resource investment and implementation strategies on time.

The performance feedback mechanism in the system is also an important part of strengthening performance orientation. It requires the system to have a multi-dimensional evaluation and communication mechanism, which not only includes the evaluation of subordinates by superiors, but also covers the dimensions of peer feedback, subordinate feedback, and self-evaluation, so as to achieve a 360-degree performance view, so that performance evaluation can more comprehensively and truthfully reflect employee behavior and contributions. At the same time, in order to promote the use of performance results, the rules for linking performance to salary should be set in advance in the compensation management module, so that the performance results can be automatically connected to the salary calculation logic, and the rigid realization of performance results can be realized.

3.4. Plan-driven closed-loop management

Building a closed-loop management mechanism with planning as the core is an important path to realizing the optimization of digital and intelligent human resources [8]. The core elements of the closed-loop management include four links: plan formulation, implementation tracking, evaluation feedback, and improvement and optimization.

In the planning stage, the organization should formulate annual or quarterly human resources strategic plans in advance through the system platform, including talent development plans, job allocation plans, training plans, etc., and use system tools to break down these plans into departments and individuals to provide a clear road map for follow-up implementation.

In the execution tracking stage, the system should have the ability to monitor the progress of tasks in real time, so that HR managers and business executives can grasp the advancement of performance goals in real time through kanban views or progress reports, and find execution deviations in time.

In the evaluation and feedback stage, enterprises should rely on the digital intelligence platform to realize the quantitative evaluation of the implementation effect of the plan, and automatically generate statistical reports and analysis models through the system, so that competent management can clearly judge the effectiveness and efficiency level of the plan implementation. At the same time, a feedback mechanism should be set up to allow the executive layer to give timely feedback on the problems encountered and suggestions for improvement.

In the improvement and optimization stage, organizations can use the accumulated big data analysis results to scientifically diagnose problems such as insufficient performance, unreasonable resource allocation, and process bottlenecks, and quickly adjust the plan content and execution logic through the system to form a data-driven continuous improvement mechanism.

3.5. Integrating "life, gathering, reasoning and application" to enhance the value of human resources

In the digital intelligent management system of human resources, practicing the concept of "gathering and rational use" is the fundamental path to realize value enhancement [9], that is, from the four stages of talent generation, talent aggregation, talent governance, to the effective use of talents, a thorough mechanism is formed.

In the talent generation stage, enterprises should build a refined recruitment and onboarding system, use a digital intelligence platform to conduct predictive analysis of talent needs, formulate scientific recruitment plans through historical performance, job skill labels, and market talent supply and demand data analysis, and introduce intelligent screening and matching tools to improve recruitment accuracy and ensure the consistency of talent structure and organizational strategic needs.

In the stage of talent aggregation, enterprises must optimize the talent training and development mechanism through a systematic ability portrait and training path planning system, so that employees can obtain growth opportunities that meet their personal development and organizational needs after entering the job.

In the governance stage, the whole life cycle tracking of employee behavior, performance and potential should be carried out through the digital intelligence platform, a scientific risk identification and early warning mechanism should be established, and the risk of brain drain and ability shortcomings should be discovered promptly, and intervention and adjustment should be carried out through systems or training tools.

In the stage of talent use, it is emphasized to closely integrate talent allocation with business results, and evaluate talent performance, skill level and business results through intelligent analysis tools, to provide a decision-making basis for talent promotion, job rotation and team optimization, to achieve the optimal allocation of talent resources.

4. Conclusion

Digital intelligence has brought unprecedented opportunities and challenges to enterprise human resource management [10]. By promoting the upgrading of the management model, improving governance capabilities, and optimizing the talent structure, enterprises can realize the continuous improvement of the value of human resources. At the same time, the development of strategies such as application collaboration, integration of general expertise, performance orientation, planning traction, and "gathering and rational use" provides a feasible path for enterprises to build an efficient, intelligent, and sustainable human resource system in the digital age.

Disclosure statement

The author declares no conflict of interest.

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