

# The Impact of Human Resource Management on Improving the Economic Benefits of Enterprises

## -- Taking an Electronic Company as an Example

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### Abstract

With the continuous optimization of market economic conditions, the actors in the market economy continue to increase, and the competition between enterprises has become more intense. Under such an environment, enterprises will pay great attention to the construction of their own human resource management system. This is daily The smooth development of business is an important node for shaping the competitiveness of the enterprise itself. Starting from this perspective, this article first summarizes the relationship between human resource management and corporate economic benefits, and then combines corresponding corporate cases to discuss human resource management strategies based on the goal of corporate economic efficiency improvement, hoping that this can make corporate human resource management work The value is enhanced.

### Keywords

Human Resource Management; Enterprise Economic Benefit; Enterprise Value.

## 1. Introduction

For an enterprise, its operation is based on human resources. How to effectively exert the effectiveness of limited human resources and stimulate the potential of human resources is a question that every enterprise must think about in the process of human resource management. From this perspective, it is necessary to correctly examine the relationship between corporate human resource management and corporate economic benefits.

## 2. The Relationship between Human Resource Management and Enterprise Economic Benefits

### 2.1. Concept of Human Resource Management

Human resource management is a combination of a series of management measures taken within the enterprise for human resources with the goal of economic benefits. For an enterprise, it will conduct research and judgment on its own actual situation, and then enter the state of human resource strategic planning, human resource reserve, human resource education and training, human resource performance evaluation, etc., relying on these measures to enable human resources to be well in the development of the enterprise Give full play to efficiency and ensure that the results of human wisdom and action practice can be in a consistent state, so that the company can improve the efficiency of human resources utilization to an ideal level, and the economic benefits of the company will therefore be improved.

### 2.2. Connotation of Enterprise Economic Benefits

The economic benefit of an enterprise refers to the economic benefit of an enterprise after it has carried out various businesses. It is the proportional relationship between the total

economic value of production and the cost. It is the starting point and end point of all activities of the enterprise. The development of an enterprise is both good and bad. Rely on economic benefits to reflect.

### **2.3. The Relationship between Human Resource Management and Enterprise Economic Benefits**

Combining the above connotation, the relationship between the two can be defined as: First, human resource management serves the economic benefits of the enterprise, that is to say, the ultimate goal of human resource management is to achieve the improvement of the economic benefits of the enterprise. In the process of corporate human resource management planning, we must know how to weigh from the perspective of corporate economic benefits. Especially in the context of economic globalization, market competition has intensified. Enterprises cannot only rely on technological equipment or production lines to improve economic efficiency. They also need to pay attention to the optimal allocation of human resources and give full play to the effectiveness of talents, so as to ensure that enterprises enter the market. A more ideal development pattern. Second, human resource management will have an impact on the economic benefits of an enterprise. In critical links, the impact will be even greater. If the human resources management system is not sound, and there is no internal atmosphere of respect for talents and innovation, the core talents of the company are likely to be lost. If these human resources re-enter the rival company, it can make the company compete in the market. At a disadvantage. From this perspective, the development of human resource management will indeed have an impact on the economic benefits of enterprises.

## **3. Analysis of the Influence of Human Resource Management on Improving the Economic Benefits of Enterprises**

### **3.1. Enterprise Case**

#### **3.1.1. Enterprise Overview**

Taking a group company as the research object, discuss the impact of human resource management on corporate benefits. The corporate headquarters is set in Huizhou City, Guangdong Province. It is an electronic and electrical manufacturing company. Founded in 1981, it is one of the important global-scale consumer electronics enterprise groups. It has multimedia technology companies, communication technology companies, and electronics companies. Many listed companies are also involved in the real estate industry, investment industry, and logistics service industry. Taking the 2013 financial report data as an example, operating income reached 85.324 billion yuan, a year-on-year increase of 22.86%, and net profit was 2.885 billion yuan, a year-on-year increase of 126.66%.

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#### **3.1.2. The Status Quo of Human Resources**

The company's human resources situation: as of the end of 2020, the group has 73,809 employees and 1,424 overseas employees. In terms of categories, there are 10860 sales staff, 9997 production staff, and 1511 financial-related staff. From the perspective of academic

qualifications, the number of doctors is 48, the number of undergraduates is 14,034, the number of juniors is 7,556, and the number of people below junior college is 8,328. The number of people who resigned during the year was 124, all of whom were included in the social security system in accordance with national regulations and enjoyed retirement benefits. The company's human resource management situation is as follows: In the talent training link, the group's expenditure on human resource training is 70042 yuan, and the group has formed its own talent training and construction system, which is related to the company's high attention to employee growth. In the process of talent training, the company always regards the young eagle, the fine eagle and the eagle as a gradient training plan [1]. In the talent incentive link, the salary of the group's employees is increasing every year, and the optimization of the employee management system is realized on this mechanism. The company's investment in employees is in a state of continuous growth. Taking the 2020 data as an example, the combination of salary section, bonus section, close proximity section and subsidy section has exceeded 5 million. In the section of human capital management, the group pays attention to the use of multimedia to import and promote the performance management system for all employees, which means that CTS is cleverly integrated into employee performance management, and employee performance and organizational performance are properly integrated. An important measure of employee compensation and training, so that the company and employees can enter a state of collaborative growth. Then the group multimedia also cleverly integrated the GGS global rank system within the whole group. The rank system of subordinate enterprises is progressing in a unified direction, and the horizontal comparison of human resources has a solid foundation [2].

### **3.1.3. The Relationship between Human Resource Management and Corporate Benefits**

The relationship between human resources salary and corporate performance indicators. Obtain employee salary information, employee training information, and corporate technical personnel information, and on this basis, discuss the relationship between corporate efficiency and human resource management. The number of employees of the group has been increasing in recent years, and employee salaries have also increased. The data in 2013 was 2.21 million yuan, and it has increased to 5.8 million yuan in 2020. The growth rate during 2017-2019 is relatively large. In this process The rate of return on equity in China has also increased significantly. In the context of increasing employee salaries, the value created by employees is also increasing, and the value created by the company has surged, so that the company can also make greater investment in employee treatment.

The relationship between enterprise technical human resources and enterprise benefits. For group companies, in their development process, the quality of innovation depends on the R&D team, because the talents in this section are constantly changing blood, and the patent data information is constantly refreshing. As of the end of 2020, the group has applied for 848 patents, and invention patents accounted for more than 70%. The cumulative number of patent applications reached 8141, and invention patents accounted for 54%. Since 2014, the company has paid great attention to the expansion of its technical team, and the proportion of technical personnel is also increasing. From the perspective of the proportion of technical personnel, it is in a consistent state with the return on net assets of the company. In other words, there is a positive correlation between the human capital of enterprise technical personnel and enterprise benefits. The higher the proportion of technical personnel, the company's performance level will continue to rise. This means that the talent selection mechanism, talent training mechanism, and talent reserve mechanism that the company has always implemented are effective. However, from the perspective of the development of the company, more continuous investment should be made in this area to ensure that it can meet The demands of the future development of the enterprise.

The relationship between corporate employee training expenditures and corporate benefits. From a certain perspective, the growth of employees is the growth of an enterprise. In the

process of development, an enterprise will take measures to build a good growth environment, and the investment in employee training is one of the important links. For this enterprise, training funding is in a state of continuous growth, and corporate efficiency is constantly improving. The training cost in 2012 reached 74,486 yuan, and it was also at a high level in 2013. After two consecutive years of investment, the company's benefits have also increased, which means that employee training can make the company's benefits more ideal. The direction of progress [3].

### **3.2. Problems in Human Resource Management from the Perspective of Enterprise Economic Efficiency Improvement**

Based on the above practical discussion on the relationship between the economic benefits of an enterprise and human resource management, the work of multiple dimensions of the enterprise's human resource management is summarized, and the existing problems are concentrated in:

#### **3.2.1. The Talent Reserve Consciousness is not Strong, and the Human Resource Management is not Consistent with the Corporate Strategy**

In practical research, it is found that the company's talent absorption is mostly based on the current lack of human resources, and seldom thinks from the perspective of the company's long-term strategy. For example, the electric power company regards internationalization as an important development goal, which means that in the future, the company needs more talents with international application quality and strong management capabilities, and the human resource reserve work in this area has not been effectively carried out. . Moreover, in the process of attracting human resources, there is no practical consideration from the multiple dimensions of benefits, benefits, and corporate environment, and it is difficult to consider the needs of talents. That is to say, the corresponding Eagle plan needs to be further refined, so that each Types of human resources can continue to flood into the enterprise.

#### **3.2.2. Poor Awareness of Optimizing the Working Environment of Talents, and Difficulty in Exerting the Effectiveness of Human Resource Management**

A survey on the working environment and atmosphere of the company found that the company's investment in this area is not very sufficient. Compared with the optimization of the working environment of other companies of the same type, the gap will continue to show up. Whether it is the daily management of the enterprise or the important decision-making of the enterprise, it is rare to uphold the principle of democracy to listen to the opinions of the employees of the enterprise. As a result, the sense of belonging of the enterprise is relatively poor, and the centripetal force of the enterprise will be negatively affected to a large extent. Influence. In addition, in the process of actual talent management, corporate managers will use more rigid system management methods. Although this is not wrong, in the actual implementation process, the demands of corporate employees are rarely considered. Some special circumstances are not considered, which leads to a very tense relationship between corporate management and employees, and it is difficult to build a harmonious interpersonal network within the company, which will naturally affect the economic benefits of the company.

#### **3.2.3. The Awareness of Human Value Assessment is Relatively Poor, and the Dynamic Mechanism has not been Established**

Many employees of this company have been engaged in a single job in the corresponding position since they entered the post, and there has not been much change. Even for some people who are interested in being promoted or transferred to management positions, the company has not taken practical measures to evaluate , And then help them find new job roles within the company. In other words, the company rarely conducts a comprehensive evaluation of the skills, experience, and quality of its employees, and most of them examine the value of human

resources from a single perspective, which will affect the enthusiasm of employees, and it is easy to lose employees over time.

#### **3.2.4. The Brain Drain is Serious, and the Talent Retention System is not Effective**

Judging from the average level of the industry, the company's brain drain rate is at a relatively high level. Both basic-level employees and middle-level managers are at different levels of loss. Such problems also reflect the company's human resources Defects in resource management. In the process of interacting with employees, it was discovered that the company did not establish a talent retention system. If an employee in a certain position proposes to resign, the company invests little in retention, most of which are carried out in accordance with the resignation procedure, and rarely communicate and communicate with employees. Interaction, so that many employees think that they are not respected by the company, and then a large area of resignation occurs.

#### **3.2.5. Weak Awareness of Management Performance Indicators, and it is Difficult to Link Management and Benefits**

From the perspective of the current business development of the company, the company has put forward corresponding performance indicators for some managers or department heads, but they have not been refined to each position. In this way, employees in different positions may not know the basis of the performance indicators. Participating in the work, there is no corresponding post responsibility system, so that the development of each job is difficult to correlate with the actual corporate benefits, and it is difficult for employees to establish their own benefit awareness, which will also have a negative impact on the improvement of corporate benefits.

### **3.3. Human Resource Management Strategies from the Perspective of Corporate Economic Efficiency Improvement**

Combining the above cases, it can be seen that there is a close relationship between human capital development and the actual economic benefits of the enterprise. The relationship between the two should be treated correctly, and corresponding human resource management strategies should be practically adopted. In detail, we need to focus on:

#### **3.3.1. Establish a Comprehensive Strategic Plan for Absorbing Talents**

Establish a sound strategic plan for absorbing talents. In the process of enterprise development and growth, the demand for talents will continue to increase. Especially for international enterprises, it is necessary to pay more attention to the absorption of international management talents, relying on the optimization of salary and benefits and the corporate environment to ensure that they can attract more Talents. The company needs to attach great importance to the deployment and implementation of the Eagle Plan, and on this basis, pay attention to the needs of various types of talents in the development of the company, start from different types of perspectives, and refine the talent introduction plan. Relying on the above measures can make the enterprise's talent training system develop in a more sound direction, and it can also make the enterprise's long-term planning better deployed and implemented. In the process of analyzing the overall development trend of the enterprise, the human capital structure of the enterprise will be continuously optimized, the number of employees will be continuously adjusted, and employees in various departments can better exert their own effectiveness. That is to say, for the company, it is necessary to attach great importance to the generation of long-term and targeted talent introduction plans and training plans, to think about this issue from the perspective of long-term development of the company, and to structure this mechanism from the perspective of corporate development strategy.

### **3.3.2. Pay Attention to the Construction of a Harmonious Working Environment and Corporate Atmosphere**

Pay attention to the structure of a harmonious corporate environment and create a good working environment. For corporate employees, they are the main body of action that creates benefits. The company must pay attention to the demands of employees. In the process of enterprise development, they must know how to pay attention to the demands of enterprise employees, let them participate in the management of the enterprise, and listen to them. Adopting flexible management methods for opinions and suggestions enables companies to better understand the relationship between themselves and the company. With the increase in the proportion of young and high-quality talents, companies need a harmonious corporate environment, so that more talents can be attracted, internal collaboration mechanisms can be structured, and every employee of the company can do it from the perspective of corporate efficiency. Do your own job well. In this process, it is also necessary to form a complete incentive mechanism to ensure that the benefits created by employees can get good salaries and benefits, and to combine the characteristics of the positions to reasonably set talent retention and absorption policies.

### **3.3.3. Realize the Construction of Human Resources Dynamic Management Plan**

Pay attention to the generation of human resources dynamic management plan [4]. In the process of realizing enterprise human resource allocation, it is necessary to conduct comprehensive research and analysis on the knowledge dimension, skill dimension and ability dimension of talents, give them more suitable positions, and then dynamically consider the corresponding conditions and factors, and make appropriate adjustments. , In this way, human resource management enters a dynamic pattern, and then better exerts personnel efficiency. Of course, to maintain this dynamic mechanism, it is necessary to ensure that the human resource management department can quickly understand the growth and skill development of the employees, conduct regular evaluations, generate corresponding evaluation reports, and make reasonable adjustments in accordance with the actual evaluation reports. And improvement [5].

### **3.3.4. Establish a Human Resource Loss Management Mechanism**

Pay attention to formulating management strategies to reduce the rate of brain drain. For an enterprise, it is necessary to know how to control the brain drain rate reasonably, which is an important link to ensure the stability of daily business and the stability of the human resources team. In this process, it is necessary to adhere to the principle of human resources as the center, handle the relationship between employee development and enterprise development, and handle the relationship between external and internal mobility, so that the actual brain drain phenomenon can be well controlled And management [6].

### **3.3.5. Pay Attention to the Refinement of the Management Performance Indicator System**

Pay attention to the construction of management performance indicator system. In this process, companies need to set performance indicators for each position, which can be weighed by multiple factors. Therefore, when evaluating, it also needs to analyze from multiple dimensions, so that corresponding performance indicators can be generated [7]. The generation of key indicators on this basis will lay a good foundation for subsequent human resource management. In addition, the key performance indicators are practically used in daily management, and a reasonable cycle is selected, so as to ensure that employees can realize the value of key performance indicators for their own development, and then quickly integrate them into it. Relying on the above-mentioned measures, the human resource management measures are related to the economic benefits of the enterprise. Both for enterprise managers and employees, the relationship between the two can be viewed from a correct perspective. Relationship, and

then build a more ideal human resource management environment and atmosphere, these will guide the enterprise to develop and progress in a more ideal direction [8].

#### 4. Conclusion

In summary, as an important part of the enterprise management system, human resource management has obvious utility in improving the economic efficiency of the enterprise. The investment in human resource management, the rationality and scientificity of the human resource management system, the human resources The optimization of management methods may have an indirect impact on the economic benefits of the enterprise. At this time, it is required to examine the relationship between the two from a correct perspective, and then think about human resource management from the perspective of improving the economic efficiency of the enterprise. , To take a correct view of the problems existing in the process of human resource management, to ensure that the measures in this area can be guided to develop in a more diversified direction, so that the resonance effect of the two can be comprehensively improved. In this process, it is necessary to understand the long-term demands of improving the economic efficiency of the enterprise, reasonably set the long-term plan of human resources management, optimize the allocation of human resources, and ensure that the potential of human resources can be better utilized. Naturally, a more ideal economy can be created. benefit.

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