

Innovation and Development Trend Analysis of Enterprise Human Resource Management in the New Economic Era

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Abstract

The new economic era represents a brand-new economic development model, which is different from the traditional concept of economic operation and is a symbolic product of the information revolution and the development of commercial globalization. Under the guidance of the new economic era, enterprises also need to explore a management model that is more suitable and more in line with the development of the current era. The innovation and development of human resource management capabilities need to be synchronized with the times. The innovation of the internal human resource management model of the enterprise determines the development power and development potential of the enterprise, and also determines the ability of the sustainable development of the enterprise in the future. Therefore, we need to pay attention to the great changes and external influences brought about by the new economic era, improve the value concept and overall understanding of the enterprise, and integrate into the development environment of the new era in a fundamental sense, reverse the thinking of human resource management, and innovate new human resources. Management mode, study the trend of innovation and development of enterprises in human resource management under the background of the new economic era.

Keywords

New Economic Era; Enterprise Development; Human Resource Management; Innovation; Trend.

1. Introduction

The biggest feature of the new economic era is that it is different from the traditional economic operation mode. It provides a new method and path for market and economic development. Under such a background, enterprises must integrate new content to ensure the advanced nature of their own development. In the process of enterprise development, transformation and upgrading, human resource management plays an irreplaceable role. Human resource management has always been the core content of enterprise development, and the internal development and construction of an enterprise almost entirely depend on the management of human resources. Human resource management has a wide range of influence and radiation, which not only determines the development of personnel within the enterprise, but also determines the overall development potential and production and operation level of the enterprise. Therefore, human resource management has always been a key project in the construction and development of enterprises. Under the influence of the new economic era, the human resource management model has also been affected to a certain extent. The market requires enterprises to have stronger competitiveness and more centralized management. Cohesion and more advanced innovation capabilities. This also puts forward new requirements for the construction of human resources management of enterprises. Therefore, we need to start from the current position, take human resources as the core of internal development of enterprises, and constantly emphasize the value of innovation of human resources

management model, so as to truly implement human resources management innovation. pattern of practice.

2. The Basic Content of the New Economic Era

The new economic era actually refers to a brand-new period represented and developed by network technology and new intelligent technology. During this period, the economy developed rapidly, and the speed of enterprise upgrading has been greatly improved compared with the past. Therefore, we need to fully understand the characteristics of this era, and we need to start from the transformation of enterprise development models and development capabilities under the background of the development of the era[1]. In the new economic era, one of the fundamental elements to promote the development of the times and influence the development of enterprises is the development and wide application of network information technology. From the birth of information technology to the development of the entire economy and society, its influence has radiated all over the world. Information technology can make full use of information and transmit information, so the speed of economic development has become fast driven by information resources, which is also one of the necessary characteristics affecting the overall economic operation structure in the new economic era. In the new economic era, enterprises are faced with the reorganization of the economic development model and economic operation structure. The overall economy is the key content of this era. In the process of economic development, through the analysis and optimization of the economic structure, the distribution of economic resources and economic and social development can be completed. A series of problems encountered in the process. In the process of overall social development, phenomena such as inflation, fiscal deficit, etc. encountered can be adjusted through this complete system [2]. This is an important part of the new economic era that is different from the traditional economic model. In the new economic era, the requirements for enterprises are also constantly improving. Enterprises need to gradually learn to focus on the internal development process from the previous focus on results. The core of economic development is the cultivation of talents. In other words, talents are the new economic era of this century. The fundamental driving force in the running process. Therefore, enterprises should be aware of the importance of talent training and the necessity of optimizing their own human resource management capabilities. Under the influence of the new economic era, enterprises need to face the optimization of internal human resource utilization efficiency and mode of use. It is the upgrading and optimization of human resource management capabilities[3].

3. The Necessity of Enterprise Human Resource Management Innovation under the Background of the New Economic Era

3.1. Adapt to the Current Development Environment

The innovation of the internal human resource management mode of the enterprise is in line with the development of the external environment under the current situation, the background of the new economic era, and the innovation requirements put forward by the general background, so as not to let the enterprise fall behind in the torrent of development. Therefore, from the perspective of external factors, the focus of the enterprise human resource management model is still on the income generation and profitability of the enterprise. The internal reform of enterprises still needs to serve the overall development of enterprises and external economic development. In the new economic era, human resources are a very important resource type, which represents the ability to innovate knowledge and generate wealth[4]. The changes of the times have completely eliminated the outdated system and model that cannot be fundamentally changed over the years, and replaced it with a brand-new

business model with rapid development, in which it is basically impossible for enterprises to rely on tradition to achieve development. Therefore, talents represent innovation ability, new resources and new development, and more representative of the sustainable development ability of enterprises.

3.2. To Meet the Internal Development Needs of the Enterprise

Affected by the external environment, enterprises will gradually move closer to the innovative model in the process of development, but without innovating and upgrading the human resource management model, it is impossible to give full play to the initiative of internal human resources. Therefore, under the influence of internal and external, the enterprise must take the innovative human resource management model as the benchmark to meet the current internal development needs of the enterprise. The problems faced by enterprises in the process of development, such as the allocation of internal resources and the utilization of human resources, are one of the contents of human resource management innovation. But before that, the enterprise already has a complete set of human resource management model for sustainable development, which has become the fundamental driving force to influence and promote the development of the enterprise under the background of traditional development in the past[5]. If we want to adapt to the current stage of development, we must reform this traditional development model and human resource management model, add the people-oriented concept, and remove the unscientific and unsustainable parts of the old human resource management model. Get rid of the dross and take the essence, highlight the concept of scientific talents, pay more attention to the self-awareness and self-worth training of employees, and constantly reverse the standards and concepts of human resource management and construction within the enterprise, so as to truly innovate the internal management of the enterprise. Human resource management model.

4. The Problems Encountered in the Process of Innovation of the Current Enterprise Human Resource Management Model

4.1. Insufficient Understanding of the Development of the External Environment

The new economic era is a major development background and a major environment that affects the development of enterprises. Insufficient understanding of the external development environment will fundamentally affect the development and reform path of enterprises[6]. At present, under the influence of the new economic environment in my country, the economic development model and enterprise development model have undergone tremendous changes. Enterprises have naturally been greatly affected by such a torrent of development. Therefore, the understanding of the external environment described here is not correct. The understanding of the general background of the new economic era, but the staged understanding of the development environment in which it is located. Under the background of the era, the development of enterprises is almost semi-autonomous. Therefore, environmental development has limited impact on the internal fundamentals of enterprises. Enterprises need to have a long-term vision for development and the ability to judge industry development. Only with a more comprehensive understanding can we be able to complete the transformation of the enterprise management model from the outside to the inside[7].

4.2. The Innovation Model is not thorough Enough

The development model of enterprises is permanent and self-sustaining. Therefore, although they are affected by the new economic era, most enterprises cannot completely reform and innovate the human resource management model, which affects the innovation and reform of enterprises to a certain extent. Efficiency and practical efficiency. At present, the reform and

innovation of enterprise human resource management are in the interactive stage. Although some enterprises have a sense of innovation, they have not yet penetrated the innovation and reform model into the fundamental position of the internal development of the enterprise. The development rhythm and core development point of the human resource management model are still Continue the traditional model . Enterprises have not yet realized the value and importance of thorough innovation, and have always maintained a positive attitude towards the internal development of enterprises. It is not that enterprises lack the awareness of drastic reforms. On the contrary, what enterprises lack most at present is the understanding of the new human resource management model[8]. The formation of consciousness depends on the influence of the external environment. Therefore, under the background of the development of the new economic era, the formation of development and innovation consciousness is inevitable. The current innovation mode discussed is incomplete, and the fundamental source is the enterprise's understanding of the management mode. of insufficient. The relationship between the new human resource management model and the traditional bloated management system is not strong, so the enterprise first has the sense of innovation, and then needs stronger innovation knowledge and innovation ability, in order to completely and fundamentally reverse the enterprise's human resource management. model.

4.3. Insufficient Innovation and Management Capabilities of Employees

In order to innovate and develop the human resource management model within the enterprise, the allocation of personnel and management responsibilities is very important. Although many enterprises have the innovation consciousness and practical ability, they will not make great changes in the appointment of personnel. Many enterprise management employees are older and have high experience, but the innovation consciousness is not strong. main managers, then the efficiency of model innovation will be affected to a large extent. In the context of the development of the new economic era, the ability of enterprise employees and talents to use also needs to be continuously strengthened. The appointment of talents determines the human resources management standards and the basic capabilities of enterprises. Therefore, if there is a lack of basic innovation awareness in personnel management and use, then the innovation of the enterprise's human resource management model cannot be regarded as thorough and comprehensive. The development of the economic situation and changes in national policies rely on keen eyesight and insight. These characteristics are all human resource managers should have. It can be seen that under the impact of the new economic era, enterprises need to do a comprehensive and thorough reform. Only by innovating work can we truly achieve innovation in human resource management and enable enterprises to keep up with the development trend of the new economic era.

5. Basic Methods for Enterprise Human Resource Management Innovation in the New Economic Era

5.1. Strengthen the Internal Innovation Concept of the Enterprise from Top to Bottom

Under the background of the new economic era, the upgrading and development of enterprise human resource management, innovation and innovation consciousness are the basic guarantees. Therefore, in order to complete the innovation of management mode within the enterprise, it is first necessary to spread innovative ideas to form an innovative awareness, and finally to give the enterprise the ability to innovate and practice. The top-down concept reform is the only way to conform to the current enterprise development model. The management of the enterprise must first have a sense of innovation, the entire innovation concept, and launch a complete innovation model that conforms to the current enterprise development, so as to

implement it layer by layer. . Human resource management is an important asset in the process of enterprise development and reform. Therefore, enterprise managers should fully recognize the importance of this part of assets, implement management and innovation concepts in the construction process, and continuously learn advanced management. Model, the introduction of advanced management personnel, the development of an efficient management team, in order to comprehensively improve and innovate the internal human resource management of the enterprise. In the process of innovation and development, enterprises need to take into account the cultivation and absorption of talents. Cultivation refers to the cultivation of innovative awareness of employees in the enterprise, and absorption refers to the fresh technology and innovative talents recruited by the enterprise. Enterprises need fresh blood to maintain sustainable development, which is also an inevitable guarantee that the human resource management model is evergreen and always in the process of innovation and reform and development. The concept of innovation and management takes root within the enterprise, which requires a fixed enterprise management standard and management core. Under the background of the current development of the new economic era, the enterprise needs to gradually establish a people-oriented management concept and follow the people-oriented management principle. In the process of innovation and development , and constantly deepen the value and importance of the existence of employees in the enterprise. The root of corporate culture development is the creativity and advancement of corporate employees, which is also the fundamental value of innovative human resource management models.

5.2. Attach Importance to the Construction of a Flexible Management Model

After the implementation of the new human resource management model, enterprises should clarify the basic management rules and management priorities. Under the background of the new economic era, the development of enterprises is more dependent on knowledge talents and innovative talents. The enrichment of knowledge-based talents can expand the development advantages of enterprises, and talents have the ability of self-improvement and self-education. In the process of talents realizing self-development and finding self-worth, enterprises will also upgrade and innovate accordingly and get further development. Therefore, enterprises need to have the ability to attract and manage talents, and human resource management needs to build a flexible management model from this aspect . Flexible management is different from the traditional management model. The traditional human resource management model does not have a strong ability to control talents, and the starting point and consideration of the traditional model are enterprise benefits and overall benefits, and rarely consider personal benefits and talent benefits. . As a result, the development of talents is limited, and it is difficult for enterprises to retain talents. The essence of the flexible management model is people-oriented, and it is a brand-new enterprise management value. The management and business scope it advocates is relaxed, comfortable and flexible. That is to say, in the process of flexible management, we create a relaxed atmosphere, employees work in an environment with a relatively sense of identity, and they can feel comfortable psychologically and physically. This is an advanced corporate atmosphere, and it is also a management model that most companies cannot achieve and cannot form. However, in the future, the speed of development of the new economy will be accelerated, and the innovation ability of human resource management will be further strengthened, which will have a greater impact on the internal management pattern of enterprises. The biggest advantage of a flexible management atmosphere is that it is inclusive. In such an environment, talents can not only be affirmed by themselves, but also by the team. Working in a positive and recognized environment, talents will gradually be affected by the entire corporate atmosphere and culture. , so this is a positive positive cycle process. The talent absorption capacity of the enterprise will be gradually strengthened, and the talent management model can be further improved. More

importantly, only in such an atmosphere can there be a steady stream of creativity, and the value will show a positive increase trend. The overall benefit will continue to increase.

5.3. Expanding the Scope of Human Resource Management

In the process of enterprise human resource management, the value chain is very important. The value chain is the core of the innovation and development of the entire management model. Its overall value is not only reflected in the internal development of the enterprise, but also in the external development and customer accommodation of the enterprise. Therefore, we must continuously expand the scope of human resource management, take the value chain as the center, and deepen the level of systematic construction of the value chain. In the new economic era, enterprises must learn to improve their value chain, enhance the overall structural ability of the value chain, and learn to place the enterprise in the center of value, and use the radiation scope of human resource management to achieve its own capital system construction. In the whole value chain, the connection between the inside and outside of the enterprise is very important, which is also the inevitable trend and key content of the development of enterprise human resource management. The connection between employees and customers is an inevitable element in the formation of the value chain. Therefore, in the process of human resource management innovation and development, enterprises must deepen internal and external connections and strengthen the communication ability between suppliers and customers. Strengthen the construction of the value chain, continuously extend the value chain, and improve the service capability and service level of the enterprise. The standard and purpose of human resource construction within an enterprise is to improve the overall service capability and external business capability of the enterprise. Therefore, the goal and development core of human resource management should also be placed on the internal and external connection. It is not only necessary to pay attention to internal construction, but also to external construction and integration. We need to clarify the significance and purpose of enriching and developing human resource management models for enterprises to strengthen external competitiveness and consolidate internal. Therefore, enterprise development needs to learn to increase the scope of management radiation.

6. Conclusion

Under the background of the development of the new economy, the reform and change of enterprises are inevitable. At present, most enterprises have completed the transformation from traditional business concepts to new business concepts, but the change in the entire development atmosphere also determines that enterprises will inevitably encounter more challenges and opportunities in the process of development. Obviously, the traditional human resource management model cannot meet the current social needs. We need to strengthen the innovation of the enterprise human resource management model based on the present, create a new development and management atmosphere within the enterprise, and continuously promote the enterprise. The upgrade of the internal management concept to help the enterprise improve and form a new development model. This is also an inevitable requirement to ensure the sustainable development of enterprises.

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