

The Problems and Solutions of Human Resource Management in Small and Medium-sized Enterprises in China

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Abstract

Human resources are an important strategy for the development of each enterprise. In today's economic and knowledge era, the management and application of human resources play an irreplaceable role in improving the comprehensive competitiveness of enterprises. Small and medium-sized enterprises are enterprises closely related to people's livelihood economy, not only closely related to China's national economic development, but also inseparable from the life and economic development of social groups. As a special resource in the process of enterprise development, human resources are the foundation and guarantee of long-term, stable and healthy development of enterprises. Based on the importance of human resource management, this paper analyzes the existing problems of human resource management in small and medium-sized enterprises, and summarizes the targeted solutions according to these problems.

Keywords

Small and Medium-sized Enterprises; Human Resource Management; Problems; Solutions.

1. Introduction

Small and medium-sized enterprises play an important role in the development of China's economy. On the one hand, they create economic value for the development of different industries in China; On the other hand, it can increase employment and tax revenue, and guarantee the positive development of people's livelihood economy. In recent years, with the rapid development of small and medium-sized enterprises and the competition with overseas trade, personnel management, as the cornerstone of an enterprise, has played an increasingly important role, which is not only conducive to the development and business expansion of enterprises, but also conducive to the promotion of enterprises' comprehensive competitiveness in the international market. However, at present, there are some problems in the personnel management of small and medium-sized enterprises in China, such as recruitment, training, management, etc., and it is urgent to adopt targeted methods and measures for reform and improvement.

2. The Importance of Human Resource Management in Small and Medium-sized Enterprises in China

Nowadays, with the rapid development of China's economy, especially during the epidemic period, small and medium-sized enterprises in China have mushroomed and started to develop rapidly while being supported by the relevant policies of China. Small and medium-sized enterprises play an active role in human and mental activities in participating in all walks of life in Chinese society, such as online retailing and export trade, and promote social economic development. It also indirectly reflects the irreplaceable role and status of small and medium-sized enterprises in the social economy and national economic development-promoting employment and stimulating economic development. On the other hand, the personnel

development of small and medium-sized enterprises lacks effective management. For small and medium-sized enterprises, scientific, reasonable and effective human resource management can not only solve the lagging personnel problems of enterprises; At the same time, according to the actual situation of enterprise development, we can recruit, select and motivate talents, so that they can provide more motive power for enterprises, thus promoting the sustainable development of enterprises. Therefore, human resource management plays an important role and significance for small and medium-sized enterprises.

3. Problems in Human Resource Management of Small and Medium-sized Enterprises in China

3.1. The Concept of Enterprise Human Resource Management is Backward

The human resource management of small and medium-sized enterprises lacks a long-term, effective and scientifically planned mechanism for the introduction, cultivation and development of strategic human resources, which is mainly manifested in: (1) the lack of a complete human resource training plan; (2) talent introduction channel is too narrow, random, not targeted and the effect is not ideal; (3) The post setting and staffing are not reasonable, lacking scientific and standardized job analysis and complete job description. These are not conducive to the optimal allocation of talents and the excavation of talents.

3.2. Attach Importance to Human Resources Work

Small and medium-sized enterprises are generally in the initial stage or growth stage, and usually some people who have worked together or are familiar with each other form the management. According to the actual situation, managers may include all or part of the activities of decision-making, management, execution and operation, and the scale may range from several people to a comprehensive team. Many managers of small and micro enterprises are limited by their professional qualities and skills, so they are not good at enterprise management, and they don't know much about human resource management, so they often neglect enterprise human resource management. In view of this problem, managers of small and micro enterprises must strengthen their study, participate in training, raise their awareness, change their thinking, establish the concept that human resource development and management are the strategic management of enterprises, make it clear that talents are the key to enterprise development, and strengthen the awareness of "people-oriented".

3.3. There are Some Problems in the Recruitment System

At present, most enterprises in China have some similarities with state-owned enterprises, that is, the human relationship network is relatively complex. In the process of staff recruitment, many enterprises not only consider the knowledge, ability and comprehensive quality of candidates, but also see whether they have "human relations". However, such staff often think that they have an important position after entering the enterprise, which leads to low work efficiency and enthusiasm, and affects the working mood and motivation of employees who normally recruit into the enterprise. This lack of scientific recruitment system is difficult to meet the needs of enterprise talent recruitment [1].

3.4. Lack of Corporate Culture

Small and medium-sized enterprises are busy with production and operation, often ignoring the growth of their own enterprises and anticipating the development and construction of culture. And many small and medium-sized enterprises believe that corporate culture construction is often an integral part of the development of large multinational enterprises, state-owned enterprises and other well-known enterprises. Small and medium-sized

enterprises do not need to invest too much and lack awareness of the importance of corporate culture construction.

3.5. Inadequate Staff Training and Development

At present, there are still many serious problems in the training and development of human resources in small and medium-sized enterprises. The content of employee training is too popular and not targeted, and a mature and perfect education mechanism has not been formed, and the cultivation of employees' innovative ability and practical ability is lacking, which has a certain impact on the better development of enterprise personnel.

3.6. Lack of Scientific Incentive Mechanism for Employees

Human resource management is an important part of every enterprise's operation, but at present, many enterprises don't pay enough attention to human resource management, and don't realize the importance of staff motivation to human resource management. The management of employees mainly adopts a single vertical way. The superior orders, while the subordinate employees are responsible for the implementation. The enterprise only takes a fancy to the employees' work performance and contribution value to the enterprise, but does not encourage the employees. Without training employees in business knowledge, emphasizing employees' performance blindly will not only fail to improve employees' skill level, but also severely dampen employees' work enthusiasm. This is also the main reason why the overall service quality of enterprises cannot be improved, which is extremely unfavorable to the development of enterprises [2].

4. Solutions for Human Resource Management in China

4.1. Improve the Management Concept of Human Resources

Managers should update and improve the management concept of human resources. In the process of implementing management, managers should realize that human resources are the first resource for the better development of enterprises. At the same time, in the process of salary distribution, traditional salary payment modes such as length of service, position, title and rank should not be used, but these traditional salary payment points should be closely combined with the actual contributions of employees to improve the enthusiasm of employees. Such a scientific and perfect concept of human resource management can not only make the employees of an enterprise develop better, but also help to tap the potential of employees, so that employees can make due contributions to the development of the enterprise more wholeheartedly.

4.2. Scientific Formulation of Human Resources Planning

Li Xiangqing (2014) thinks that enterprises should predict the quantity and quality of needed talents according to their own internal environment and human resources supply, so as to work out their own overall plan for human resources management development; Secondly, enterprises should undertake the obligation of training employees, strengthen the training of employees, and make career plans for employees [3].

4.3. Improve the Talent Recruitment System of Enterprises

Talent recruitment is an important means for enterprises when they need high-quality talents, and its main purpose is to bring fresh blood to enterprises. Therefore, it is necessary to improve the talent recruitment system of oil enterprises and avoid the influence and interference of various networks on enterprise recruitment. In the process of enterprise recruitment, a talent recruitment condition and standard should be formed according to the positions and positions to be recruited. In the process of recruitment, everything should be implemented according to

the specified standards and conditions to ensure the fairness and impartiality of the talent recruitment process.

4.4. Cultivate Enterprise Culture and Enhance Cohesion

Enterprise culture construction is a kind of management thought and mode that is people-oriented, characterized by culture and aimed at stimulating and mobilizing the enthusiasm and creativity of employees. The goal pursued by corporate culture is the individual's recognition of the collective, so that employees can be attached to and love their own enterprises; In other words, the highest level of human resource management is cultural management [4].

4.5. Improve the Training Mechanism and Improve Employees' Corporate Identity

With the rapid development and increase of small and medium-sized enterprises, enterprises can develop better only if employees have higher cultural level and quality. Therefore, enterprises should constantly update the structure of employee training, build a perfect training mechanism for employees, improve the training effect, and promote the better operation and development of enterprises. Because, only employees who have been trained for a long time by enterprises can build deep feelings with the enterprises, and they can have higher loyalty to the enterprises, which is not possessed by recruiting employees.

4.6. Improve Enterprise Human Resource Management and Talent Incentive Mechanism

In the era of "internet plus", enterprises should attach importance to human resource management, improve the talent incentive system, and seize the opportunity brought by "internet plus". This humanized management and incentive development mode can increase employees' trust in the enterprise, improve the human resource management of the enterprise, optimize the talent incentive mechanism and promote the stable development of the enterprise [5].

5. Conclusion

To sum up, today's small and medium-sized enterprises are affected by many factors in the process of implementing human resource management, and there are many problems. Therefore, enterprise managers should first realize the importance of human resource management and put human resource management in the first place; At the same time, managers should also make a comprehensive and thorough analysis of these problems, and then discuss and issue targeted and practical solutions to promote the long-term stability and green sustainable development of small and medium-sized enterprises.

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