The Influence of Modern Information Technology on Human Resource Management

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Abstract: with the development of economy and society, information technology has been developed rapidly, and has been widely used in various fields. For the modern enterprise, the application of information technology has changed the management mode of the enterprise, raised the benefit of production and management, and strengthened the competitive power in the market. Therefore, it is of great significance to study the impact of information technology on human resource management model. This paper analyzes the information technology and human resource management mode, focusing on the impact of information technology on human resource management model, and provides the ideological basis for the transformation of human resource management model.

Keywords: information technology; human resource management mode; effect

The advantages and disadvantages of human resource management mode is directly related to the development process of enterprise. The timely application of information technology makes the enterprise's human resource management pattern change, promote the modernization of enterprise management, and promote the sustainable development of enterprises. In short, the information technology is involved in the human resource management of the enterprise, and realizes the economic strategic goal of the enterprise's sustainable development. The present situation of human management in this paper enterprises, analysis of the information technology and human resource management mode, explores the influence on enterprise human resources

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management mode of the information technology, and discusses the use of information technology to bring the advantages of human resources management. The author looks forward to the enterprise human resources management personnel more able to read this article, improve the utilization of information technology, which enables the enterprise human resources management mode is in the good state, to jointly promote the process of enterprise development.

1. On the relationship between information technology and human resource management

Information technology is widely defined as the whole social and natural technology related to information. Often the application of modern enterprises in the production and marketing in the process of information technology in cloud data storage, and at the same time by computer software as the carrier of information technology based on Internet, and this kind of information technology can be used in the production and management of enterprise financial management, human resource management software and computer software.

Compared with the ordinary personnel management, human resource management is a systematic and complicated work. The human resource management of enterprise refers to all kinds of human resource policy system related to the enterprise, and also includes the management of human resource related activities. The content of human resource management is diversified, but it is not lack of pertinence, to carry out human resource management activities, so that the organizational objectives of the enterprise and employee behavior to achieve unity. Information technology plays an important role in the development of human resource management, which optimizes the quality of human resource management and improves the efficiency of management. The timely introduction of the information technology and reasonable application, collection, storage, management, transportation and other work projects to assist human resources management personnel data, reduce the cost of human resources management, make the enterprise human resources management departments to highlight effect. In other words, information technology to participate in the enterprise human resources management, optimize and improve the management model for the development of enterprise human resources management to create a new platform.

2. Explore the impact of information technology on human resource management process

In the past the enterprise human resources management department management has the characteristics of complex and diverse, they are responsible for recruiting and training work of technical personnel at the same
time, but also take into account the work of the enterprise performance management staff at the end of the year, in the past few decades, computer technology is not popular, so in the manual operation environment, occurrence probability resource management errors will be great.

The application of information technology to effectively compensate for the defects of the traditional human resources management, in cooperation with the computer system, even casual work management, information technology is not the negligence of the subtle, so that each resource management process to achieve the purpose of refinement, effectively reduce the human resources management work pressure of course, the quality of enterprise human resources management and the accuracy is high. But we know that any management mode can ensure that no errors and omissions in the information technology in the management mode if there is error, the application of information technology can timely and accurately find out the error link, such resource managers can in a very short period of time to correct, improve work efficiency. In the recruitment work in the enterprise, the enterprise can achieve the application of HR in the official website and the recruitment of relevant information, these information including gender, age range and degree of recruiters and other aspects of the standards and requirements, so that job seekers can refer to the relevant requirements to enterprises to deliver electronic resume, HR on the information storage of electronic resume screening, to those that meet the requirements of the job seekers to send mail to inform them of the specific interview time and place. In the recruitment of enterprises in the application of information technology, saving the working time of HR, reducing the amount of its work, improve work efficiency. The training work in the enterprise employees, using information technology to reform and innovation of traditional lecturing training mode, through the introduction of PPT, projectors and other new types of information technology, enterprise development information and job information and other training content with video or images in the form displayed in the recruits eyes they participate in the training work, improve the interest, they of course of training information content understanding more clearly, the enterprise training efficiency can be optimized. From the detailed discussion above, we can personally experience, the application of information technology in the enterprise human resources management, which can simplify the management process, rich management content, improve the quality of management.

3 Analyze the impact of information technology on the efficiency of human resource management

From the above discussion, I get this message: the traditional human resource management is carried out by the artificial operation, and because of the high
complexity of human resource management of its own characteristics, in the past to carry out the management of the work efficiency is low. This article takes the salary management of enterprises as an example to analyze it. In the past enterprise employees on the payroll, each employee must fill in a form, signed at the end of their wages were to receive, for large enterprises, compensation management mode of the traditional time-consuming. The use of information technology to change the enterprise salary payment in the form of human resources management department transfers through online banking to the enterprise staff’s salary, online transfer records can be preserved for a long period of time, so that employees and payroll personnel may at any time to transfer information work. In the process of salary payment, the effective application of information technology simplifies the procedure, and improves the efficiency of human resource management to a great extent.

In the enterprise benefits, human resources can be constructed within the enterprise group to discuss the use of information technology, the discussion group by all member enterprises, human resources management in the light of most of the staff’s proposal, this welfare allowance and determining the amount of. In addition, when the enterprise an employee needs to modify personal information, employees do not have to go to a personal information management person of paper information modification work, as long as he light finger, to log on to the information management platform to complete the personal information using the Internet technology to modify the work, reduce the probability of error occurred. In the past, the majority of employees on the staff attendance in accordance with the number of employees' attendance, this sign attendance mode is trivial and tasteless, and sometimes because queuing and other waste of valuable work hours of enterprise employees. And the application of information technology, the enterprise staff attendance management can be achieved through the network card approach to network card with scientific, fair and accurate attribute characteristics. In conclusion, the effective application of information technology in the enterprise human resource management, to a great extent, optimize the quality of the human resource management work of enterprise human resources management work efficiency has been improved to a great extent.

4. To explore the impact of information technology on the cost of human resource management

Human resource management in the past several decades of enterprises, because of various personnel need to deal with the complicated contents, forms, and the human resources management departments rely on paper archives management mode, great expenses in the preservation of paper information, the management of the human resources cost increase is inevitable. The
application of information technology, so that the human resources management staff at the same time can be completed on a number of enterprise projects collection, statistics and preservation work, saving labor, to achieve a low-cost strategy

5. The application of information technology, the development of enterprises to retain talent

The development of the enterprise cannot do without the support of personnel, and personnel will because of the impact of salary, treatment and working conditions and submit the resignation letter, and then find another job. In fact, in all enterprises, the phenomenon of brain drain is widespread; this undesirable phenomenon of the future development of the enterprise caused a great negative impact. In the new era of the rapid development of computer technology, enterprise human resources management departments actively the application of information technology, established the employees in the enterprise development with the value for employees' ability to exercise and potential to create a broad space. Of course, the effective use of information technology, the enterprise each staff position reasonable distribution, so that they keep their job duties, contribute to the development of enterprises. At this time we were pleasantly surprised to find that the employee's work is full of high enthusiasm, in other words, they focus on effectively inspire them, in this situation, greatly reducing the rate of loss of talent. Of course, the use of information technology in human resource management, it must reflect the management of "fair, open and fair principle" in the correct guidance of this management concept, individual employees can be fully displayed. The information management mode of human resources, in a certain sense to improve the enterprise information transparency, attendance, employee leave number and how much salary and other related content in the enterprise information public platform on the list, to facilitate business personnel inquiries. At this time, the staff of the enterprise management of the satisfaction index increased, the staff has established a good cooperative partnership, cooperation in the growth, in the competition to improve. The effective application of information technology in the enterprise human resources management, enhance the cohesion between employees, and retain high-quality personnel for the development of enterprise, greatly reducing the number of talent loss, promote the enterprise sustainable development process.

6. The application of information technology, so that the concept of enterprise management has changed

In the past the enterprise human resources management, with mandatory color thick, that is the traditional sense of the human resource management mode of control is too strong, it restricts enterprise employee behavior, such as
the requirements of employees puppet passively comply with the managers of the enterprises to carry out the work, they can not play. The Department of human resources management has not achieved the goal of optimal allocation of enterprise employees. Information technology in human resource management, the management concept has changed significantly, they began to pay attention to employee initiative mobilization. The new concept of human resource management should be potential, enterprise human resources management to achieve the objectives of the reform and optimization. In the new concept of human resource management, it encourages employees to play initiative and make certain incentives to the development of individuality, and focus on the construction of cooperation group, so that they completed the project efficiently in the cooperation, the new concept of human resource management emphasizes the development of service enterprise employee management. Correct guidance in the new concept of human resource management, enterprise employees clear their responsibility in business development in the process of role, and clear the development goal of enterprises and institutions, the staff is full of high spirits. The application of information technology in the enterprise human resources management, make the enterprise staff to establish solidarity and cooperation, the spirit of mutual help, this process in enterprise project, all the staff closely together the strength.

7. Concluding remarks

Information technology, as a new product of the development of the times, has changed the mode of production and life of human beings. From the paper we know that the effective application of information technology in the enterprise human resource management, can effectively compensate for the shortcomings of the traditional human resources management, optimize human resource management mode of enterprises in the new period. In short, the application of information technology is becoming more and more popular in the enterprise human resources management, it improves the efficiency of human resources management. In other words, the effective application of information technology in the enterprise human resource management, the development of enterprises and institutions played a significant role in promoting. But we must realize that, at this stage of China's enterprises in the application of information technology to carry out the work of human resource management in the process, there are still many problems, which requires the enterprise management personnel constantly improve their own quality, strengthen the operation of the computer skills, establish a sense of innovation, try different methods to carry out the management of the information technology play a greater role in human resource management.
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