

CHAPTER 2

LITERATURE REVIEW

2.1 Foreign literature review

Since the 1990s, Internet technology and network technology obtain the continuous development, and the e-commerce emerges as an important way. With the e-commerce platform, the enterprise can promote the informatization process with the overall development. Meanwhile, the human resources management carries out the research on the informatization process, many enterprises and scholars also carry out a lot of researches on the electronic human resources management, for constantly enriching and perfecting the informatization of electronic human resources management.

Chaeles Wiseman is a famous strategic information expert. In his study in 1988, he has put forward that the enterprise's strategic planning can be continuously perfected through the information technology and means. He believes that with the help of information technology, the enterprise's competitive strength can be continuously strengthened in order to improve enterprise's market awareness.

Gary Dessler defined the e-HR informationalization. He thinks that the e-HR informationalization is providing the enterprise's human resources management with the information support through the information collection, sorting and preservation, thus guaranteeing the implementation of enterprise human resources management and enterprise strategy. And such information support is established on the information platform with the continuous contact of various related businesses.

Steve Moritz (2003) concludes that the e-HR informationalization is the basic idea of the global human resources management based on the research on the specific stage of informatization construction and analysis on the basic opinion of the E-HR informationalization. The stages of informatization construction include: First, information release. Second, process automation. Third, transformation of strategic role, as shown in Figure 1.

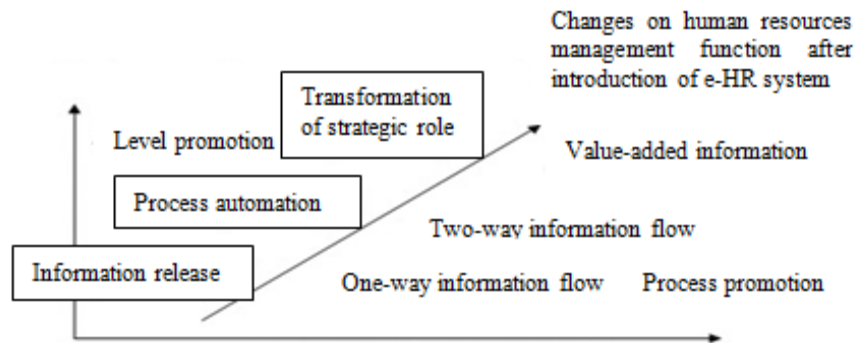


Figure 1 Changes on Human Resources Function Based on Information Technology

Bradford S. Bell et al. carried out the research on 19 enterprises which have implemented the transformation of the e-HR informatization, and concluded from the specific investigation and communication with the enterprise and the deeper research through the specific operation system and management personnel that in the enterprise human resources management, the promotion and help of information technology is the fundamental motive power of promoting the enterprise development, the extensive application of information technology can rescue the enterprise from the complex affairs, thus ensuring that the management personnel can focus more energy on more valuable works in the human resources management and make the enterprise's human resources management really realize the enterprise's strategic goal and guarantee the enterprise development. Meanwhile, the informatization of human resources management also raises new requirements for the staff's working contents and working abilities.

Marting Reddington carries out the research on the specific cases of the enterprise's human resources management, makes the effective analysis on the problems occurring in the process of e-HR informatization in the specific research process, and puts forward a series of targeted suggestions and countermeasures, thus promoting the improvement of specific mode and process of the e-HR informatization. Additionally, he also proposes that the informatization development of human resources management shall not be accomplished in an action, but in stages. The goal of each stage shall be determined, and the improvement is

made constantly. In his research, he puts forward the strategic help and support for the specific implementation of the e-HR informatization.

Liang-Hung Lin from National University of Kaohsiung points out that during the continuous development of informatization, the transformation of human resources to the informatization and electronization has had mature foundation and conditions, so the enterprise shall realize the good management of its human resources by establishing the electronic human resources management institution. He finds from the research on 86 electronics and information companies in Taiwan that in the human resources management process, the application of IT technology can constantly improve the enterprise staff's innovation consciousness and creative ability, thus injecting new vitality to the enterprise and keeping the enterprise's core competitiveness.

To sum up, the foreign scholars' research on the e-HR informatization mainly focuses on the way of improving the enterprise's working efficiency and reducing the enterprise's production cost, thereby improving the management level of enterprise's human resources and realizing the enterprise's business objectives. With the constant development of the e-HR informatization, the enterprise and comprehension involved in it increase unceasingly, not only including the basic personnel management, but also including the staff recruitment, vocational development planning and performance assessment, which can meet various needs in the enterprise's human resources management process, provide the great convenience for the enterprise's human resources management and helps promote the enterprise development.

2.2 Domestic literature review

The western countries' research on the human resources management starts from the 1950s. Relatively speaking, China's research on the human resources management comprehension is later. In the 1970s, China started to contact the research on the human resources management and started the research on the e-HR informatization process. The following is the review of the human resources management literature based on information technology.

In 2002, the famous scholar Zhang Lei published the book about the human resources information management, and its contents mainly elaborate the information

system in the human resources management, including the design of human resources management information system and basis of basic information technology.

In 2004, Zheng Daqi carried out the sufficient research on e-HR in the e-HR Application Guide. He pointed out the importance of e-HR, and thought that it not only can help the enterprise's senior leader inquire about the human resources management information, salary and reward inside the enterprise and then find out the current situation of enterprise development and existing problems according to the data, but also help the enterprise manager search the related information of the enterprise staff through the talent pool established based on e-HR. And, it can conveniently know the basic information, education background, working experience as well as work features and skills of the existing enterprise staff, and can fully carry out the optimization and configuration of the existing enterprise human resources.

In 2011, Liu Xin carried out the sufficient research on the fierce market competition the enterprise faces, and thought that the enterprise shall adjust and improve its own management mode under such fierce competitive environment, and the introduction of the e-HR informationalization can improve the human resources management level.

Liu Hongmei pays much attention to the specific implementation of the e-HR informationalization. In 2012, she put forward that the e-HR informationalization can not only simplify the human resources management procedures through the software and technology, but also change the enterprise's business and process and help promote the realization of enterprise's business objectives.

In 2015, Xin Guohuan started from the e-HR informationalization mode in his research, and carried out the research on the information technology mode and fully integrated with the human resources management, for helping people treat the human resources development and realization of enterprise's business objectives from the perspective of the information technology.

Therefore, it can be found from the above research on the electronic human resources management in China that the research really obtains certain achievements in recent years, but it still shall be improved continuously due to the later development.

2.3 Research comment

It can be found from the basic research review on the domestic and foreign e-HR informatization that China more focuses on carrying out the research at the level of system function during the research on the e-HR informatization, namely, more analyzing the impact and function brought by the e-HR informatization system on the enterprise, and pointing out the way of the e-HR informatization suiting to the different enterprises, therein, the research is more carried out according to the enterprise's specific practice. But the foreign research more focuses on the system theory of the e-HR informatization, analyzes and researches the specific problems in the e-HR informatization development process, and makes the theoretical analysis on the structure of the specific system. The author will discuss the human resources management method study based on the information technology with Novo Nordisk Pharma Ltd. (hereinafter referred to as Novo Nordisk) as an example, for further providing some personal opinions for the human resources informatization construction.