



**THE STUDY ON THE INNOVATION OF HUMAN RESOURCE MANAGEMENT OF
WUHAN EDUCATION AND TRAINING COMPANY C IN CHINA**

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WUHAN EDUCATION AND TRAINING COMPANY C IN CHINA**

**Thematic Certificate
To
HUANG JIA**

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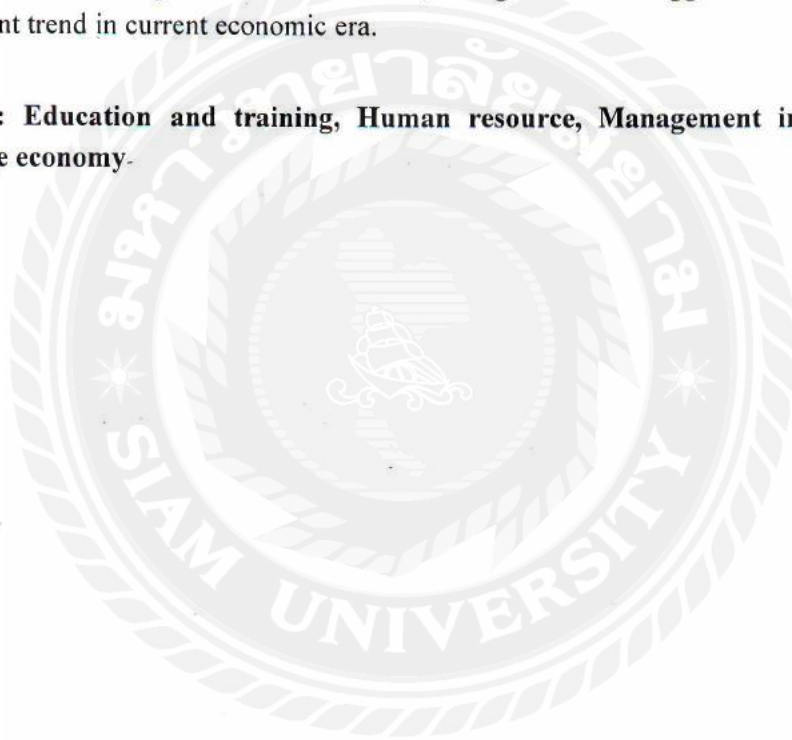
ABSTRACT

At present, China's economy is developing at a rapid pace. China's private education and training industry needs to catch up with the trend of the knowledge economy development . China's private education and training not only requires the support of information technology and science technology, but more importantly, it is necessary to promote the promotion of human resources in business management. The competitiveness of the current era of knowledge economy is the human resources. The management of human resources has also become the core of the sustainable development of enterprises. Human resource management has always been one of the hot spots of research because it is contemporary. Human resource management will present different characteristics of the times under different economic age. There are different management methods and requirements for enterprise human resource management under different stages of economic development. Compared with the traditional human resource management, human resource management in the era of China's modern knowledge economy should follow the trend of the times.

China's "new economic normal" began to appear in the market economy in 2015. And people from all walks of life began to express their thoughts on the "new normal." The "new normal" demands for society is "development promote growth and growth drives development". In order to ensure the stability and growth of the economic era, China has introduced relevant policies and encouraged "knowledge innovation" "mass entrepreneurship, innovation together". While fully encouraging everyone to start a business, the economic era under the new economic normal also requires the Chinese

private education and training industry to have higher requirements for innovation in human resources management. Under the trend of the big development era, China's Wuhan education and training enterprises are encouraged to combine the current economic trends to innovate. This article combines the current economic trends, enumerating how China's Wuhan Education and Training C enterprise human resources management is innovative and advancing with the times. China Wuhan Education and Training C Enterprise is a representative of the private education and training industry in Wuhan, China. The training population is 13-18 years old, and mainly focus on cultural class training. This study draws some conclusions through the SWOT method and the analytic hierarchy process by studying the background and comparing with the traditional human resource management characteristics, to give some suggestions under the development trend in current economic era.

Keywords: Education and training, Human resource, Management innovation, Knowledge economy.



Approved by

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标题：中国武汉教育培训C企业人力资源管理在创新方面的研究

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摘要

当前，中国的经济在飞速发展。中国的民办教育培训行业更需要跟上知识时代经济的发展趋势。中国的民办教育培训不仅需要信息技术和科属技术的支撑，更重要的是需要发挥人力资源在企业管理方面的推动。当前知识经济时代的竞争力是人力资源。人力资源的管理也成为了现在企业可持续发展的核心。人力资源管理一直是成为研究的热点之一，因为她具有时代性。人力资源管理在不同的经济时代趋势下，会呈现为不同的时代特征。而不同的经济发展阶段下的企业人力资源管理会有不同的管理方式和要求。和之前传统的人力资源管理相比较而言，中国现代的知识经济时代的人力资源管理应该按照时代发展的趋势走下去。

中国2015年这个“经济新常态”开始出现在市场经济中。且社会各界人士开始发表对“新常态”的想法。“新常态”对社会的要求是发展促进增长，增长带动发展“。为了保证经济时代的稳定与增长，中国出台了相关的政策并鼓励“知识创新“大众创业，大家一起创新”。在全力鼓励大家创业的同时，经济新常态下的经济时代，也要求中国民办教育培训行业对于人力资源管理方面的创新也有了更高的要求。在大发展时代的趋势下，促使中国武汉教育培训企业结合当前的经济趋势去创新。本文结合当前的经济时代趋势，列举中国武汉教育培训C企业人力资源管理如何创新和与时俱进。中国武汉教育培训C企业作为中国武汉教育培训的一个民办教育培训行业的代表，培训人群为13-18周岁的人群，且主体为文化课培训。本文通过研究背景和比较之前传统的人力资源管理特点通过SWOT方法和层次分析法得出一些结论，给出关于在经济时代发展趋势下的一些建议。

关键词：教育培训，人力资源，管理创新，知识经济

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On the occasion of writing, my thoughts are numerous. The completion of the independent study will also bid farewell to my college career. I have been feeling a lot in my mind.

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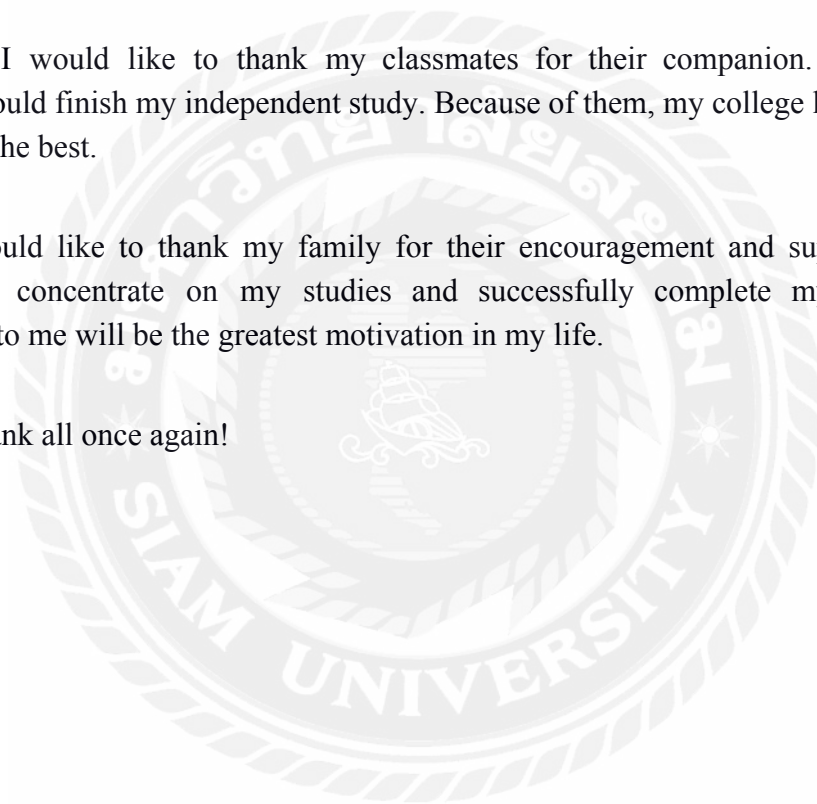


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Chapter 1

Introduction

1.1 Research background

At present, China's economic development is in the "new normal" stage. The new stage of economic development means that new economic policies need to be introduced. The "new normal" of the economy has also put forward new requirements for the management of enterprises. "Science and technology is the primary productive force" is reflected in the modern economy. Science and technology and knowledge innovation have already become the main force of national economic growth and enterprise development. However, no matter what stage the science and technology develops, they are all inseparable from the auxiliary role of the "human" factor. Therefore, as China's market economy development mechanism continues to mature and the process of global economic integration continues to advance, human resources will gradually become the most important source of enterprises to enhance market competitiveness. The issue of human resource management has always been one of the hot topics in management research, and human resource management is also one of the topics of "commonplaces". The key to human resource management has always been one of the research hotspots. The key reason why human resource management has always been one of the research hotspots is that human resource management has "Time", that is, as time goes by, economic development will show different characteristics of the times, and the methods and requirements for human resource management in different stages of economic development are also different. Compared with traditional human resource management, human resource management in the era of knowledge economy needs to conform to the general trend of the times.

The coming of the "new economic normal" not only means that the economy has entered the stage of medium-to-high-speed development from the stage of rapid development, but also the period of "new economic normal" means that under the comprehensive economic background of reform and opening up with "mass entrepreneurship and innovation", the release of the vitality of China's enterprises under the new economic normal period puts new demands on human resources management. This also requires Chinese enterprises to innovate in the aspect of human resources management in light of the current economic situation and keep pace with the times. How to cultivate, use and retain talents is the core problem that human resources management needs to solve in modern enterprises.

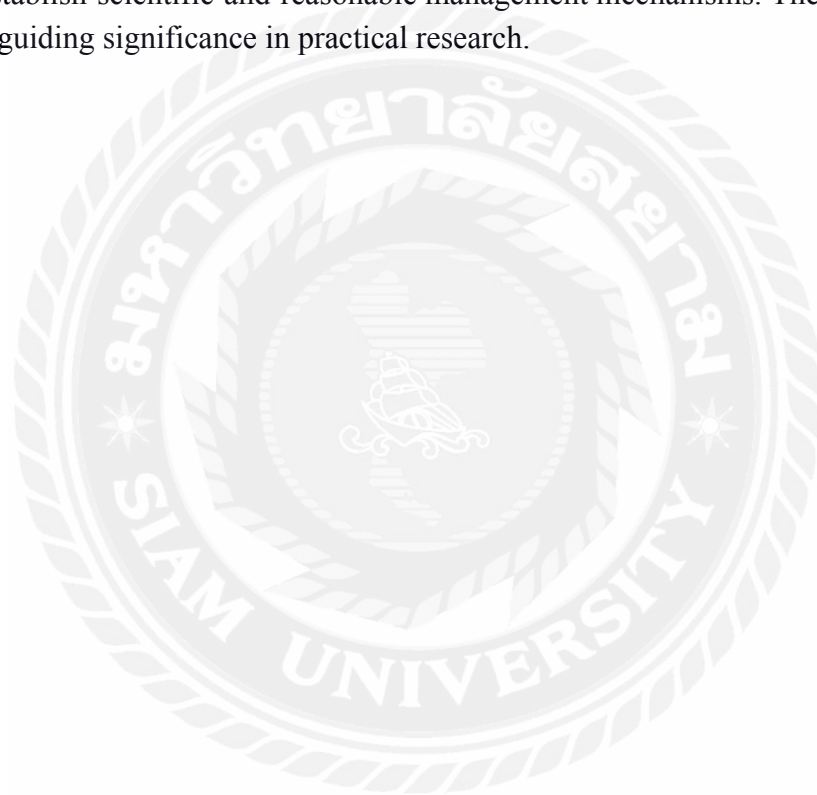
1.2 Research significance

The 21st century is a period of rapid development of science technology and knowledge economy. "Artificial intelligence" makes the 21st century eventually become an era full of infinite possibilities, "Artificial intelligence" will make the 21st century an era full of infinite possibilities. The development of science and technology not only promotes the development of society and economy, but also facilitates the lifestyle of residents. Although science and technology have gradually become the most important source of productivity, but this does not mean that human resource will gradually be replaced by production technology, and human resources are still the most important factor in the development of enterprises and the national economy. Because under the market economy system and the knowledge economy era, the main source of enterprise competitiveness is knowledge, and the carrier of knowledge is talent; Therefore, human resources are the most important source of competitiveness in the modern economic era.

Combined with the development history of China's economy, it can be seen that the management of human resources in Chinese enterprises is relatively late compared to developed countries in the West; theoretical research on management is late than developed countries, and the actual practice of management is also late than developed countries. The development process of human resource management in China is quite tortuous, and it will continue the development track of such tortuous changes in the long run. The coming economic globalization, information globalization and the era of knowledge economy is not only a historic opportunity for China's immature human resource management, but also an arduous challenge. Because human resource management is the core of sustainable development of enterprises, the development of enterprises will directly affect the overall growth of the national economy while China's enterprise human resource management still faces many problems to be solved, such as: Technological advances have made workers known as attachments to machines, damaging the enthusiasm and creativity of employees; Talents are concentrated in "high-risk, high-yield" innovative and knowledge-based enterprises; The personnel management system of state-owned enterprises is rigid and lacks incentives; The risk of staff mobility and employee cost-benefit ratio is higher. In order to solve these problems, China's enterprise human resource management needs to combine management innovation with current economic characteristics and management policies.

Combining the background of the "new economic normal", this paper is devoted to studying how Chinese enterprises can take the free rides of science technology in the era of knowledge economy to carry out innovation in human resource management. China is currently comprehensive in a crucial historical period of building a well-off society and deepening reform and opening up, the steady development of China's enterprises as a whole has a major impact on the overall growth of the national economy. From the perspective of management innovation, this

paper analyzes how human resource management in China should conduct appropriate management changes in order to comply with the development tide of the knowledge economy era. The significance of the research is reflected in the following two points: On the one hand, an important innovation of this paper is to combine the current new economic characteristics committed to study the new requirements of human resources management under the current new economic situation. Therefore, this paper supplements the existing research on human resource management to a certain extent. This paper has the characteristics of the times and can achieve certain academic value in theory; On the other hand, based on management innovation, this paper analyzes the problems existing in the management of human resources in Chinese enterprises, and then proposes practical and feasible improvement programs to assist Chinese enterprises to establish scientific and reasonable management mechanisms. Therefore, this paper also has certain guiding significance in practical research.



Chapter 2

Literature Review

Human resource management is a topic of “commonplaces” because human resource management in different periods will vary with many factors such as internal and external factors. Up to now, research on human resources management at domestic and foreign has been extremely rich, and existing research can provide rich reference and guidance for this article.

2.1 Foreign research

In 2010, Petra De Saá-Pérez and Nieves Lidia Díaz-Díaz used 157 companies in the Canary Islands as a sample to study how the surrounding areas should manage innovation to gain competitive advantage in the context of economic globalization. The study concludes that the organization's human resource management has a positive impact on organizational innovation. They also find that standardized human resource policies and work stability can promote the organization's innovation process. In 2005, Daniel Jiménez-Jiménez and Raquel Sanz-Valle attempted to discover the correlation between innovation and human resource management through empirical research, through modeling and statistical analysis, whether innovation affects human resource management or human resources management influences innovation, or both interactions. In 2007, Jin-zhao WANG believed that the role of human resource management will change with the changes of the fierce market environment. He took the accommodation industry as the research object, analyzed the problems existing in the current human resources management of the accommodation industry first, and then analyzed from Management diversity, incentives and team efficiency, etc. in order to see the specific measures that should be taken to promote management innovation from multiple angles.

In 2013, Maria Gil-Marques and Maria D. Moreno-Luzon believed that the increasingly fierce external competitive environment not only required companies to guarantee the quality of human resources, but also the integration of human resource management innovation. Through their research, they show that the changes through the development and exploration of culture has a significant positive impact on the gradual innovation of human resource management. At the same time, gradual innovation will have a significant positive impact on radical innovation. In 2009, Tanya Bondarouk, Jan Kees Looise and Bart Lempsink proposed a framework for human resources management, determine the scope of the human resources management framework and clarify the role of various factors in the framework area for human resource management innovation. They determined the four elements of the framework domain through empirical research. The colleagues' research results show that the reason for human resource management

innovation comes from the explanation of human resource managers and frontline production managers.

In 2016, Cemal Zehir, Yonca Gurol, Tugba Karaboga and Mahmut Kole compiled a questionnaire survey and collected from all industries in Istanbul in order to study the important role of entrepreneurial orientation in the relationship between strategic human resource management and corporate performance. The data was then analyzed with SPSS and AMOS software.

The research results show that entrepreneurial orientation promotes the relationship between strategic human resource management and corporate performance, the corporate performance included financial performance and employee performance . In 2014, Małgorzata Gableta and Andrzej Bodak selected 200 companies as research objects and explored the benefits of employees in modern human resource management. The results show that the employee benefits of selected research areas are only partially in line with modern human resource management models. In 2015, Kosovka Ognjenovi had set up four groups of factors affecting organizational performance, and constructed two statistical models to test four sets of influencing factors. The results show that on-the-job training has no significant impact on improving organizational performance, while effective human resources Management helps improve organizational performance.

2.2 China research

In 2014, Peng Jianfeng believed that the Internet era means both opportunities and challenges for enterprise human resource management. Standing at the forefront of human resource management theory and practice, he puts forward ten new ideas of human resource management in China's enterprises in the Internet era in combination with the four characteristics of the Internet era. In 2000, Zeng Jianquan, Zheng Pi-e and Ma Yanhua first analyzed the knowledge economy that developed in the western developed countries, and analyzed the development of the knowledge economy and economic characteristics. Then, based on China's national conditions, they proposed a management model and management strategy that can be used as a reference and basis for the future development of knowledge economy in Chinese enterprises. In 2013, Liu Xiangyang and Li Fan believed that with the continuous development of China's knowledge economy, the source of enterprise value creation will mainly come from knowledge, and knowledge-based talents will also be a strategic resource to form a competitive advantage. Therefore, in the new economic background of the 21st century, the main way for enterprises to enhance their own competitiveness is to form a psychological contract between enterprises and employees, to motivate and encourage employees to carry out knowledge

innovation, and fully mobilize the enthusiasm and creativity of employees. Combining motivation theory, fairness theory and psychological contract theory, they divide psychological contracts into three types of relational, transactional and developmental, and propose corresponding incentive mechanisms for each type of psychological contract. In 2009, Cheng Jianjun took "knowledge innovation" as the benchmark and followed the logical line of "theory foundation-model construction-practice guidance" to explore the context of the knowledge economy era, how should knowledge-based enterprises use the power of knowledge to carry out innovation in management mode to gain a stronger competitive advantage for the sustainable survival and development. In 2015, Wang Qun and Zhu Xiaoying believed that the gradual popularization of the Internet and the advent of the big data era, it is very necessary for Chinese enterprises to integrate the new element of "Big Data" into the human resources management within the enterprise itself, and most of China Companies have the prerequisite to handle large amounts of data. Their research was based on the environmental background of big data, they classified the data in enterprise human resource management into four types: "basic", "capable", "efficient" and "potential"; then, based on the results of big data analysis, the management innovation model of the six modules in enterprise human resource management is proposed.

In 2013, Lei Yong considered the importance of the scientific and applicable human resource management system. He discussed and analyzed the human resource management system of the enterprise in the new era, and then specifically introduced how the enterprise should carry out three aspects design of the system architecture, functional structure and the database; Finally, the corresponding countermeasures and suggestions are proposed on how enterprises can apply the human resource management system to better integrate the specific business conditions of enterprises. In 2013, Liu Yujiao and Meng Fei believed that under the new economic era, the continuous innovation of management science made the innovation of human resource management very necessary. Different from previous studies, they carried out the driving force analysis of enterprise human resource management innovation; then predicted the direction of innovation, and finally put forward the specific strategy of enterprise human resource management innovation based on analysis. In 2013, Han Yong combined the relevant knowledge of enterprise management and social economy to analyze changes that human resources management may face in the new economic era, and analyzed how the enterprise should construct appropriate human resources development and management strategy to cope with these changes. In 2012, Xu Sun took into account the important position of SMEs in China's economic development. He analyzed the problems faced by SMEs in China's SMEs and proposed corresponding countermeasures and suggestions. In 2014, Cao Xiuli took SMEs as the research object, and in view of the problems existing in the current human resources cost control of SMEs, the empirical research was conducted by taking Y company as the case background, and using a combination of qualitative and quantitative research methods.

In 2014, from the perspective of resource allocation, Lou JianShe analyzed the current situation of human resource allocation in China's enterprises and existed problems, then expounded the principles that enterprises should follow when carrying out human resource allocation, finally, the related countermeasures and suggestions were proposed. In 2010, Gao Xiaolan used SMEs as a research group to analyze the problems of human resources management in China's SMEs under the background of financial crisis, and finally proposed corresponding improvement measures.

In 2014, Zhang Qichen simply studied how SMEs should strengthen human resources management from the perspective of performance appraisal. Zhang Dan and Niu Wei analyzed the relationship between the salary of human resource management personnel and their salary satisfaction based on the survey report of China's human resources management personnel salary in 2014. They found the relationship between salary and salary satisfaction. The relationship characteristics of existence, and put forward countermeasures and suggestions on how to improve the satisfaction of personnel compensation.

In 2014, Lin Jian believed that creative talents were scarce and valuable resources in the 21st century. He took creative talents as the research object and relied on the research perspective of ecological theory, mainly using the research methods of empirical research, assisting the research methods of normative research, and trying to explore and establish a healthy creative talent ecosystem .

In the same year, Tran Quang Yen explored how leaders' destructive leadership behaviors influence employee behavior from a leader's research perspective. Based on the theory of organizational justice and psychological contract theory, he used 270 employees as a sample to conduct statistical analysis, and applied the mechanism of empirical research to try to reveal the adverse effects of destructive leadership on organizational human resource management. In 2013, taking into account the value concept and the change of the salary distribution system by the economic transformation , He Wei used the research method of empirical research based on the psychological point of view, to analyze the differences in salary distribution within the organizational departments will impact on employee compensation, turnover, and organizational emotional commitment. In 2014, based on the theory of psychological ownership in the context of diversified and diversified economic and cultural backgrounds, Cheng Weibo explores the impact of managerial inclusive leadership on subordinates' work attitudes and work behaviors through quantitative analysis. In 2012, Li Yu-en analyzed the reasons for the backwardness of human resources management in China's SMEs compared with developed countries. The measures that can be taken in the innovation of human resources management in SMEs are

proposed from the four aspects of personnel recruitment, training methods, management concepts and management methods. In 2011, He Jiangjun used empirical research methods and selected 267 companies as research samples. Through data analysis, he explored the correlation among human resource management, core competence and competitive advantage.



Chapter 3

Methodology

3.1 Methodology and framework

This paper is under the scope of normative research. The specific research methods include literature research method, inductive deductive research methods and theoretical analysis method: (1) literature research method. Through the commonly used databases in domestic and oversea to retrieve the relevant topics of literature and professional books, and then according to a certain logical line to sort and classify the literature; finally, based on the literature to conceive the research problems and the theoretical framework of the study. (2) Inductive deductive research method. According to the theoretical framework constructed, then the deductive method is used to analyze the direction and measures of human resource management innovation in Chinese enterprises under the economic and cultural background of the new economic normal. (3) Theoretical analysis method. This paper combines management with psychology, economics and other disciplines, and then using qualitatively analyzes the direction and mode of development and exploration of human resource management in China.

Based on the knowledge of human resource management theory, this paper introduces the current situation of human resource management in China; then discovers the existing problems and predicts its future development trend; finally, on the basis of the predicted direction, conduct management innovation. The specific framework of this paper is as follows: The first part is the introduction, which is a rough introduction to the whole article, including the research background, research purposes, the research methods used and the logical framework of this paper. The second part is an overview of human resources management, which specifically introduces the meaning, objectives, roles and procedures of human resources management; The third part is the current situation and development trend of human resource management in China's enterprises, includes the characteristics of current human resource management in China, the existing problems and possible future development trends; The fourth part introduces the specific strategies of human resource management innovation in China's enterprises, includes theoretical innovation strategies and practical innovation strategies.

3.2 Construction of Enterprise Human Resource Management Evaluation System

The construction of enterprise human resource management system needs to be tested by reference to the corresponding evaluation system. Through the qualitative feedback and the actual feedback of quantitative evaluation results, the human resource management evaluation system that the enterprise has built is further improved. This paper takes company C as the case background, and uses the analytic hierarchy process and fuzzy comprehensive evaluation method to construct the evaluation system corresponding to company C 's human resource management system.

3.2.1 Analysis Hierarchy Process

The Analytic Hierarchy Process (AHP) refines the evaluation objectives step by step and conducts multi-factor and multi-dimensional quantitative evaluation. It is a method commonly used in human resource management evaluation. With the help of Yaahp10.1 software, this paper constructs the corresponding evaluation system based on the basic principle of the analytic hierarchy process of company C human resource management system. The basic logical route is "hierarchical structure model (model test)→judgment matrix→weight calculation→consistency test".

(1) Building a Hierarchical Model

The premise of the construction of the hierarchical model is to select the corresponding rating indicators, combined with the actual situation of the company C,

In order to ensure the practicability of the human resources management evaluation index system, this paper follows the systematic, scientific, consistent, feasible, comparable and quantifiable index screening principles. The specific evaluation indicators are shown in Table 3-1:

Table 3-1 Human Resource Management Evaluation Indicators

	Primary indicator	Secondary indicators
Human resource	Human resource planning	Human resource demand forecast
		Human resource supply forecast
	Job analysis	Work content analysis

management evaluation		Evaluation of work results
	Recruitment	Unit recruitment cost
		Employee recruitment rate
	Training	Training resources investment
		Staff training benefits
	Salary System	Employee identity
		Internal synergy
		External adaptability
	Performance Evaluation	Rationality of the system
		System performance evaluation result
		Assessment results
	Labour Relations	Interpersonal communication
	Labour Relations	Employee participation management
	Employee satisfaction	Salary System
		Relationship between employees
		Communication
	Business satisfaction	Employee retention rate
		Work efficiency and effectiveness

(2) Building a judgment matrix

In the evaluation of human resources of C company, the five key leaders responsible for human resources management were selected to combine the relative importance of each index in the actual work, and the evaluation indicators in the constructed evaluation index system were assigned step by step. When assigning importance to an evaluation index, it mainly refers to the 9-level judgment scale table, as shown in Table 3-2.

Table 3.2 Level 1-9 Judgment Scale

Assignment	meaning
1	The i factor is as important as the j factor
3	Compared with the j factor, the i factor is slightly important/advantageous
5	Compared with the j factor, the i factor is more important / has an advantage
7	Compared with the j factor, the i factor is very important
9	Compared with the j factor, the i factor is absolutely important
2、4、6、8	Intermediate state between the above two judgment levels
$1/a_{ij}$	The importance of the i factor and the j factor is opposite to the above situation.

(3) Calculate the weight of the evaluation index

In the Yaahp10.1 software, five experts are introduced to score the importance of each level of indicators in the evaluation index system, and finally the weights of each indicator are calculated.

(4) Consistency test

The indicator for measuring the consistency of the judgment matrix is the consistency ratio, referred to as CR. The maximum consistency ratio set in the software Yaahp10.1 is 0.10. Generally, when the CR of the judgment matrix is lower than 0.10, the judgment matrix is acceptable; otherwise, it is necessary to re-assign the importance of each factor and reconstruct the judgment matrix. The consistency ratio of the C company's hierarchical structure model is 0.0971, which is less than 0.10 indicates that the C company human resource management level model constructed in this paper is reasonable.

3.2.2 Fuzzy comprehensive evaluation

(1) Constructing a membership function

The core content of the fuzzy comprehensive evaluation method is to determine the membership function of uncertain factors. The theoretical basis is fuzzy mathematics. The founder of fuzzy mathematics is the famous American scholar LAZadeh. In 1965 he proposed the "fuzzy set theory" to quantify the factors of uncertainty. This paper determines the membership function value of an evaluation index through the form of questionnaires survey.

The specific design of the questionnaire survey is as follows: (1) Set corresponding questions for the secondary evaluation indicators of process evaluation. Each question has five options of “good”, “better”, “general”, “poor” and “very poor”.(2) Count the number of occurrences of each option and the number of copies of the valid questionnaire, and calculate the ratio between the former and the latter. When the letter is expressed as a_{ij} , the i -th evaluation factor membership degree vector can be expressed as a_i . In the calculation of the degree of membership of C company's human resources management evaluation indicators, 100 questionnaires were distributed to the internal staff of Company C, and 100 copies were collected, all were valid. Combined with the statistical analysis and membership function of the questionnaire, the specific membership degree is summarized in Table 4-3.

Table 3-3 Evaluation index membership summary

Target layer	Primary indicator	Secondary indicators	Membership				
			good	better	general	poor	very poor
Human resource management evaluation	B1	C1	0.2	0.5	0.3	0	0
		C2	0	0.3	0.4	0.2	0.1
	B2	C3	0.4	0.5	0.1	0	0
		C4	0.2	0.5	0.3	0	0
	B3	C5	0.1	0.5	0.3	0.1	0
		C6	0.1	0.4	0.2	0.2	0.1
	B4	C7	0.1	0.3	0.2	0.4	0
		C8	0.1	0.4	0.3	0.2	0
	B5	C9	0.2	0.3	0.3	0.1	0.1
		C10	0.3	0.4	0.3	0	0
		C11	0.2	0.5	0.2	0.1	0
	B6	C12	0.1	0.5	0.3	0.1	0
		C13	0.1	0.6	0.2	0.1	0
		C14	0.3	0.4	0.3	0	0
	B7	C15	0	0.5	0.4	0.1	0
		C16	0.3	0.4	0.3	0	0

	B8	C17	0.4	0.3	0.2	0.1	0
		C18	0	0.5	0.2	0.2	0.1
		C19	0.2	0.4	0.3	0.1	0
	B9	C20	0.1	0.4	0.4	0.1	0
		C21	0.2	0.4	0.3	0.1	0

(2) Setting the rating level and determining the evaluation result

According to the five levels of “good”, “better”, “general”, “poor” and “very poor”, they correspond to (90,100), (80,90), (70,80), (60, 70) and (0, 60) four quantitative levels. First, the questionnaire survey results and the corresponding weights are used to calculate the membership function of the first-level evaluation indicators. Then, according to the membership function calculation of the first-level evaluation index and the corresponding weight, the fuzzy relationship matrix corresponding to the hierarchical structure model is calculated, then multiply by the matrix (100 90 80 70 60) T, the final value of 91.2778 is the quantitative evaluation result of C company human resources management. The calculation process is as follows:

$$(0.3315 \ 0.5125 \ 0.1136 \ 0.0371 \ 0.0054) \times (100 \ 90 \ 80 \ 70 \ 60)^T = 91.2778$$

3.3 SWOT analysis

In the current strategic planning report, SWOT analysis has been considered as a well-known tool. SWOT analysis will comprehensively analyze various internal factors related to China's Education and Training company C, which includes analysis of strengths factors, weaknesses factors, opportunity factors and threat factors. Therefore, the SWOT analysis will synthesize and summarize all aspects of the internal and external conditions of China's education and training company C, then analyze the strengths and weaknesses of the organization, the opportunities and threats. The analysis is as follows:

Table 3-4 SWOT analysis

Internal and external factors	Strengths	Weaknesses
Opportunities	Growth strategy	Reverse conversion strategy
Threats	Diversity strategy	Defensive strategy

Through SWOT analysis, it is possible for China's Wuhan Education and Training company C to gather resources and actions under where they have their strengths and the most opportunities; and make the company's strategy more clear.

Chapter 4

Study on innovation of human resource management in China's wuhan and training company C

4.1 Overview of China's human resource management

After the implementation of the reform and opening up policy, not only China's economy has achieved rapid progress, but China's management philosophy has also undergone fundamental changes. The root cause these changes is that the reform and opening up policy has enabled China's management system to achieve innovation, and the incentive and restraint mechanisms coexist. In addition, the continuous reform of the economy makes "science and technology is the primary productive force" no longer stay at the slogan level, but gradually becomes a reality. The coming of the era of science and technology not only changed the development status of the national economy and the living conditions of the residents, but also liberated China's traditional labor factor, which in turn will further promote the growth of the national economy.

In the 1990s, people gradually realized that although China's total resources are large, but resources per capita are small, and it is in a weak position in the world. The importance of resource management is increasingly evident. The most critical way to improve the status quo is to achieve rational allocation and rational optimization of resources, and fully improve the utilization of resources. Talking about China's human resources, its composition mainly includes two parts: First, the existing human resources, this part of human resources mainly refers to the labor resources that are already in the work position and start to create value for the society; second, the potential human resources Resources, mainly refers to those who are still in education, and will create value for society in the future. Therefore, the main theme of China's human resource management is to give full play to the value of existing human resources, while at the same time trying to cultivate potential human resources. Specifically, the theoretical knowledge of human resource management is combined with the actual operation, and management innovation is continuously carried out in accordance with the current economic development situation to learn and use the most advanced management knowledge.

4.1.1 Definition of human resources management

In 1919, John R. Commons for the first time mentioned the term "human resources" in his book "Industry Honor", but the meaning of "human resources" at that time and the present we use is different. At present, the concept of "human resources" is widely used in the book "Management Practices" by the famous management scientist Peter Drucker. In his book, Peter Drucker emphasizes that "human resources are the most promising, irreplaceable, and most

important resource in all resources of an enterprise." He believed that human resources have qualities that other resources do not have, because human resources have "judgment, imagination, coordination and integration capabilities." At the same time, he believed that one of the special characteristics of human resources is that it needs the assistance of incentive mechanisms to be fully exploited and brought tangible economic value to the enterprise. China's first use of the term "human resources" is Comrade Mao Zedong, the founding leader of China. He emphasized in the "China Rural Socialist Upsurge" that "Chinese women are a great human resource and must explore this resource, struggle to build a socialist China." With the continuous advancement of society and the continuous development of the economy, the scope of "human resources" has become more and more widely, and its importance has become higher and higher. There are more and more researches on human resources in the theoretical and practical circles. In different stages, scholars have different definitions of human resources.

Based on the relevant literature, this paper describes the definition of "human resources" as follows: The general human resources refer to the total population with labor ability in society, and the labor ability includes both labor and physical ability, while the content of human resources covers both quality and quantity. Narrowly defined human resources refer to the manpower owned by an organization that can be used to produce products or provide services.

Combining the relevant knowledge of economics, all the elements used in production activities and capable of creating material wealth can be summarized in the category of resources. The resource elements in economics include manpower, material resources, financial resources, time and information, and so on. Human resources is the most important and irreplaceable resources in the field of economic resources. The basic embodiment of human resources are physical and intellectual aspects, including both quantity and quality. Based on the previous scholars' research on human resources, this paper summarizes the "six features" and "eight characteristics" related to human resources. The so-called "six features" include: subjective initiative, duality, timeliness, sociality, Continuity and regenerability. "Eight characteristics" are the existence of human resources as a unique resource, which is different from the special qualities, features and characteristics of other kind resources, the features and characteristics are different, the features are concrete external manifestation, while the characteristics are focused on reflecting the intrinsic properties of human resources, which is the concrete manifestation of human resources practicality and scientificity. The contents of the "eight characteristics" of human resources include: inalienability, biology, sociality, timeliness, capital accumulation, stimulating, motivating and carrier. In summary, human resources is a unique resource whose value lies in its carrier "people". The value of human resources is actually the process by which people create wealth for their organizations.

Although human resources is a special kind of resource, like other types of resources, it needs scientific and reasonable planning and configuration through management means to fully develop and utilize the value it contains. This is where the functions of human resource management are. Human resource management is the product of modern economic development. It belongs to a new discipline. Its development process is not long. The predecessor of human resource management is personnel management. Personnel management contains less content than human resources management. Later, with the continuous development of the economy, changes in management concepts, management methods and management scope, personnel management gradually evolved into human resource management. In 1954, "human resources" was proposed and defined by Peter Drucker in his book "Practice of Management", after a period of development, "human resource management" came out. "Human Resources Management" was first proposed by Wright Bakke in 1958 in his book "Human Resources Functions", In this book, he mainly introduces the contents of the human resources management function as an ordinary management method. Human resource management was established in the 1960s. Until the 1990s, the development of human resources management in both theory and practice has matured and improved.

The emergence of strategic human resource management indicates that the importance of human resource management has risen to the level of strategic management, marking that the development of human resource management has reached a new stage. Similar to "human resources", there are also many genres in the definition of the meaning of "human resource management" by scholars at domestic and oversea. On the basis of literature reading, this paper synthesizes and summarizes the ideas of each genre. The definition of "human resource management" in this paper is as follows: In accordance with the needs of the organization's strategic development, enterprises and institutions shall implement a series of organizational activities such as recruitment, training, appointment, evaluation, incentives and adjustments to achieve rational management and rational allocation of human resources. Its purpose is to develop and leverage the potential of its employees, fully mobilizing the initiative and creativity of employees to ensure the realization of corporate strategic goals. Human resource management is not a separate organizational activity, but consists of a series of management activities that occur in the organization. These activities mainly include the formulation of relevant human resources strategic plans, personnel recruitment, staff training, compensation and performance management. Under the background of modern economy, human resource management is using modern management methods and management methods embodied in a series of management activities such as selecting, educating, employing and retaining people in order to realize the development goals of the organization itself.

4.1.2 Functions and objectives of human resources management of China's Wuhan Education and Training company C

The function of human resource management is another indirect manifestation of the importance of human resource management, because the subject of this paper is the innovation of enterprise human resource management, so the background of this paper is the strategic human resource management in the era of modern knowledge economy, because manpower The development stage of resource management is in the stage of strategic human resource management now , so human resource management innovation is also based on this. Therefore, the functions and objectives of human resource management in this paper are mainly focus on strategic human resource management. "Strategic human resource management" means that the function of human resource management has begun to involve the field of strategic management. The function of human resource management has also evolved with the development of economy and management, and the level of human resources is no longer staying at the functional level only , it is gradually beginning to involve strategic levels now.

The function of human resource management is its unique attribute and has certain independence. This paper summarizes the functions of human resource management into four aspects: selection function, training function, incentive function and maintenance function: (1) Selection function, this function belongs to the basic function of human resource management, and the specific embodiment is to select suitable talents for enterprises to work in suitable positions; (2) Training function, in order to meet the requirements of economic development, the requirements of the organization management are also in line with the changes of the internal and external environment. The knowledge reserve and work literacy of employees need to keep pace with the times, which requires the organization to regularly or irregularly trained employees; (3) Incentive function, the management system with incentives and constraints coexist is the core of modern management concept. The incentive function is beneficial to fully mobilize the employee's subjective initiative and value creativity. The incentive function is reflected not only as visible material reward, but more important is the intangible psychological encouragement;(4) Maintaining functions, one of the common problems in modern enterprise management is the flow of people, especially in knowledge-based and high-tech enterprises. the bad influence of this problem is even worse. The employee's resignation after selection and training brings not only economic losses, but also intangible obstacles to daily operations. Therefore, maintaining functions can reduce the flow of organizational personnel to a certain extent, ensuring a stable and high level of engagement between employees and positions.

The meaning of the goal of human resource management refers to the way in which the enterprise achieves the established performance and meets the required responsibilities through human resource management. Supporting the development of corporate strategy is the core and

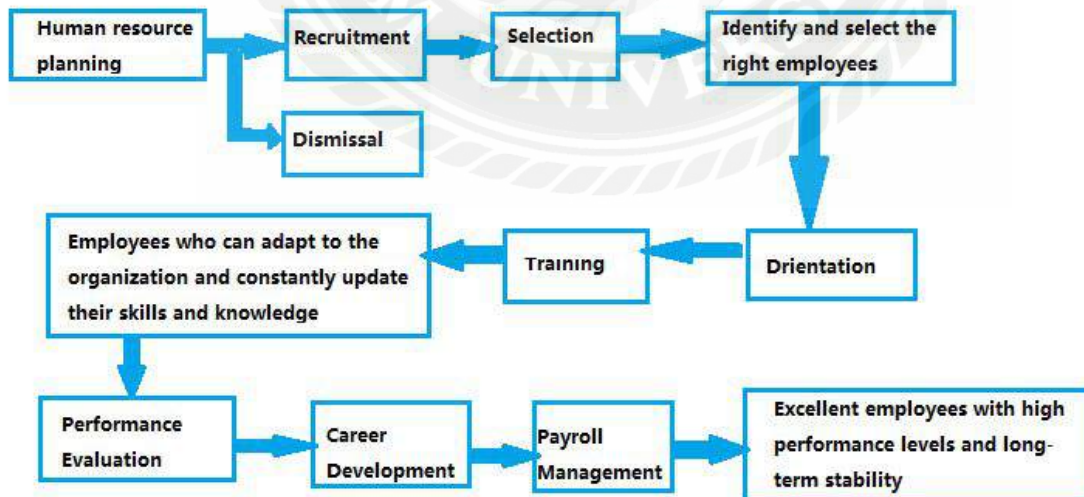
the overall goal of enterprise human resource management. When talking about the goal of human resource management, we must distinguish between two concepts first, namely, the goals and tasks implemented by all managers involved in human resources management, and the goals and tasks specific to the human resources department. If a goal or person belongs to the former, the scope can generally be classified as the scope of the latter; but if a target falls within the scope of the latter, it does not necessarily belong to the former.

In short, the scope of the professional human resources management range is large and is necessary to complete the goal by all managers. On the basis of the literature that has been read, this paper compares the views of domestic and foreign scholars on the goals of human resource management. Scholars in western developed countries believe that the goal of human resource management can be summarized as "recruiting effective personnel in a timely manner", "fully exploiting the potential of recruited personnel", "combining the performance of employees to determine their stay", and "make full use of the role of human resources to ensure smooth daily operations of the organization." The role of ensuring a smooth daily operation of the organization." Most scholars in China believe that the goal of enterprise human resource management is embodied in the following three aspects: (1) Through the human resources management activities to ensure the realization of the maximizing goal of the enterprise; (2) Ensuring that employees can simultaneously enjoy material rewards and spiritual encouragement in the enterprise; (3) Employees use the enterprise platform to produce products for the enterprise or The services provided can satisfy customers. Foreign views on human resource management objectives are more abstract, only talked about the two sides of the enterprise and employees; the view of China is more specific, and the customer is included as a third party in the interests of human resources management, this is highly consistent with the "customer values" under the background of China's market economy mechanism. Customer-oriented and maximizing customer value has become the strategic goal of the highest level of modern enterprise development. The human resources management objectives are embodied in the strategic goals of the enterprise. In particular, human resource management has gradually evolved into a strategic human resource management stage as the economy develops, and the human resource management objectives are more closely linked to the strategic goals of the enterprise. Therefore, the definition of human resource management objectives in this paper recognizes the concept of most scholars in China. Strategic human resource management involves both strategic level and functional level. When talking about the goal of human resource management, the strategic level corresponds to the overall goal. The overall goal of human resource management is customer value-oriented and support the development of corporate strategy. The functional level corresponds to the specific objectives of human resource management, that is, through a series of management activities such as talent selection, talents, retention, compensation management and incentive management, the appropriate candidates are placed in appropriate positions to ensure the smooth running of the company's daily operations.

4.2 Strengths of human resource management in China's Wuhan Education and Training company C

Human resource management is not a separate management task. It is composed of a series of management activities. In order to realize the functions and objectives of human resource management, enterprises need to carry out human resource management activities in accordance with sound and reasonable working procedures. The management activities are “interlinked” and follow a certain order. Any flaws in any link will affect the results and effectiveness of the final human resource management. Specifically, the basic working procedures of human resource management are shown below:

Table 4-1 Flow chart of human resource management



It can be seen from above that the basic workflow of human resource management is as follows: (1) Human resource planning, the enterprise needs to formulate corresponding human resource plans according to the employees' needs for future development, and clarify the types of employees required by the enterprise, employee quality requirements and the number of employees required for each position. In general, human resource planning is taken for granted as recruitment. In fact, the content of enterprise human resource planning includes both recruitment and dismissal. Dismissal means that the human resources management department of the enterprise terminates the employment relationship with certain employees in accordance with the future development needs of the enterprise and the performance of the employees. (2) Recruitment, one of the important links in the enterprise human resource management. The components of the recruitment process generally include the recruitment subject, the recruitment carrier and the recruitment target. The recruitment subject generally refers to the employer. The recruitment carrier refers to the communication channel or communication mode of the recruitment information. The recruitment target refers to the candidate who meets the recruitment criteria of the employer. For the recruitment process, the three elements are indispensable. The premise of recruitment is the lack of human resources in the employer. (3) Selection, through the written examination and interview of the recruitment section, the candidates with the highest matching of human resources needs of the enterprise can be selected from the candidates, and then the personnel recruited by the recruitment work are determined. (4) Accompanying, including training and mobilization, occurs after the employment contract is signed between the employer and the employee. On the one hand, the training is to improve the professional skills and professional qualities of the employees; On the other hand, the cultivation of employees by employers reflects the importance of employees. Based on the theory of psychological contract, training is a way of encouraging employees. (5) Performance appraisal, refers to the selection of some quantifiable performance indicators, and then rewards employees with outstanding performance by evaluating the performance of employees. Performance appraisal can effectively stimulate employees' initiative, enthusiasm and value creativity by tying the interests of employees and organizational interests. (6) Career development, means that the managers of the human resources department need to make reasonable planning for the positions within the enterprise, and match the positions with the career development of the employees to prevent from the negative impact on the day-to-day operations of the company on the employee turnover. (7) Salary management, is based on the organizational development strategy, timely adjustment of the organization's salary level, salary structure and salary distribution and payment strategy, etc., it is a dynamic management process. A reasonable salary management strategy can help companies attract excellent employees, and also help organizations optimize the value of economic resources. In summary, human resource management is composed of a series of management activities, and its basic working procedures belong to the process of dynamic management.

4.3 Threats of human resource management in China's Wuhan Education and Training company C

At present, China's economy is in the development stage of “new economic normal”. In response to the political proposition of “encourage people to do business creatively and drive innovation”, relevant science and technology innovation and management innovation have become an inevitable trend of Chinese enterprises. The core theme of technological innovation and management innovation is knowledge, and "human" is the key carrier of knowledge. Therefore, in the process of enterprise innovation and development, human resources are the main force, and the importance of human resource management is also obvious. In the context of the era of knowledge economy, human resources is an important source of core competitiveness of enterprises. In order to enhance their competitive advantage and enhance their market share under the market mechanism, how to attract outstanding talents and how to retain key talents has become a key issue that Chinese enterprises will have to solve for a long time. At present, the global integration of the economy and the pressure of market competition are not only limited to those domestic enterprises, but also are enterprises from other countries that compete on the world stage. With the fierce market competition, the requirements for economic and efficient development are in order to coordinate with the pace of world economic development, management innovation is imperative for companies and companies to survive and develop in the global competition. Human resources, as the superior resources of enterprise market competition, the effective management of human resources has become the core and key content of enterprise management.

The object of enterprise human resource management is “human resources”. Therefore, in order to achieve effective human resource management, enterprise human resources departments must clearly understand the characteristics of “human resources” of enterprises. Similarly, before describing the characteristics of human resource management in China, this paper has sorts out the characteristics of “human resources”. Although human resources is one kind of social resources, they have their unique characteristics compared with other resources, which are manifested in the following aspects: (1) The era of the generation process, that is, the human resources is of an era, and its growth and maturity are based on the economic development under the background of a specific era. The demand and requirements of human resources in different stages of economic development are not the same. Keeping up with the tide of the times, the types of human resources selected and cultivated are not the same. 2) The mobility of the development object, the development target of the enterprise human resources is human resources, and the so-called "human resources" mainly refers to the employees of the enterprise, and there is a labor contract between the employees and the enterprise. When the

psychological expectations of the employees cannot be satisfied, the employee will release the labor contract with the enterprise; or the enterprise manager believes that the performance of the employee does not meet the requirements of the company's position, will also dismiss the corresponding employee. Therefore, the mobility of human resources is one of the common problems in the daily management of enterprises.(3) The timeliness of the use process, the timeliness of human resources mainly means that the special resource type of human resources is also subject to biological limitations in the process of its formation and use. Like any other species, people will experience a life course from growth to decline, and the stage of life development is also "changing from flourish to decadence." People can only be a potential human resource in childhood and adolescence. Only after reaching the legal working age can the meaning of real human resources be realized; In the old age, with the gradual decline of the labor force, the actual value of human resources has actually been lost. Therefore, the characteristics of human resource timeliness indicate that the value creation of human resources has a time limit and is limited to the age of actual labor capacity, but labor of different natures has different definitions of working age. In addition, the timeliness characteristics require the human resources department of the enterprise to make full use of the labor ability of the employee's working age based on the laws of human biology.(4) The sustainability of the development process. Under the era of knowledge economy, the innovation of knowledge and technology is the key to the development of enterprises. Innovation requires that knowledge and economy can be continuously updated with the development of the economy, and "human" is the carrier of knowledge. The process of knowledge renewal means the continuity of the human resource development process.(5) The consumption of the idle process, it can be understood as the ease of integration of the technology and knowledge of human resources with the management of the enterprise during the idle process, because the requirements of business management will follow the economic development and the rapidly changing competitive environment in the market have changed. From the perspective of cost in accounting, it can be understood that in the process of idle human resources, opportunity costs will occur, and the occurrence of costs means the consumption of resources.(6) The social nature of the organizational process, because a specific enterprise will have its own unique corporate culture, and the corporate culture will guide the organization's corporate value orientation; in the process of human resources organization, the corporate culture in the context of a specific organization will affect the mutual way, mutual relationship and the coordination and integration of etiquette between people, people and groups in human resource management. Therefore, corporate human resources have a certain degree of sociality in the organizational process. In addition, the characteristics of human resources include: regenerative, that is, human resources is a renewable resource; initiative, that is, human resources need to actively and proactively carry out value creation activities through their own labor; value-added, that is, the labor process of human resources is a value-added process; duality, that is, productivity and consumption coexist in human resources. The 21st century is the era of knowledge economy. It is a brand-new economic era dominated by

"knowledge" and "talent". Under the background of this era, the unique advantages of intellectual capital and human resources have become an important source of enterprises to enhance their overall competitiveness. Human resource management has also been marked with the mark of the times, and will show new characteristics of the times with the changes of the times. This paper focuses on the characteristics of enterprise human resource management under the background of knowledge economy. The contents of summarization and induction are as follows: (1) Focus on "knowledge-type employees", and the era of knowledge economy is the era of talent sovereignty. Science and technology have already become the primary productivity factor of enterprise development, and human capital has gradually become the advantageous capital for enterprise development, especially the "knowledge-type employees" in human capital. Knowledge workers have strong independence and autonomy because they have intellectual capital; In addition, the work process of knowledge workers is difficult to direct monitoring, and the work results can not be directly measured, and the willingness to move is also high, which leads to higher risk of brain drain. In order to ensure the steady progress of the enterprise value creation process and reduce the risk of knowledge workers' mobility and brain drain, the orientation of human resources management in modern enterprises is centered on "knowledge-based employees", and then combined with the corresponding incentive and restraint policies of the enterprise, different management strategies are adopted for knowledge workers in different positions. (2) With the core of "Human Resources Value Chain Management" and the core of value chain management, the human resource management method follows the so-called "2:8 law", that is, most of the value of the enterprise is caused by the small number of employees. These small number of employees not only create a large proportion of the value of the company, but also stimulate the value creativity and initiative of other employees. They constitute the core and backbone of the enterprise. The human resources value chain management emphasizes that the enterprise human resources management department should adopt the "hierarchical classification management" mode for all human resources of the enterprise. The basic value chain management divides the dynamic process of enterprise value creation into two basic types of basic activities and auxiliary activities, and then carries out specific subdivision into two basic types; in the dynamics process of "value creation", the value chain management theory emphasizes the absorption and development of value creation factors, grasps the leading factors in the value creation process, and achieves more than 80% of the value of employees who do not exceed 20% (ie 2:8 law). (3) Employees and enterprises establish a cooperative relationship based on labor contract and psychological contract. Modern human resource management focuses on bundling corporate interests with employee benefits, weakening the conflict of interests between the two, which in turn helps to reduce employee mobility and increase employee loyalty to the company. Regarding the characteristics of enterprise human resource management, several small chapters will be detailed in details.

4.3.1 Modern Human Resource Management “People-oriented”

The "people-oriented" management philosophy requires that in the daily management activities, all management activities should adhere to the people as center and starting point, and management should also focus on how to stimulate and mobilize people's autonomy, creativity and enthusiasm. At the same time, the corporate culture should emphasize the understanding of human nature, freeing the relationship between business and employees from the rigid relationship of employment and realize the strategic cooperation relationship based on labor contract and psychological contract at the same time. Only if it meets the substance and psychological needs of employees, then employees can proactively create value for the business. Human resources is an indispensable resource of competitive advantage in today's economic development. Its importance has been recognized by all enterprises so long . The human resources management of modern enterprises should adhere to the principle of "people-oriented". In the process of human resource management, it is necessary to simultaneously “Setting Position by Employee” and “Setting Employee by Position” to fully develop and utilize the potential advantages of employees to maximize economic and social benefits. The development of human resources should not only be limited to the knowledge level, but also should involve the content of the employee's personality level, adhere to the "people-oriented" principle, promote the overall development of employees, and optimize the allocation and utilization of resources. The “people-oriented” management concept reflects the modern management approach the aspects of rationality and sensibility, because the ultimate goal of recruiting employees in any enterprise is to create value for employees, therefore, the rational thinking of enterprise human resources management is how to make full use of employees’ value to create wealth for enterprises; As employed employees, they want to have a higher level of remuneration and adequate holidays. The purpose of the company and the employees are fundamentally contrary to each other. However, the emotional side of enterprise human resource management is that the management department of the enterprise should proceed from the substance and psychological needs of the employees in the management process, so that the employees can psychologically and actively perform their duties.

4.3.2 Enterprise Human Resource Management has a flexible employment mechanism

Under the market mechanism, unlike administrative institutions and state-owned enterprises, modern enterprises have clear property rights, can independently select employees, and then according to the development strategy of the enterprise and the actual situation of the employees, the dynamic management process of human resources is realized. The process of dynamic management means continuous development and adjustment of human resources, and constantly improves the fit between employees and positions. The flexible employment

mechanism of human resources management in modern enterprises is not only reflected in the process of selecting, developing and cultivating employees, but also in the compensation system set by enterprises. The traditional employment mechanism is based on “Setting Employee by Position”, but the content of modern human resource management should also include “Setting Position by Employee”, fully exploiting and utilizing the advantages of human resources, and cannot bury the potential of employees in the solidified job responsibilities. The flexible employment system requires the human resources management department to “give full scope to the talents”, and based on the performance of the employees and the company, discover the advantages and disadvantages of the employees, and then develop training programs to optimize the benefits. The flexible salary system is the product of the interaction between the incentive system and the restraint system. The traditional salary system only considers the tangible evaluation criteria such as employee performance and position, while the modern salary system also involves some intangible material rewards and spiritual rewards, such as option incentives, greater authority, honorary certificates, etc. In addition, the flexible employment system should also formulate its own unique employment system based on the nature and business characteristics of the enterprise. It cannot be generalized. For example, the employment system of manufacturing enterprises will be relatively conservative, and the corresponding human resource management methods will be more conservative. Specification, because the operation of manufacturing enterprises is relatively stable; The technology-based enterprises have higher operational risks and higher requirements for innovation. Therefore, the focus of their human resources management process is to mobilize the creativity of employees, and their employment system will be more flexible. In addition, the flexible employment system should adhere to the principle of “Use the capable ones, replace the average ones, relief the incapable ones.”, and always pursue the concept of “talent view”. We must not insist on the rigid concept of “seeing the education and background”. Dare to use the "cross-industry, cross-regional" type of talent.

4.3.3 The liquidity of corporate personnel has been significantly strengthened

One of the problems in modern human resource management is “employee mobility”. Especially with the development of the economy, the importance of human resources has become more and more important. Employees with a workforce are no longer in a passive position, between enterprises and employees to achieve a "two-way choice." Compared with traditional human resource management, employees have the dual status of “choice” and “selected”, which is no longer a process of simply selecting the right employees. The reform of the education system has led to a large increase in the total number of educated people in China, and the level of education per capita has gradually increased, the working environment and the content of work have become increasingly abundant. On the one hand, as a hiring unit, the enterprise will select the right talents to match the corresponding jobs according to the needs of

the future enterprise development strategy. In general, the rigid standards of corporate personnel selection is the education and work experience; the evaluation criteria for enterprises to employees are competency requirements; the standard for enterprises to judge employees' value is moral behavior. This series of selection criteria means that enterprises often pay corresponding human, material and financial resources in order to select suitable employees. Therefore, the losses caused by personnel turnover are not limited to economic losses, but also include intangible resource consumption and many inconveniences caused by daily work. On the other hand, after achieving "two-way choice", employees' autonomy and independence are enhanced. They can select what they think is better according to their own conditions and qualifications, especially knowledge-based talents with intellectual capital, and they are more mobile. This paper analyzes the reasons for the high mobility in the era of knowledge economy. One of them is the new graduated students who have no work experience. After they graduated from school and went directly to work, they found that their ideal working environment or work content is too different from the current job, they will choose to leave. The resignation of a new graduated student after work is one of the reasons for the high mobility of the staff. The second is the employees who have worked for a long time. Because they already have a lot of work experience, they will have more and more extensive choices in their work scope. They hope to get more power and incentive salary through work. They don't pay much attention to the fixed base salary. If the powers granted by the current enterprises cannot satisfy their psychological expectations, they will resolutely choose to resign because they are no longer limited to finding jobs, but more expect to find a job that is satisfactory to them, and then slowly stabilized. The mobility of personnel makes the workload of enterprise human resource management larger and the management task is more arduous.

4.3.4 The diversity of knowledge-based employees poses a higher challenge for enterprises

The era of knowledge economy and the policy background of innovation make "knowledge-based employees" the core of human resources management in modern enterprises, because as an integral part of human resources, knowledge-based employees are the main force for enterprises to enhance market competitiveness. Compared with ordinary working employees, knowledge workers have a considerable level of education, their knowledge level and skill level are relatively high. They can realize the effective transformation of intellectual capital into economic and social benefits, and it is the core of enterprises to achieve capital appreciation. Due to the heavier job responsibilities, knowledge workers have higher levels of demand for companies. Today, the diversity of knowledge workers' needs is undoubtedly a challenge to modern enterprise human resource management. How to retain the knowledge-based employees with diversified business needs will also become the core issue of enterprise human resources management. In order to retain a knowledgeable employee with diverse needs, the company have

to clarify the needs of knowledge workers, and then to establish a sound incentive mechanism. This paper analyzes the demand characteristics of knowledge workers based on Maslow's hierarchy of needs. Maslow's demand theory divides the identified needs into five levels, which are physiological needs, security needs, emotional and affiliation needs, respectful needs and self-fulfilling needs. The above five levels of demand are from low to high, gradually rising, and the pursuit of higher levels of demand is the driving force of employee behavior.

Compared with ordinary working employees, knowledge workers may have higher levels of needs due to higher academic qualifications and cultural level, such as: the need for respect and the need for self-realization, and may also include part of the emotional and affiliation needs. In this paper, the needs analysis of knowledge workers focuses more on the needs of respect and the needs of self-realization. The specific contents include: autonomy needs, fairness and justice needs, respect and participation needs, self-development needs, achievement needs, etc. Maslow's hierarchy of needs does not consider social conditions and human social practices. Therefore, when analyzing the needs of knowledge workers, the level of Maslow's needs should be used as a reference and social factors should be integrated. Due to the diversification of the needs of knowledge workers, when formulating corresponding incentive programs, it is necessary to consider the professional background of the individual knowledge workers and the current stage of career development (exploration stage, establishment stage, maintenance stage, decline stage), personal occupational orientation, an individual's professional anchor (that is, the kind of work or career that is most important to a person who considers his work and career, and whoever does not give up under any circumstances) and personal professional interests. In addition, in order to cope with the current situation of diversified demand for knowledge workers, the principle of establishing an incentive system for enterprises should be adjusted. This paper believes that the principles of knowledge-based employee incentives should include: (1) the principle of contingency and the principle of on-demand incentives, (2) Guiding principles on the target, (3) the principle of combining substance incentives with spiritual incentives, combining positive incentives with negative incentives, (4) the principles of clarity and rationality mode and the clarity of motivation, (5) the principle of timeliness on the timing.

4.4 Weaknesses of human resource management in China's Wuhan Education and Training company C

The four elements of modern enterprise survival and development are capital, technology, management and talents. In response to the problem of "funding difficulties", relevant government departments have implemented many policies to reform the financial market. With the continuous opening of China's financial market and the continuous improvement of the financial market system, the status quo of "funding difficulties" has eased,

and the funding problem is no longer the most important factor limiting the survival and development of Chinese enterprises. Both the “technical” and “management” elements require the “talent” element to be implemented. Therefore, “talent” is the most important factor for enterprises to expand their scale of development and enhance market competitiveness. Although the importance of human resource management has long been recognized by enterprises, the status of human resource management has risen to the strategic level, but the topic of human resource management is “time”. At different stages of the economic development stage, the problems faced by enterprises in terms of human resource management will be different. At present, the development of China's economy has entered the "new economic normal" period. Facing the transformation of the economic situation, the human resource management system developed by the enterprise and the external environment of the enterprise may not be connected between the management and the external environment, cause problems to be solved human resource management systems. This article will subdivide the following sections to specifically analyze the human resource management issues currently Chinese companies faced.

4.4.1 Human Resource Management Model Obsolete

Human resource management is evolved from traditional personnel management. The traditional understanding of the main scope of personnel management is the basic work of daily affairs. The scope of management work is trivial and lacks systemicity. The scope of personnel management work includes: Recruitment when personnel are lacking, Staff adjustment and configuration, Management of employee benefits, Staff training and training management. The traditional personnel management has great limitations, and the management methods are also scattered. The management functions cannot be performed normally, and the potential of human resources cannot be fully developed and utilized. Many Chinese enterprises still have not completely shaken off the traditional personnel management mode. The management mode is outdated. management is inefficient and not effective. The old human resource management model is easy to lead to the lack of talent in the enterprise. At the same time, the rigid management model is likely to cause high-frequency mobility of excellent talents, because the old management model will restrict the development of talents; On the other hand, the old management model is likely to cause a backlog of talents, because the old-fashioned management model can not meet the requirements of new external economic development, and can not meet the substance and psychological needs of talents in the knowledge economy era. The management system also limits the enthusiasm and initiative of employee value creation. Therefore, the core content of modern human resource management is to combine the new trend of economic development, promote knowledge and management innovation, to ensure that the management model of human resource management is coordinated with the external environment of economic development and the internal development needs of employees

4.4.2 Insufficient investment in enterprise human resources management

Although the development stage of human resource management in China is currently in the stage of strategic human resource management, it does not mean that most of the Chinese enterprises have upgraded the importance of human resource management to the perspective of strategic management. There are still many companies lack of awareness about the importance of human resource management. Compared with the total investment in manpower, material and financial resources of other departments, the total investment of human resources management departments is small, and the insufficient investment of enterprises in the human resources department is manifested in the following two aspects: (1) The level of enterprise development strategy and management has not paid enough attention to human resource management, (2) insufficient investment in human resources department work, and unreasonable staffing. From the perspective of the enterprise as a whole, the investment of human resources is a long-term and indirect investment. The employees of the company have human capital, however, human capital is an invisible resource and cannot be directly transformed into a valuable thing. Only when the knowledge of enterprise employees is transformed into tangible and valuable products and services can the value be transformed, and reflect the existence value and significance of human capital. The focus of enterprise investment generally is the area of capital circulation such as production links and sales links of enterprises, because the investment in the field of capital circulation can immediately see the effect of capital investment, and the investment effect is more obvious; However, the investment period of enterprises for human resources is longer, and the speed of value change is slower.

Because the funds are invested in the cultivation and training of the company personnel, first of all, employees need to be able to effectively absorb new professional knowledge in order to achieve the ultimate quality of personnel, in turn, it creates more value for the enterprise and reflects the effectiveness of the enterprise's investment in human resources. Longer investment horizons mean higher investment risks, coupled with the high mobility of knowledge-based talent, the total investment in human resource management is smaller than that in corporate management. To guarantee the relative market position of enterprises in the world of competition in the era of knowledge economy, it is necessary to increase the total investment in human resources.

4.4.3 Human resources management functions oversimplified

Strategic human resource management requires enterprises to upgrade the status of human resources management departments to the level of supporting strategic decision-making. The human resources department at the strategic level is no longer just an auxiliary department of other functional departments of the enterprise. At present, the functions of human resources management departments of many enterprises in China still remain in the trivial matters such as attendance management and file management in the traditional personnel management stage. The management contents such as “performance management”, “remuneration management” and “human resource planning” that should be included in the modern human resource management system are like aerial lofts. Specifically, the role of the modern human resources management department should include the “developers” of enterprise human resource management policies, management systems and management plans, the “supervisors”, “innovators” and “changers” of human resources policies and system implementation.

In the era of knowledge economy that promotes knowledge innovation and management innovation, modern human resources management departments should clarify their strategic functions and fully play the role of strategic functions. The modern human resources management department acting as a strategic function is not only a participant in the process of developing a corporate development strategy, it will also help companies implement their strategic work through the development and adjustment of the human resources plan. The human resources management department, which is located in a strategic function, must be considered as an independent functional department of the enterprise. In order to give full play to the role of corporate strategic functions, the management of human resources of enterprises should be guided by the "maximization of customer value", and define their own business scope according to the types of customers, the needs of customers and the technical conditions to meet the effective needs of customers. At present, the definition of the functions of human resources management departments is mainly to play the role of “experts in personnel management”. Its functions are too singular and its functions are extremely simplified. In the process of modern human resource management, the more important functional scope of the enterprise human resources management department should be the “participants” of strategy formulation, the “promoters” of management revolution, and the “motivators” of employees. By enriching the functional scope of the human resources management department, it helps to improve the effectiveness of the human resources management function.

4.4.4 Human resource management constraints and incentive mechanisms are imperfect

Incentive mechanism and constraint mechanism coexist in modern human resource management, but the two are not mutually antagonistic. They should be mechanisms that

mutually influential and interact with each other. In order to attract and retain outstanding talents, enterprises must establish a sound and comprehensive incentive mechanism. Through substance and spiritual incentives, they can fully mobilize the passion and enthusiasm of employees, which is beneficial to the advancement of enterprise knowledge innovation and management innovation process. The purpose of the restraint mechanism is to prevent the overstep behavior of employees' powers. Through certain punishment situations, a certain degree of deterrence is formed to employees, and the occurrence of irregular behavior of employees is curbed from the source. Excessive incentives will result in the occurrence of overstepping behavior after the employee's excessive authority, and excessive constraints will restrict the expansion of employees' creative thinking. Only by combining the incentive mechanism with the restraint system can ensure the scientific and operational effectiveness of the enterprise human resource management system design. At present, there are still problems in the human resource management system of China's enterprises, such as insufficient incentives, insufficient punishment in the restraint system, or low incentives between the incentive mechanism and the restraint system. Therefore, the incentive and restraint system in the modern enterprise human resource management system still needs further improvement and optimization.

4.4.5 Human resource management methods are not scientific

Although today's enterprises in China are starting to manage human resources, the effectiveness of human resource management is not yet to be verified. The concept of human resource management has been applied in China for a long time. At present, large-scale enterprises in China are facing greater pressure from global competition, so they have more thorough understanding of the importance of human resource management. However, the method of human resource management in most SMEs in China is not scientific, and a comprehensive and systematic human resource management system has not yet been constructed. The following analysis of the content of human resource management will lead to the unscientific human resource management methods of SMEs in China. The content of human resources management in modern enterprises includes job analysis and design, human resource planning, employee recruitment and selection, performance evaluation management, compensation management, employee incentives, employee training and development, labor relationship management, etc. The unscientific aspects of human resource management methods in China's enterprises are: (1) Before employee recruitment, the human resources department of the enterprise lacks necessary and reasonable human resource planning. There is no scientific prediction of the demand for human resources in the future strategic development of the enterprise, and there is no comparison between the current human resources and future needs of the company. The recruitment of personnel is lack of rationality and randomness. (2) The recruitment process of employees is "form over substance". The recruitment standards set by the human resources

department of the enterprise may impose strict rules on the background of academic qualifications, graduate schools, etc., but neglect the consideration of ability and experience, resulting in companies to miss outstanding candidates or choose inappropriate employees.(3) The results of the formulation and implementation of employee training programs are not good. The training of employees in many enterprises does not effectively improve the professional quality or professional ethics of employees, and does not play a guiding and promoting role in the career development of employees.(4) The performance evaluation indicators selected in the performance management process are not quantitative enough, strong subjective, and can not fundamentally stimulate employee enthusiasm and creativity; In addition, the unreasonable performance appraisal also reflects a certain degree of unfairness and injustice. On the contrary, it will dampen the enthusiasm of employees to work hard. The above four aspects of analysis are the common reasons for the unscientific human resource management methods in Chinese enterprises. In the actual business management process of the enterprise, the reasons for the unscientific management of human resources in the enterprise include other situations.

4.5 Opportunities of human resource management in China's Wuhan Education and Training company C

At present, the global economy is in the "knowledge economy era", and the development stage of China's economy has also entered the development stage of "new economic normal". "Knowledge economy" is the product of the rapid development of information technology and high-tech industry. Under the new economic environment with highly developed information and universal application of network technology, the content and methods of human resource management will undergo fundamental changes. In order to accurately predict the development trend of human resource management in the future, this paper analyzes the new challenges raised by China in the era of knowledge economy for human resource management:(1) The attribute of human resource management is changed from "tactical" management to "strategic" management. Because the human resources management in the era of knowledge economy will become the core of social management, require enterprises to upgrade the functions of human resource management to a strategic level and have the effect of prior management;(2) Human resource management will be transformed into "dynamic management" of the whole process. Traditional personnel management is a static management process and is limited to the management thinking of "taking things by people"; In order to fully mobilize the employee's subjective initiative and value creativity, modern human resource management adheres to the "people-oriented" management philosophy and implements a dynamic management approach throughout the process.(3) Knowledge-based talents become the core of enterprise human resource management. Because of the highly advantageous human capital, the mobility of knowledge-based talents is high. Therefore, how to attract and retain knowledge-based talents is

a major challenge that modern enterprises will face in the long run. Combined with the challenges that human resources management may face in the future, this paper forecasts the general development trend of human resource management in China in the era of knowledge economy: (1) Computer-aided management, information technology will not only change the actual production and operation of enterprises, but also promote the evolution of management innovation process; The automation and technology of management will be one of the major development trends of human resource management in the future. Information technology can simplify the managers' workload and focus more on the strategic and institutional aspects. (2) Outsourcing of human resource management. The principle of outsourcing is to take advantage of external resources and carry out specialized management to achieve the ultimate goal of "improving efficiency, reducing costs, and improving overall core competitiveness". Human resource management outsourcing will become one of the major trends in the future economic development, because the major functional role of the human resources management department will be to assist in the formulation and implementation of corporate strategies, and outsourcing some "non-core" operations in the human resources management process can help enterprises get rid of trivial transaction processing, focus on the development of core business, and help enterprises to effectively enhance their market competitiveness by leveraging the advantages of "external resources". This paper introduces the specific content of the future development of human resource management from the following three aspects.

4.5.1 Systematic and comprehensive human resource planning

Based on a highly developed platform for computer-aided management functions and information technology, enterprise human resource management will gradually adopt the process control method to conduct effective dynamic management. Dynamic management means that China's human resource management will be transformed into a whole process and all-round management mode. With the continuous promotion of the application of information technology and computer technology in China's enterprises, enterprises will establish their own human resources management information platform on the company's official website, which can timely disclose relevant information of enterprise human resource management. The content of the disclosed information may include labor relations between employees and enterprises, employee promotion instructions, employee performance evaluation, employee training, compensation management, and employee career planning. The establishment of its own human resources management information platform helps to enhance the systemic nature of enterprise human resource planning and facilitate the comprehensive management of human resource planning. The human resources information platform can update the relevant data of the enterprise employees in real time, human resource manager can obtain the actual operational data of the human resource management in a timely manner, and then combined with the needs of corporate

strategic development, compare the planning data with the actual situation and then develop a scientific and reasonable human resources plan. At the same time, the human resources department can analyze the actual operational data after the information platform is updated to analyze the possible errors in the actual management process, and then take corrective measures in time to reduce the possibility of risk occurrence or weaken the severity of the risk. Therefore, the human resources management information platform helps to enhance the comprehensiveness and systemicity of enterprise human resource planning.

4.5.2 Focus on knowledge workers and establish new employee relationships

Under the background of the era of knowledge economy, the main leading of enterprise value creation is knowledge-based employees, which mainly rely on the intellectual capital possessed to carry out value creative activities. For a long time to come, knowledge workers will be the core content of enterprise human resource management. Compared with non-knowledge employees, the uniqueness of knowledge workers is mainly reflected in three aspects: value, psychological needs and personal characteristics: (1) In terms of values, the desire of knowledge workers to achieve self-worth is extremely strong. Because they have high personal qualities and strong professional expertise, they generally prefer to engage in creative and challenging work, and hope to realize their own value through the difficulty and value added of their work content; (2) In terms of psychological needs, knowledge workers attach more importance to spiritual incentives and achievement incentives than substance rewards. Because of the autonomy and creativity of knowledge workers, they are more eager to reflect their self-worth through their own work. Therefore, compared with substance rewards, spiritual incentives and achievement incentives are more recognition and affirmation of their work results, work efficiency, and self-ability; (3) In terms of personal traits, due to the strong autonomy of knowledge workers and the strong desire for self-realization, it leads to the high mobility of knowledge workers' work choices. In the future, the knowledge-based employees will be managed more efficiently. The human resources management department of the enterprise should pay more attention to the psychological needs of knowledge workers in combination with their personal traits and values. In addition, the relationship between the company and its employees should be freed from the solidified employment relationship, based on labor contracts and psychological contracts to establish a new type of strategic partnership with employees.

4.5.3 Using Information Technology to Implement Virtualization Management

The policy orientation of "science and technology is the primary productive force" has been put into practice. With the rapid development and application of network technology and information technology, it not only facilitates all aspects of people's lives, but also simplifies the

actual production management process. The traditional way of working is very strict with time, place and people. For example, the normal convening of a meeting must ensure that all participants attend the meeting at the specified time and at the specified place. However, this situation has been thoroughly and scientifically changed because teleconferencing and video conferencing simplifies the workflow, providing work efficiency and reducing the cost of work. With the continuous innovation of science and technology in the era of knowledge economy, based on the application of information technology and network technology, the virtualized development of human resource management will also become an inevitable development trend.



Chapter 5

Conclusions

5.1 China's Wuhan Education and Training company C Human Resource Management Innovation Strategy

Under the dual promotion of knowledge innovation and economic reform, management innovation will become an inevitable choice. Although human resource management has always been a hot topic in the field of theory and practice, human resource management is a topic of the times. Enterprises will present different management needs as the external economic environment changes, and there will be different problems in the human resource management process. At present, China's economy is in the development stage of “new economic normal”. Relevant government departments also actively advocate “mass entrepreneurship and innovation”. Science and technology have become the main motivation for the progress of the modern era. The rapid development of network technology and information technology has completely changed the way of traditional business management. In order to help enterprises adapt to changes in the external environment better, companies must conduct the necessary management innovations through a network and information technology platform.

5.2 Overview of China's Wuhan Education and Training company C Human Resource Management Innovation

The most basic principle of modern enterprise development is “focusing on customer value”. With the diversification of consumer demand and the rapidly changing external economic environment, innovation is the only way to bring vitality and enhance market competitiveness. The description of the necessity of enterprise management innovation is as follows: (1) Scientific and technological progress is the most important reason for enterprise management innovation. Technological progress not only greatly improves the productivity of enterprises, but also changes the way of production and management of enterprises. As the need to change is the need of business management. (2) Knowledge-based talents in the era of knowledge economy are the focus of economic development. Compared with non-knowledge employees, knowledge workers have a strong desire to realize self-value, and have greater autonomy and value creativity. It is not match the traditional human resource management model. All enterprise management authorities need to establish a human resource management system that encourages their intellectual employees to play freely. (3) According to the relevant knowledge in the company's strategy and risk management disciplines, the criteria for determining the enterprise's competitive advantage include the scarcity of resources, the imitation of resources (physically unique resources, resources with path dependence, resources with causal ambiguity and economically constrained resources), irreplaceability of resources and

persistence of resources. As a special resource, human resources is a renewable resource, so human resources meet the persistence, scarcity and irreplaceability. In order to become a resource to enhance the competitive advantage of enterprises, human resources must also meet the requirements of "non-imitation". In order to enhance "non-imitation", innovation becomes a necessity.

The enterprise's human resource management innovation is an organizational behavior with the significance of the times. The fundamental purpose of innovation is to adapt to the economic development and the objective requirements within the enterprise. The essence of enterprise human resource management innovation lies in management reform and value creation. The meaning of human resource management innovation refers to the enterprise's objective management of strategic development, by absorbing advanced management concepts and practical experience, to create a management manner, method or management system that is more suitable for the current internal and external economic environment, achieve corporate goals with higher standards and better results. Modern enterprise human resource management innovation needs to follow certain principles, including scientific principles, innovation relevance principles, innovation motivation incentive principles, and innovation path selection principles. In short, the foundation of enterprise human resource management innovation is "people-oriented". The necessary factor for the realization of human resource management innovation is "scientific management", and the guarantee of human resource management innovation is "strategic mode".

5.3 Theoretical Innovation of Human Resource Management in China's Wuhan Education and Training company C

Theoretical knowledge is the basis of practical operation. In order to help Chinese enterprises achieve innovation in the actual human resource management process, the key step is to think about how to predict the possible development direction of human resources management in China's enterprises within the future economic situation, and the management revolution that may be faced under the theoretical knowledge of the original enterprise human resource management, then propose a practical, efficient, and strategic theoretical basis. Under the background of the knowledge economy era, the focus of human resource management in China's enterprises will be positioned on the development and management of comprehensive talents and knowledge-based talents. While science and technology are driving the rapid development of the social economy, it has also changed the value and psychological needs of talents. The universal application of network technology and information technology changes not only people's lifestyle, but also changes people's psychological characteristics. While the overall social environment is improving, People's overall quality has been improved, and increasingly

seeking individuality and uniqueness. People are no longer confined to a stable living environment and working environment. They also hope that “stable and changeable” and the desire to realize self-worth are more urgent. In summary, the theoretical innovation of human resource management should be combined with the actual external economic environment changes and the real needs of employees.

5.3.1 Innovation in modern management science theory

Modern management science theory does not exist as a separate management theory, but a comprehensive knowledge system, belonging to a group of disciplines. Modern management science theory is the summary and synthesis of all management theories in modern times. It is the third stage of the development of Western management theory and thought. The first two development stages are scientific management theory and behavioral science theory. Compared with the previous two stages, the most important feature of modern management science theory is that it includes more management schools. The proposed management theory, management ideas and management methods will innovate as time goes by and the external economic environment changes. Modern management science theory is the basic theoretical system in management science. According to the requirements of innovative management, modern management science theory also belongs to the category of management innovation. This paper argues that the trends of future innovation and development of modern management science theory include: (1) Innovation and gradual enrichment of management content. In the era of knowledge economy, the process of knowledge innovation will continue to advance, the degree of automation and informatization in the production and operation process of enterprises will be higher. The focus of business management will also be on how to better innovate and improve to better effectively meet the diverse needs of external consumers; (2) Diversification and informatization of management forms. Under the dual background of informationization and networking, the management process of enterprises is more convenient and the degree of quantification of management results is higher. The diversification of management forms and the diversified needs also require theoretical knowledge to be further developed and innovated based on objective facts. Theoretical research with the platform of information technology and network technology can promote the new leap-forward development of modern scientific management theory.

5.3.2 Enterprise Organization Theory Innovation

Organizational theory is the core content of the management theory system. The content of organizational theory research is the relationship among the structure of the organization, the function of the organization, the operation of the organization, and the behavior of the management subject in the organization, then discover the logical knowledge system that

contains the rules. The development of organizational theory has experienced three stages of development: classical organization theory, behavioral science organization theory and modern organization theory. The object of analysis of modern organizational theory is the behavior of human beings in the organization, rather than the analysis of the surface structure of the organization and the specific operations in the organization. Modern organizational theory emphasizes that the primary responsibility of leaders in an organization is to establish common values for the organization and then manage the people in the organization in accordance with the values they shape.

At the same time, modern organizational theory believes that leaders in an organization should serve the organization more, rather than giving orders to employees based on their authority. Along with the process of economic globalization is the global integration of the production scope of enterprises. The global integration strategy of enterprises means that the organizational form of enterprises will develop into a global organization form with multinational corporations as the main body. The global integration of production will guide the development of modern organizational theory from the "market structure" analysis paradigm to the "monopoly structure" analysis paradigm. In this case, this article needs to distinguish between "monopoly structure" and "monopoly behavior". "Monopoly behavior" refers to the formation of economic status that is beneficial to oneself through improper behavior. The direct purpose is to expand the scale of its own economy. The "monopoly structure" is the result of a high concentration of industries, mainly reflected in higher industrial efficiency, lower transaction costs, and significant economies of scale. The monopoly structure is based on the improvement of efficiency based on technological progress, and the social benefits brought are greater than the possible welfare losses. In order to form the monopoly structure of the enterprise and realize the "high efficiency, low cost" production mode, the content of enterprise organization theory innovation should include: (1) Learning-oriented organizational theory, innovation in the knowledge economy era is the fundamental source for maintaining sustainable development of enterprises. Therefore, the trend of organizational theory development in the future is to create a learning atmosphere for employees and encourage employees to constantly update their professional knowledge reserves; (2) Re-engineering organization theory of work links, With the continuous advancement of science and technology, the internal and external environment of enterprise management will also change accordingly. In the future, in order to better meet the needs of economic development, the organizational form of enterprises also needs to be contingent, and cannot be static.

5.3.3 Regression of humanism

People are the carrier of knowledge, and people are also the mainstay of innovation in the era of knowledge economy. The "people-oriented" scientific development concept is a new

requirement put forward by the Third Plenary Session of the 16th CPC Central Committee. The "people-oriented" thinking focuses on the overall development of people, flexible management of its implementation, empowerment of subordinate employees through a decentralized management model, giving them more room for free development, and thus stimulating their imagination and creativity. In addition, adhering to the "people-oriented" scientific development concept, enterprises need to "set up position for people" instead of "selecting people by position," because the core of future economic development and corporate management is knowledge workers. Knowledge workers are more independent and creative, can not let the organization or curing mechanism restricts the value of knowledge workers to achieve.

5.3.4 Strategic Human Resource Management

At present, the development of human resource management is in the stage of strategic human resource management. The function of human resources management is no longer limited to the auxiliary role as one of the functional departments of the enterprise, it has been upgraded to a strategic level to assist in the realization of corporate development strategies. The important background of the birth of strategic human resource management is that knowledge has become decisive element of form the organizational competitive advantage, and the changes in the external environment have led to the diversification of human needs and values, and the process of human resource management has become more complex. Strategic human resource management focuses on the goal-oriented and strategic nature of management and the systematic and strategic nature of human capital. Trends in strategic innovation in the future of human resources management include: (1) The content will be more perfect to achieve more efficient guidance of human resource management practices; (2) Optimization and innovation in management processes, in order to further improve the utilization of human resources, better integrate human resources into the company's development strategy, managers need to negotiate and communicate with employees; (3) Innovation in the scope of management, the scope of management of strategic human resource management should break through the scope of the enterprise and expand to the global scale. The background of economic globalization also encourages enterprises to recruit talents.

5.4 Practice Innovation of Human Resource Management in China's Wuhan Education and Training company C

The theoretical innovation of human resources is the basis of practical innovation, and the theoretical basis can provide direction and guidance for practical operations. Innovations in the theory of human resource management have added vitality to corporate human resources management activities; At the same time, the innovation of human resource theory has promoted

the occurrence of human resource practice innovation. In view of the innovation of human resources practice, this paper combines the five aspects of innovation: cultivate innovation, incentive method innovation, management method innovation, care and maintenance innovation and performance management innovation.

5.4.1 Innovation in personnel training

In order to enhance or maintain the competitive position of the company's market, employee training is a necessary management activity in modern enterprise human resource management. The effectiveness of traditional training work is not obvious, because training has been plagued by many practical problems. Such as the lack of attention of management authorities and employees, insufficient resources, and insufficient qualifications of trainers. This paper believes that in the era of knowledge economy, training innovation should be carried out from the following aspects: (1) Innovation in training concepts. On the one hand, it is necessary to enhance the emphasis of managers on training work; On the other hand, it is necessary to change the psychological attitude of the trained employees to the training work. In the actual training process, employees often neglect the essence of the training work, only focus on participating in the training, and then obtain the training completion certificate, which is not enthusiastic about improving self-quality through the training process. Scientific and reasonable training mechanism should establish appropriate training mode, fully stimulate the motivation of employees' training and learning, and extend the scope of training to all employees to create a lifelong learning concept within the enterprise. (2) The systematic nature of the training program. In formulating the training plan, the human resources department should refer to the career plan specified by each employee when developing the training plan. A systematic training program is targeted in combination with the individualized career planning of employees. (3) Forward-looking and targeted training content. The ultimate goal of the company's training of employees is to reserve human resources in advance for future strategic development of the enterprise. Therefore, the appropriateness of the training content of the employees is very important. First, managers need to predict the specific requirements of human resources needed for future development. Then compare the difference between current human resources and future needs. Finally, combined with the difference analysis, develop a training program for employees to match the employee literacy with the future human resource needs.

5.4.2 Innovation of incentive mechanism

The great significance of the innovation incentive mechanism lies in the enthusiasm of fully mobilizing innovative talents, encourage and maintain the passion and enthusiasm of

employee innovation,The innovative incentive mechanism is mainly through humanized talent incentives.

Assisting a competitive wage system and a fair impartial approach to promotion, provide employees with a culture and innovation environment that encourages innovation and tolerates failure.This paper believes that the innovation of incentive mechanism can be carried out in the following two aspects:(1) Establish a working mechanism that can stimulate innovation and conform to the actual work situation;(2) Establish a scientific and effective innovation assessment and evaluation system.The criteria for evaluation must adhere to the principles of objectivity and fairness.The performance appraisal system of an enterprise should rely on the platform of informationization and networking.Try to use higher-quantity evaluation indicators.Reduce the subjectivity of evaluation.

5.4.3 Management Method Innovation - Hierarchical Classification Management

The hierarchical management of the human resources of the enterprise is the foundation for the “hierarchical competition” of the enterprise. The management method of the hierarchical classification is mainly to divide the human resources of the enterprise into different levels according to certain standards, and then combined with the different characteristics of each level of employees targeted management;The hierarchical competition law includes competition at both horizontal and vertical levels.Horizontal competition refers to competition within the unified department.Vertical competition mainly refers to competition between departments and departments.Hierarchical classification management methods can promote healthy competition between employees and employees, departments and departments.Significantly improve the quality of enterprise human resource management, At the same time, interactive dynamic competition can maximize the potential of employees;

On the other hand, the hierarchical classification management method can meet the development requirements of individualized career planning of different levels of employees.

5.4.4 Performance Management Innovation - Comprehensive Score Management Method

Traditional performance management is mainly around financial data.Modern enterprise evaluation of employee performance requires a comprehensive consideration of many aspects.

Performance appraisal mainly evaluates the performance of employees in terms of workload, work quality and work efficiency.The specific performance is the quantitative

indicator, the quality indicator and the efficiency indicator. In order to ensure the objective and fairness of the employee performance evaluation process, the trend of future performance management innovation is the quantitative management of performance, and the performance evaluation method will tend to combine the absolute evaluation method with the relative evaluation method, rather than only limited to the absolute evaluation method centered on property data. Financial indicators are the most direct manifestation of employee performance, but they cannot be used as the sole assessment indicator. They also need to consider factors other than financial factors, such as customer satisfaction, employee learning ability and innovation ability. Compared with the absolute evaluation method, the comprehensive rating management model is more complete and comprehensive, and can more realistically present the results and potential of employees' work.



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