

## Discussion on Manufacturing Human Resource Management

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### Abstract

**Reasonable and effective human resource management is a powerful guarantee for a company's success. Human resources have become the most important production factor at present and will directly determine the company's competitiveness and sustainable development capabilities. Based on the definition of human resource management concept and its characteristics, the article analyzes the current Chinese manufacturing people. Problems in the management of human resources, and proposed human resource management to meet the development of manufacturing industry from three aspects Strategy.**

### Keywords

**Manufacturing, Conceptual definition, human resource Management, Development Strategy.**

### 1. Introduction

The manufacturing industry is an important symbol of the country's productivity level. As a pillar industry of industrialization development, it directly reflects the current level of China's productivity and economic development. At the same time, it is also a realistic gate to promote industrial upgrading. According to Fortune magazine's ranking of the world's top 500 companies released in July 2018, there are 120 companies in China, including 59 manufacturing companies, significantly higher than the 14 in 2010. Among them, the number of manufacturing enterprises accounted for 50% of the world's top 500 enterprises; the operating income of manufacturing enterprises accounted for 47.24% of the operating income of all the top 500 enterprises in China; the profits of manufacturing enterprises accounted for the total profit of all the top 500 enterprises in China. 20.16%. This reflects that the manufacturing industry is leading the growth of China's economy, gradually becoming the strategic commanding height of national competitiveness, and also the concentrated expression of China's comprehensive national strength and international economic competitiveness.

### 2. Related concept definition

#### 2.1 The concept of human resource management and its characteristics

Human resource management refers to various enterprise management policies that affect the behavior, attitude and performance of employees in order to complete the business management work and overall goals. #practice and institutional arrangements。 It has the following characteristics:

1. Initiative. Subjective initiative in human resource management activities is in a dominant position.
2. Timeliness. The formation, development and utilization of human resource management are time-bound and in a dynamic balance.
3. Ideological. The person with the subject status has thoughts and is full of vitality, which is also a characteristic different from other resources.
- 4 Comprehensive sociality. Refers to human resource management activities not only to link win-win results, but also to individual attitudes, psychological satisfaction and other indicators.

#### 2.2 Main content of human resource management

Enterprise organization theory innovation. First, to build the theory of learning organization, enterprises must first do a good job in human resources management under the premise of improving the quality of personnel. In the continuous learning, a consistent corporate vision is formed, so that

all personnel can conduct self-monitoring and management, and work together for the benefit of the enterprise. Second, we must optimize the management process of the enterprise, re-aggregate the scattered resources, and create a more complete theoretical system, re-engineering the core content, strengthen the adaptability to the external environment of the enterprise, and effectively improve the efficiency of the enterprise. Maximize the interests of the company while complying with laws and regulations.

The theoretical model of human resource management. Doing a good job in training and educating employees is the basic content of modern enterprise human resource management. In terms of training content, it is necessary to apply diversified concepts, combine employee professional characteristics and existing differences to meet the development needs of enterprises. In the training channel, enterprises should make full use of the internal professional talents and use the “going out and bringing back” model to create more opportunities for employees to learn knowledge. It is also necessary to establish links with industry associations such as “training institutions” on the outside university campus. In the new era, compensation and benefits are no longer the main way for enterprises to attract and retain outstanding talents. More is the construction of corporate culture, including the good culture of enterprises, the soundness of the training system, the ease of working atmosphere, and career planning.

Human management return. The people-oriented management concept is the main content of enterprise human resource management in the new era, and always adheres to the people-oriented management principle as the driving force for enterprise development.

In the new era, people are both the capital of enterprises and the resources of enterprises. While treating employees as resources such as crop power, financial resources and ecology, they also need to regard their employees as potential resources for exploring the memory potential of enterprises, and rationally configure them to make them Play a more important role and achieve the best results of human resource management.

### **2.3 The Necessity of Strengthening Human Resource Management in China's Manufacturing Enterprises.**

With the gradual realization of economic globalization and the shift of the world's manufacturing industry to China, China's manufacturing industry has become more prominent in the national economy. To become a global winner, China's manufacturing industry must regard innovation as the core of manufacturing competitiveness. Compared with natural resources and material resources, human resources are very different in quality, quantity, time and space. The most important difference is the subjective initiative of human resources. People who are the mainstay of human resources can actively use other resources to carry out inventions and creations, propose new ideas and new ideas, and promote continuous innovation in social science and technology. The development and utilization of human resources in China has played an important role in the development and upgrading of manufacturing.

## **3. Current problems in the management of human resources in China's manufacturing industry**

### **3.1 Not enough attention to human resources**

Government departments and enterprises generally lack awareness of human resource management, and the government lacks substantial input into talent capital. In terms of enterprises, as far as China's current business management decision-makers are concerned, it is generally believed that human resource management cannot bring direct profits to enterprises. This kind of enterprise human resource management in enterprises is a waste of resources for enterprises. At present, many enterprises belong to small and medium-sized enterprises. The size of the enterprises is small, and they often do not have the conditions for realizing human resource management. Moreover, the level of understanding and attention of human resources management is not deep enough, and many enterprises will The project management is marked with an equal sign. The business philosophy of

the company does not regard human resources as an investment capital. Moreover, in the use of neglecting the employees' vocational skills training, professional ethics training, there is a lack of certain systemicity in the enterprise human resources management, resulting in uncoordinated production and enterprise human resource planning, resulting in unnecessary waste of enterprise resources. Increased the cost input and expenses of enterprises, seriously hindering and restricting the normal development of enterprises

### **3.2 China's enterprise human resource planning is not scientific and reasonable**

Lack of corresponding supporting strategies for human resource management. Chinese enterprises tend to neglect the assessment training and potential of new employees in terms of human resource management. The biggest problem is that employees' work ability and business level are stagnant, The development space has been compressed, and some enterprises still have a "Skirt relationship" in terms of employing people. Regarding the choice of employees and the arrangement of work, private fraud is caused, which makes the employees of the company unfairly prudent, dampens the enthusiasm of the employees, and does not "set up posts due to things", but "set up posts for people"

In the reward mechanism of the enterprise, the welfare of the employees of the enterprise is relatively simple. The salary and remuneration package for general employees is the basic salary plus overtime or business commission and meal allowance. Other benefits for employees such as holidays, honor, recreational activities, and other material rewards are relatively small, which is not conducive to the enthusiasm of employees. Human resource management activities are inherently complex and diverse, involving a relatively broad range of businesses and knowledge. Many of the human resources management personnel in China's enterprises are not professional human resource management personnel. Therefore, the content, process, and links of human resource management are not very familiar. Leading to many management decisions in human resource management, human resources management functions have not been fully and effectively.

### **3.3 Talent cultivation is not sustainable**

Insufficient understanding of the purpose and needs of human resources training. In Zhejiang, where the manufacturing industry is relatively developed. At present, some private enterprises in Zhejiang like to spend more money to recruit skilled workers. No interest, time and effort to train your own skilled workers, The purpose and content of the training are vague and lack of specificity. Many units or companies did not conduct reasonable training needs analysis before training. Whether employees need to be trained and what is being trained is often subjectively determined by the superior leader. Some employees feel that training is meaningless and only takes the form of coping. There is no real knowledge and skills acquired from the training, which leads to a significant reduction in training effectiveness.

## **4. Develop a human resource management strategy that meets the development of the manufacturing industry**

The problems in the human resources management of manufacturing enterprises are not only related to the current social and economic environment, but also the products of the current market economy era. For the human resources manager of the enterprise, new human resource management concepts should be adopted, improve understanding of human resource management and strengthen human resources management.

### **4.1 Change the concept and clarify the importance of human resource management**

On the government side, we must strengthen policy leadership and increase human capital investment. The gap between China and developed countries is ultimately the gap in knowledge, the gap between technology and the gap between human capital. In order to adapt to industrial upgrading, we must actively carry out targeted human capital investment, and we must not passively treat the increase in human capital demand due to industrial upgrading. First, the government should increase investment in education and training to increase the productivity of knowledge workers. Second, the government

should formulate relevant policies to promote the popularization of human resources education, provide a cultural and stimulating environment for human resource development

Business aspect, First of all, we must establish the concept that human resources are the most important resource for the survival and development of an enterprise. The human resources and enterprises should be coordinated and developed. According to the quality of employees, rationally arrange human resources, fully consider their growth and value, and play the role of human resources training. Through training, employees can absorb new knowledge and technology, improve work efficiency, develop their potential, and improve project execution ability. At the same time, human resources training can also make employees feel the concern and attention of the organization. Everyone enhances teamwork spirit and organizational sense of belonging, reduces the loss of excellent employees, and enables employees to be most motivated and creative in their work. In order to improve their work efficiency and promote the improvement of corporate efficiency.

#### **4.2 Give full play to the role of incentives**

As one of the means of human resource management, the incentive mechanism is to improve the performance of the enterprise and the work efficiency of the employees. The effective incentive mechanism can ensure that the enterprise has a good development environment and promotes the healthy development of the enterprise.

On the government side, The government should deepen the reform of the education system, strengthen the link between educational output and professional needs, and make it an organic whole; strive to establish open education. Establish a new concept of talents, establish a new talent training model, and cultivate labor talents that are consistent with reality. Secondly, the government should improve the vocational education system, encourage enterprises to cooperate with higher vocational education institutions, and cultivate various types of talents needed for industrial upgrading; formulate corresponding sharing of tax exemption and incentive policies to ensure long-term investment in schools and enterprises.

Business aspect, Employee compensation must be based on the position, According to the market labor price, it is linked to this type of labor market segment to determine the corresponding salary and salary. The adjustment of salary must grasp the market environment, maintain the market competitiveness of the basic salary of the enterprise, and attract and retain excellent talents with attractive salary.

#### **4.3 Establish a sustainable development mechanism for human resource development**

Establish a human resources performance evaluation mechanism, and do a good job of feedback and application. Human resources training should be the source of internal savings and sharing power. It should be timely feedback and summary, and provide reference for future targeted human resource training activities. Establish a performance evaluation and supervision mechanism for human resources training and establish a reasonable evaluation system, Through the evaluation of the whole process before, during and after the training of talents, timely grasp the dynamic information of human resource management, And correct the deviation, for each training staff, form a basic human resource training effect evaluation, a comprehensive evaluation of the practical content of the training content itself, the impact on the employee's work performance.

Human resource management should do its best to improve corporate appeal, Human resources need to give full play to their functions, rationally allocate employees, meet the professional demands of employees, and enable employees to play a role in their own suitable positions. Understanding the configuration should adhere to efficiency priorities, optimize the allocation of human resources, select and use talents on the basis of efficiency, improve the overall quality of enterprise personnel, and at the same time improve the attractiveness of enterprises to outstanding talents. As the manager Drucker said: The first signal that companies are going downhill is to lose talent for those qualified, capable and ambitious people. Excellent talents are the engines of enterprises. It is conceivable that when the engine is gone, the power will be gone, which means that the enterprise will lose the future.

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