Constructing a New Idea of Human Resources Sharing Under the Era of "Internet +"

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Abstract. In the context of "Internet +", the diversification of information has undoubtedly brought great convenience to people. But, the question is how can we effectively use this complex information to serve our human resources work? Based on the impact of "Internet+" on enterprise human resource management, this paper analyzes the method of human resource sharing platform under "Internet+" mode and distinguishes it from traditional theoretical analysis methods, in order to explain how organizations should use this information to enhance our organizational benefits. Through analysis, we understand that the core of the relationship, today, between supply and demand of human resources is "de-intermediation" and the flattening of information communication, realizing the openness and transparency of information on recruitment and application, maximizing the potential of the human capital market, and achieving the state of human capital sharing.

1. Introduction

When the Chinese government firstly proposed the concept of "Internet +" in 2015, government has begun to advocate the integration of the Internet with various industries, guide the transformation of manufacturing enterprises and expand upon the world [1]. With the continuous development of Internet technology, the era of "Internet +" has arrived, and at the same time put forward higher requirements for the management of human resources in our enterprise. The way effectively combining "Internet +" with human resource management can improve the efficiency and benefits of modern enterprise human resource management. "Internet +" is the further practice of Internet thinking. It refers that the Internet as the core feature of information development is integrated with the service industries such as industry, commerce, finance, logistics, etc. But this merger rarely adds the these together than integrating information technology and Internet platforms with enterprises to create new development opportunities for them[2].

In recent years, Chinese Internet companies have reached in a golden period of development, and talents have long been the core assets of Internet companies. Based on the traditional human resource management model, the evaluation and prediction of personnel management actions have become more difficult in the actual operation process. So it is urgent for relative management individuals to find innovative ways to solve problems. Human resources are a key element in formation of wealth, and it can promote resources to achieve optimal allocation. With the continuous development of current science and technology and the improvement of knowledge and skills, the contribution of human resources is also growing to enterprises. Therefore, enterprises pay more attention to human resources. In the current development process of the enterprise, human resource management plays an important guiding role in the development of the whole industry, and its healthy development also plays an incentive role of other resources of the society[3]. Now, there is a question; how can we effectively use this complex information to serve our human resources work in this age of information diversification?

2. The Meaning of "Internet +" and Human Resource Management

2.1 The Connotation of "Internet +"

"Internet +" was first proposed at the 2015 National People's Congress by Premier Li Keqiang. In fact, "Internet +" fully expresses a new type of economic form, which mainly uses the Internet as a production. The elements have played a huge role in promoting actual economic development[4].

2.2 The Connotation of Human Resource Management

Human resource management refers to the effective use of relevant human resources within the organization through the management of recruitment, training, and remuneration under the guidance of economics and humanism, to meet the needs of the organization's current and future development, and to ensure the realization of organizational goals[5].

3. The Impact of the "Internet +" Era on Human Resource Management

The penetration of the Internet into the workplace has led to a gradual change in the working environment of the company [6]. From the perspective of human resource management, the "Internet+" era has the distinctive features of networking and information diversification. It has formed a number of value features of the development of transparency and openness. The rapid development of network technology has also had a major impact on the management of human resources.

3.1 Standardize Human Resource Data Management

With the development of "Internet +", human resource management has entered the "quantitative" management stage, and management is more convenient and faster, which greatly saves the management cost of the enterprise. In the context of big data, companies can access a variety of data onto a wide range of data interfaces, including a large number of information such as resumes, performance, training, and compensation. Enterprises can establish a complete model system through the analysis of these data to achieve scientific management of talents. Enterprises use big data as a basic tool to predict large trends from small samples, performing employee performance appraisal, job flow management, salary distribution, etc., which can better handle the relationship between stakeholders.

3.2 Collaboration creates value of customers and employees.

The development of the network has promoted the improvement in people's living standards, which improve the mass consumption power. The employees in the enterprise are themselves consumers, which is conducive to the correct guidance of consumers. In addition, customers are not only consumers in the corporate marketing strategy, but also they become the creators of corporate value because customers use their own perceptions of products to provide relevant opinions to promote the improvement on products. For example, many mobile phone brands have so-called "fans" behind them. These groups have employees of the brand as well as other users. The employees can have a deeper understanding of the customer's demand for mobile phone functions, while these customers are an important driving force for enterprise innovation.

4. Constructing a New Idea of Human Resources Sharing under the Era of "Internet +"

Shared services are an innovation in management and service models in the context of internationalization, rapid development of information technology and rapid growth of business scale. According to statistics, 50% of the world's Fortune 500 companies and 80% of the top 100 companies have implemented shared services, and some domestic companies have gradually implemented shared services [7]. The data shows that management efficiency can be increased by more than 20% after implementing human resources sharing services. At present, after years of "tight screw" management, the company's human resources management level has been continuously improved, but compared with world-class companies, the company's two-level human resources management department is still tired of engaging in trivial and repeated daily affairs. There is less time and effort to invest in human resources research related to the company's future development, and it is difficult to focus on human resource optimization. The company's traditional human resources operation mode and mechanism, lack of value-added services and forward-looking, holistic and normative services to employees and business departments, and the role of human resources to create value. At the same time, the company's human resource management has differences in process standardization which increases the risk of system management and control. Therefore, the implementation of human resources sharing is an inevitable

choice for enterprises from traditional human resource management to strategic human resource development transformation.

4.1 The human resource sharing model based "internet+"

In order to build human resources sharing platform of "big data" mode, we need to connect, share and integrate, and build an integrated human resources circle based on the enterprise HR shared resources, mainly including employee management system and core human business system. That is to say, the applicant and the recruiter are connected together by using the application of APP software as a link and the powerful information function of big data to establish a database of enterprises and individuals in a targeted manner so that both parties can understand each other.
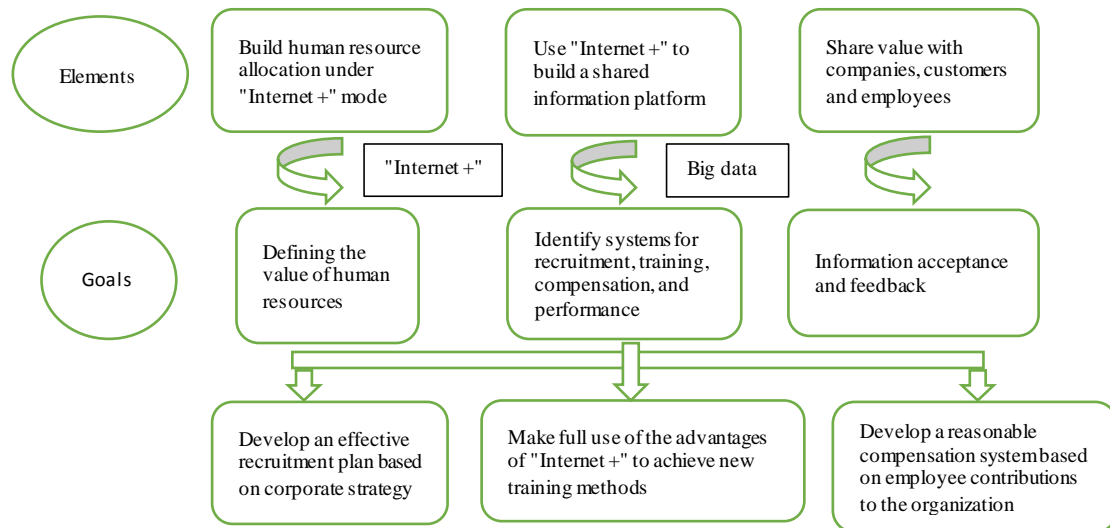

Fig. 1 The human resource management sharing model based on "internet+"

4.2 Analysis of human resource sharing based on "internet +"

The focus of human resource management is how to achieve the perfect combination and matching between human resource elements and goals, so as to realize the value-added of human resources. In this model, it is necessary to do a good job of value creation, analysis and evaluation in sharing to create value for the enterprise.

4.2.1 Value Creation

The human resource value creation is the process of increasing the value of human resources. It help enterprises to improve their profitability and gain competitiveness. This is not only the direction of business management, but also the foundation for building a human resource value management system. Value creation is the process of recruiting people. The selection of people based on Internet thinking avoids the traditional time-consuming and laborious recruitment methods, emphasizes the establishment of their own company's resource library based on the organizational culture and characteristics of the enterprise, and uses the social platforms such as WeChat, Weibo, QQ, etc. to publicize and attract talents suitable for the company. And let those who have value to the enterprise take the initiative to find the groups.

4.2.2 Value Analysis

In the Internet age, value analysis is the key to the enterprise. This work is done through human resource allocation. It analyzes the key value of the enterprise and puts it in the right place to realize the depreciation of value. The traditional organizational model is just a simple logical model. Employees only need to complete their tasks according to the definition of roles, and they can set their own work goals. The organizational model based on the "Internet +" era is a complex logic, adjusting the organization's work dynamics as needed, so that all employees can maximize their potential and achieve self-value added.

4.2.3 Value Evaluation

The main job of value evaluation is to determine the job evaluation system of the enterprise. Through the job evaluation system, the job value level can be determined scientifically and effectively, and it can be used as the basis for reasonable distribution of salary. However, the job evaluation system is based on the employee's contribution to the enterprise. Therefore, in the context of the Internet, the determination of the new job evaluation system begins with the external market. It not only seeks to create a comprehensive and fair outcome across all positions within the organization, it is even more motivated to achieve fairness within the broader job area .Then we can Construct a job evaluation system suitable for enterprise development.

5. Summary

The human resources management of enterprises plays an important role in the development of enterprises. Especially in today's era of rapid economic development, the competition of enterprises is the competition of talents. If enterprises want to gain a place in the fierce market competition, they must transform their talent strategy into a core strategy, and attract more excellent talent for their group. In short, in the context of the Internet, companies must to improve the level of human resources management in a variety of ways, providing an important premise and strong guarantee for enterprises to adapt to the development of the times, then, enterprises will inevitably maintain a healthy and sustainable development trend. .

6. References

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