

RESEARCH ON THE APPLICATION OF FLEXIBLE MANAGEMENT IN ENTERPRISE HUMAN RESOURCE MANAGEMENT

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ABSTRACT

For modern enterprises, human resource management is an important starting point for the smooth implementation of enterprise strategic planning, so the level of human resource management determines the effectiveness of enterprise operation and even sustainable development and must be paid attention to. There are some problems in traditional human resource management, such as inadequate control of the enterprise, lack of performance incentive and easy to cause personnel loss, but the introduction of flexible human resource management can effectively improve the above problems. Through the analysis of the connotation and characteristics of flexible management, this paper identifies the breakthrough point of flexible management in human resource management and puts forward specific application suggestions for enterprises to implement human resources smoothly. Source flexible management provides reference.

Keywords: Flexible management; Human resource management; humanization

INTRODUCTION

1. Research background

At present, China's social and economic development has entered a brand-new stage, and the quality level of talent is constantly improving. With the narrowing of the knowledge gap between leaders and employees within enterprises, it also leads to more and more two-way selection in the human resources market. Under this background, the idea of flexible management was born. Flexible management is marked by "humanization", focusing on equality and respect, creation and intuition, initiative and entrepreneurial spirit, vision and value control. This concept continuously guides enterprises to adapt to market changes, respond quickly in the case of unpredictable competition, and make use of changes to improve their market competitiveness. This form of management aims to make use of human and technical resources, gain competitive advantages and corporate profits, and realize the transformation of knowledge from latent to obvious. Flexible management can potentially transform the organizational will of employees, make it a conscious action of employees, and further stimulate the creativity of talents. The flexible management mode is a rapid response made by enterprises in the face

of changing market and competitive environment. On the basis of the reorganization of various resources, it can achieve greater competitive advantages and gain higher profits.

2. Research purpose

Flexible management emphasizes people-oriented and pays attention to the individual and diversified needs of employees, which helps to stimulate the enthusiasm and creativity of employees, thus improving the efficiency and effect of human resource management. Through the implementation of flexible management, enterprises can be more flexible and sensitive to market changes and competitive environment, so as to enhance the competitiveness and adaptability of enterprises. Flexible management focuses on the career development and growth of employees, and helps employees realize their self-worth and enhance their professional ability by providing diversified career development paths and training opportunities. Flexible management emphasizes the flexibility and adaptability of the organization, which helps to break the traditional bureaucratic management mode, build a more harmonious and open corporate culture, and improve the sense of belonging and loyalty of employees.[1]

OBJECTIVE

1. Connotation of flexible management

At present, our country's social and economic development has entered a brand-new stage, people The quality level of talent is also increasing. As the leaders within the enterprise and the gap in knowledge level between employees is constantly narrowing, which also results in manpower In the resource market, more and more two-way choice. In this context Under this, the idea of flexible management was born. Flexible management is based on "human nature". The symbol of "transformation" focuses on equality and respect, creativity and intuition, initiative and enterprise Business spirit, vision and value control. This concept continuously guides enterprises to adapt Respond quickly to market changes, in the case of unpredictable competition, and Using changes to enhance their own market competitiveness, this form of management aims In the use of human and technological resources, gain competitive advantage and corporate profits, real The transformation of present knowledge from latent to manifest. Through flexible management can be potential to staff Work to realize the transformation of organizational will, so that it becomes the conscious action of employees, can Enough to further realize the creative stimulation of talents.

The flexible management mode is a rapid response made by enterprises in the face of changing market and competitive environment. On the basis of the reorganization of various resources, it can achieve greater competitive advantages and gain higher profits. Compared with rigid management, flexible management has more modern meanings. The center of rigid management is the rules and regulations of the enterprise, through various rules and disciplines and reward and punishment mechanisms, the work and behavior of employees are mandatory management and constraints. Flexible management emphasizes people-oriented, which is a personified management mode carried out on the basis of enterprise spirit, cultural atmosphere and values. In order to effectively implement flexible management, it is necessary to fully study the development and characteristics of human behavioral psychology, and on this basis, adopt corresponding management methods through non-coercive means, so that employees can be imperceptibly persuaded, so that their behavior can be consciously closer to the organizational consciousness.

2. Basic characteristics of flexible management

First, flexible management is sustainable. Under the flexible management mode, it is not simply on the basis of rules and regulations, forcing employees to implement and comply with, but through

management means, the external regulations are further reflected and committed in the heart of employees, so that employees can consciously regulate behavior. Flexible management has changed the rigid internal rules and regulations in the past, persuaded employees to carry out psychological self-suggestion, put forward strict requirements for themselves, and through long-term persistence and implementation, formed inherent behavior habits and formed a conscious consciousness. The transformation of human resources from the past rigid management to the modern flexible management model is not an overnight process, but a gradual long-term process, constantly penetrating into the management system of the enterprise, therefore, it is also necessary to continue to adhere to, and constantly strengthen the cohesion of the enterprise bit by bit, so that employees have a more collective sense and belonging. Secondly, flexible management is flexible. The penetration of flexible management in human resource management, the process itself has a high flexibility. At present, the market competition is becoming increasingly fierce, and the speed of social and economic development is also accelerating. Therefore, in such a market environment, if enterprises want to keep up with the pace of economic development, they must have good decision-making ability and be able to flexibly respond to market changes. Flexible management can use relevant information to carry out in-depth investigation and research on the market, effectively predict risks and do a good job in prevention and realize reasonable allocation and application of enterprise resources to ensure that advantages and values can be maximized, and enterprises can constantly improve their competitive strength and enhance their influence. Finally, flexible management is incentivizing. Incentive is the most significant feature of flexible management. The management of employees in this mode is not carried out under the influence of power, but follows the law of employees' psychological development, takes employees as the center, and is committed to stimulating employees' creativity and tapping their potential. Therefore, even if you get rid of the supervision of superior leaders, employees can also consciously play a value and role in the work position and contribute knowledge and ability to the enterprise. Moreover, for the incentive role played by flexible management, the basic needs of employees can be met to a large extent, such as social needs, physiological needs and so on.

METHODOLOGY

1. Human resources planning

At this stage, with the rapid economic growth, the scale of enterprises is also constantly expanding. Therefore, for the internal human resource management work of the enterprise, the work content will be more complicated and complicated, and the implementation has a certain difficulty. Moreover, in the actual management work, the current internal and external environment of the enterprise will have a certain impact on various problems and situations encountered. Therefore, it is necessary to improve the implementation of the human resource management program when formulating it. First of all, it is necessary to make a scientific and reasonable planning for the human resource management program, and in the specific preparation process, it is also necessary to pool wisdom, not only the leadership of the human resource management department is involved, but also the wisdom of other employees to optimize and optimize the processing program. Improve, ensure that human resources management work has a better implementation effect; Secondly, when budgeting for different positions, it needs to be approved by the superior leadership and can be effectively applied to the subsequent management work. In the preparation of human resource budget, it is also necessary to ensure the rationality of salary on the basis of financial standards, pay attention to the career development of employees, maximize the role and value of talents, avoid the phenomenon of brain drain, constantly enhance the comprehensive strength of the

department and promote the development of the enterprise. For today's enterprise human resource management, the management mode adopted is more and more people-oriented management concept, enterprises begin to pay attention to the internal work experience of employees, and constantly adjust the human resource management plan on the basis of the current situation of management work and the actual needs of employees, so that enterprises can have a broader space for progress.

2. Introduce incentive mechanism

In order to further highlight the advantages and functions of flexible management for the development of enterprises, it is necessary to introduce incentive mechanism, and promote the integration of incentive mechanism and flexible management concept, give full play to the role of incentive mechanism, and improve the human resource management level of enterprises. In addition, managers should also actively communicate and exchange with employees in their usual work, understand the inner demands and actual needs of employees, and provide them with help and support as they can, so that employees can have a sense of belonging and be more energetic and enthusiastic when working. In addition, through the introduction of the incentive system, some outstanding employees can be rewarded, improve the enthusiasm of employees, and set an example for other employees to achieve better training management results and help the healthy development of the enterprise. The introduction of incentive mechanism in enterprise human resource management is not blind and random but should be based on the actual development status of management and previous management experience to implement the incentive system reasonably, and constantly improve the standardization of the system to achieve strict implementation and implementation, so as to maximize the role of flexible management. Improve the level of enterprise human resource management.

3. Flexible organizational structure

In order to achieve the penetration and application of flexible management in the detailed work of enterprise human resource management, through the establishment of human resource management system, in the implementation process management, according to the corresponding process and rules, further make the management with higher efficiency and achieve a more ideal quality level. Through the flexibility of organizational structure, the level of flexible management can be improved. In the establishment of the organizational structure, it is also necessary to enhance the sense of participation of employees, so that they can actively participate in the management work, promote the integrated flexible management, and improve the efficiency of human resource management. At present, when most enterprises are establishing organizational structure, they show relatively significant level differences, and the management process is very cumbersome, which also leads to the failure of timely transmission and feedback of information after the superior documents are issued, which also causes serious obstacles to the improvement of management level. Moreover, for the grass-roots employees of the enterprise, there is a lack of effective ways and channels for information feedback and communication, which will further affect the play of management efficiency. Therefore, in order to further realize the effective application of flexible management, it is necessary to promote the development of organizational structure in the direction of flat management. In order to simplify the management process, save unnecessary information transmission links and waste of time, a network management platform can be established, which can also realize the efficient transmission of management information. At the same time, it can also enable employees within the enterprise to have a more comprehensive grasp of the development plan of the enterprise.

RESULTS

The necessity of applying flexible management in human resource management. First of all, flexible management has high flexibility and can further stimulate the creativity of employees, which is the significant advantage of flexible management. Under the background of fierce market competition, with the changes of the market, in order to enable enterprises to cope with various changes and emergencies more effectively, it is necessary to rely on flexible management, strengthen the ability to avoid and cope with risks under the organizational form of flexible space, and further reduce the losses and adverse effects caused to enterprises after encountering emergencies. Secondly, in order to realize the rational allocation of resources and complementary advantages within the enterprise, it is necessary to use flexible management. In many aspects of flexible management, we pay attention to the communication of the concept of equality and autonomy, which not only improves the efficiency and level of team cooperation, but also forms a unique competition system. Under the cooperative division of labor of employees, this competitive force can further promote its more accurate and detailed analysis and research of market risks to prevent serious obstacles to the development of enterprises due to emergencies; Finally, through the use of flexible management, the efficiency and level of human resource management can be improved. Flexible management focuses on the creativity and personality independence of employees. Under the flexible management mode, no matter what level employees are in, they can have sufficient and independent space to deal with problems, which greatly reduces the unnecessary waste of time caused by the previous management mode and improves the efficiency of problem solving. In addition, the flexible management of this humanized management mode can narrow the distance between enterprises and employees, in the big family of enterprises, every employee as a family member can be more harmonious and harmonious, help enterprises to build a good brand image.

CONCLUSION AND FUTURE WORK

To sum up, the application of flexible management in human resource management not only meets the development needs of the current society, but also satisfies the work needs of employees and improves the management level and ability of enterprises. Therefore, it is necessary to realize the scientific application of flexible management in the human resources management project of enterprises, and constantly promote the long-term and stable development of enterprises.

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