

Title: Exploration of Strategic Human Resource Management Concept
in The State-Owned Enterprises

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ABSTRACT

Now the world economy change, development, and opportunities in front of each enterprise at the same time, and the power from the development of human resources planning, the law of the enterprise deployment in general, can be called strategic human resources management. At the same time, human resource management also refers to a series of human resources policies of the enterprise. Its ultimate goal is to achieve the goals set by the enterprise and maximize the benefits of the enterprise, which is a long-term strategy. The main purpose of this paper is to the discussion of strategic human resources management of the national enterprise, and with the results of the national enterprise human resources planning put forward their own a Suggestions. This paper will bring you some special ideas if you read this paper carefully. Because I try my best to write the paper, it contains my ideas and my understanding about strategic human resources management.

This paper analyzes the development practice of domestic and foreign strategic human resource management, combined with the reality and examples of domestic enterprises, and can conclude the achievements and future development of strategic human resource management. Strategic human resource management must need to be pioneering and innovative in the future, so it needs us to think more about the future

development and direction. Through the paper, we can fully understand the meaning of strategic human resource management and when we go through the social changes how should we do in the future.

We will first discuss the Chinese national enterprises, because after decades of rectification and development, the Chinese national enterprises can provide a lot of valuable suggestions. The human resource management of the Chinese national enterprises is first influenced by foreign theories, combined with the domestic reality and finally formed their own style. By study the human resource management mode of Chinese national enterprises, we can study the theoretical mode combining China and the West. Account for the integration and development, it creates a relatively successful human resource management mode of national enterprises.

Second, we will analyze the experience of corporate strategic human resource management in North America. The experience of strategic human resources of North America is relatively advanced, which has a lot of advantage to learn from.

The development of American enterprises is obvious to all, so a good choice is to choose him American enterprise human resource management is more focused on incentive, training and performance management, emphasize personalized incentives, advocate efficient, targeted training, pay attention to scientific and reasonable performance management, to improve the enthusiasm and creativity of employees, increase the vitality of employees, give full play to everyone's ability, to enhance the organization competitiveness, formed a more flexible and effective distribution system. These reasonable actions are improving the efficiency of an enterprise, leading an enterprise to a better way.

By analyzing the human resource management system in the United States and China, we can conclude that good management can make enterprises develop rapidly and improve their benefits. Besides, it also fully improves the ability of enterprise and gain recycling benefit by this way. Therefore, we are able to agree that a great human resource management system has an important position.

In the end, we combined with the study and discussion of strategic human resources, and the understanding of the successful foreign examples, and put forward some small suggestions on the human resources planning of domestic enterprises, about the concern for employees themselves, the relationship between their own development and enterprise growth. In today's highly competitive domestic and foreign markets, enterprises with advantages in human resources can fight their way out, always so. Only when employees are united can enterprises seek development in the market. This is an important reason why some enterprises can make great achievement and make the enterprises more and more strong. It has revelation significance for us to research the correct way of strategic human resources. This discussion gained a lot, but the exploration process caused some confusing conclusions due to the lack of data, but the final result was still happy. Therefore, we can think that these conclusions are of reference value and reference significance, but we still need to screen and think about them, so as to get a more accurate and perfect theory.

Keywords: human resource management, China and the US, experience, Huawei, Google