

Title: Enterprise Human Resource Planning Base on Strategic Management

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ABSTRACT

The performance management of employees determines the development of an enterprise, while the performance management of human resources determines the level of employee performance management. Therefore, the performance management of the human resources management department is very important. The current performance management method is applied flat.

As a new and cutting-edge performance management method and concept, the Balanced Scorecard mainly focuses on financial, customer, internal process, learning and growth.

Long-term and internal operation processes are the four aspects of implementation management. Comprehensive and quantitative comprehensive indicators are used to evaluate the performance management level of enterprises. The application of balanced scorecard in enterprise human resource management is conducive to pointing out the development of strategic direction for enterprises and strengthening core competition. The company has achieved steady and substantial development in the market.

With the rise of economic globalization, localization of human resource management is the key to the localization of overseas enterprises

As a result, the economic and trade relations at home and abroad have gradually become closer. At the same time, our government has also taken measures to encourage our enterprises to "walk Go out "to gain wider space for survival and development, and regional cooperation is deepening. The current situation of human resources is not very optimistic. With the advent of the new economic era, the uniqueness and advantages of human resources are even more important. The competition between countries and enterprises is ultimately attributed to the competition between talents. The value of talents has become one of the criteria to measure the ability of an enterprise.

We need to find new ways to promote the rational development of human resources. Any enterprise in the process of development is inseparable from the injection of fresh blood. With the continuous growth of the competitive trend of China's market economy, enterprises must introduce human resource management to develop steadily, and only in this way can they improve the economic benefits and social.

The main task now is not only to make a well oriented strategic plan, but also to standardize the job names, job grades, job management and recruitment. We should also improve and optimize the salary policy that the majority of employees pay attention to, gradually improve the sense of gain and joy of employees, so that employees can more participate in the development of the enterprise, promote the continuous development of the enterprise, create new brilliance and make new achievements. We also need to do a good job of motivation, improve the enthusiasm and enthusiasm of the plaintiff's employees, pay attention to the work level of the staff, and conduct training from time to time to meet the needs of enterprise development.

We should not only pay attention to the development of the enterprise in material terms, but also give consideration to the development of culture, create a good cultural environment, improve the cultural level of the employees, so that they can be responsible and take responsibility, and can do the best job of human resources to the greatest extent. Corporate culture is an indispensable part of enterprise development. Excellent corporate culture can shape a good enterprise working atmosphere, standardize the behavior of employees, and make employees establish a correct value. In addition, the corporate culture can also gather the internal strength to a certain extent, and make the employees more united and harmonious. When the employees in the enterprise can unite and cooperate, then the work in the enterprise will be able to achieve twice the result with half the effort.

Keywords: Human Resource Development, Employee performance management, Enterprise Human Resource Planning Base.