

# Research on Human Resource Management of Science and Technology Enterprises

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**Abstract:** In the era of modern knowledge economy, the competition of scientific and technological enterprises is essentially the competition of talents, and human resources are the most important enterprise resources. Science and technology enterprises are facing various competitions. In order to survive in the fierce market competition, they must be good at improving the utilization rate of various resources, especially human resources, as the most important and key resource for enterprise development, strengthen the ability and efficiency of human resources management, and orderly carry out talent recruitment, training and Performance appraisal and salary management enable the talents of the enterprise to perform their duties, give full play to their talents, give full play to the dynamic role of employees and be people-oriented.

**Keywords:** Human resource management talent mechanism of science and technology enterprises

## 1. Current situation of human resource management in science and technology enterprises

There is still a considerable distance between the development of human resource management in China's science and technology enterprises and the advanced management level and systematic management system in western countries. Most science and technology enterprises lack human resource planning and relevant policies. At present, the human resource management of most science and technology enterprises in China often focuses on the specific operation of the company, such as recruitment, employee contract management, attendance, performance evaluation, salary management, transfer and training, but ignores the connection with the enterprise strategy, pays no attention to the connection with terminal consumers, consumer demand, market changes and enterprise business strategy. Human resource management strategy consistent with market environment.

## 2. Problems in human resource management of science and technology enterprises

### 2.1 Selection

What kind of people an enterprise needs and what standards it uses to measure the talents useful to the enterprise are the most important problems that an enterprise must first solve. Whether the talent recruitment is appropriate or not is directly related to the development of the enterprise. Many enterprises only wait until there is a vacancy or recruitment before they begin to consider recruitment. At the same time, they think that recruitment is simply collecting resumes, screening resumes, interviewing and arranging personnel to the employing department.

### 2.2 Employment

Employment mechanism is the key to the development and growth of enterprises, and it is an important link of human resource management. The employment mechanism lacks transparency, openness and fairness. The employment of personnel is mainly determined by the recommendation of the competent leader, the investigation of the personnel department and the organization of discussion. The method of full openness, transparency and competition has not been implemented. The principle of energy level correspondence in talent allocation is not fully implemented, which makes the original talent shortage of some enterprises more serious, and a large number of talents are wasted because of unreasonable talent allocation.

### 2.3 Education

Educating people is the basic means to maintain and improve the competitiveness of enterprises. If enterprises want to be invincible in the competition and obtain the ability of sustainable development, they must constantly develop and train employees. As the carrier of enterprise human resources, employees are the most active factor of the enterprise. Training is the best way to improve the quality and ability of employees, make employees give full play to their work efficiency, and finally improve the competitiveness of the enterprise in the market.

### 2.4 Retention

Retaining talents is the guarantee for the development and growth of enterprises. There is no one. How many resources are useless for enterprises. Resources need talents to be utilized and reasonably allocated in order to give full play to the effectiveness of resources.

In some enterprises, the talent evaluation system is not transparent, open and fair, and has not established a scientific and effective performance appraisal system, which has seriously affected the work enthusiasm of employees, especially excellent talents, and it is difficult to retain excellent talents. Even if excellent talents are recruited, they will leave and lose excellent talents.

### **3. Countermeasures to improve human resource management in scientific and technological enterprises**

#### **3.1 Constructing human resources strategic planning**

Scientific and technological enterprises should put human resource management in a strategic position, position human resource management from the strategic level, implement strategic human resource management, establish the concept of "people-oriented", and emphasize a dynamic, psychological and conscious regulation and development. Human resource planning requires that under the guidance of the enterprise's long-term objectives and strategic planning, focus on exploring the potential of human resources, seek to improve the personnel structure and personnel quality, correct the imbalance between personnel supply and demand, and reduce the waste or shortage of human resources, so as to promote the realization of organizational objectives.

#### **3.2 Establish scientific work analysis**

Job analysis is the core of human resources management. Only through scientific job analysis can we clarify the short-term and long-term objectives of the job, master the static and dynamic characteristics of the job, select appropriate work processes and methods, clarify the skills, knowledge and psychological conditions required for the job, and recruit according to the required conditions. Ensure that we can recruit the talents needed for the right position, which is conducive to giving full play to the talents, giving full play to the talents of employees, mobilizing work enthusiasm and skill level to the greatest extent, and making employees give full play to their talents in a more suitable position.

#### **3.3 Establish a scientific enterprise employment mechanism**

To establish a flexible enterprise employment mechanism, we should first strengthen the investigation of employees' comprehensive job design and job analysis, and establish a scientific employee job design. Secondly, in terms of assessment, 360 degree assessment system is adopted for employee assessment, and the design of assessment indicators is strengthened to comprehensively evaluate the work achievements of employees. The 360 degree assessment system can make the assessment of employees more objective, fair, comprehensive and in-depth understanding of employees' performance at work.

#### **3.4 Establish a systematic staff training and development system**

Employees are the human resources of enterprises. Effective training for employees is an important guarantee for enterprises to improve performance. The improvement of enterprise performance is based on the realization of employees' personal performance. Only when employees continuously improve and innovate themselves can enterprises maintain continuous development and innovation. Therefore, enterprises must carry out effective pre job training and on-the-job development for employees in order to enhance their innovation ability and maintain sustainable development.

#### **3.5 Establish a scientific, fair and just performance appraisal system and salary management system**

For enterprises, the performance appraisal system can effectively detect and diagnose the implementation of various management policies, and also lead the work orientation of employees. Scientific performance appraisal can fully affirm employees' work performance, increase employees' sense of satisfaction and achievement at work, and provide a basis for our standardization of human resource management.

To establish a competitive salary management system, we must first ensure that our salary design follows the principle of fairness and justice. In the same position, make the same performance and get the same salary and benefits. Employees will agree with salary management. Secondly, in order to obtain truly excellent talents, we must establish a salary system that is attractive to talents and competitive in the industry.

With the development of global economic integration, the competition among enterprises is becoming more and more fierce. If science and technology enterprises want to survive and develop under the condition of fierce market economic competition, they must speed up the reform of modern enterprise system, introduce, absorb and make use of modern human resource management theory, and formulate enterprise human resource management strategy around enterprise development strategy. To optimize the business process of human resource management, improve work efficiency, and greatly improve the basic work efficiency of human resources, so that human resource managers can focus on strategic human resources. And continuously deepen the reform in the selection, employment, education, retention and other aspects of enterprises, and gradually establish a modern enterprise human resource management mechanism suitable for the actual situation of enterprises. Only in this way can scientific and technological enterprises gain a firm foothold and further develop and grow.

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