



A Study on the Role of Human Resources Management---A Case of Weili Chemical Co., Ltd

LIU WENDIAN

¹Christian University, Manila, Philippines
²Henan Police College, Zhengzhou, Henan, China
*Correspondence: wendian777@163.com

Abstract: This paper is to discuss the human resources management in private companies in China. A case of Weili Chemical Co., Ltd. in Zhe Jiang is analyzed in the paper. For private companies, the creation of corporate culture, employees' work enthusiasm and identification with the company play an important role in personnel management. In the process of changing from traditional personnel management to modern human resource management, the thesis argues that private companies have some the following problems: First, the lack of long-term planning of human resources. The salary, welfare and social security system of the company compose an important part of human resource management. The salary and welfare system private companies is poor; secondly, the basic social security system of employees is poor; thirdly, a complete human resource management system has not been formed. A complete human resource management system should include: talent planning, talent recruitment, employee staffing, job design, training and development, evaluation and communication, and benefits; fourthly The implementation of human resource management concept lacks feasible ways.

According to the above problems, the thesis, after research, concluded that a complete human resource management system includes three points. First, companies need to develop a scientific incentive mechanism, so that the employees have a strong desire to carry out or maintain the corresponding system. Second, the company is to be democratically managed to increase employee participation. Third, the creation of a harmonious internal corporate atmosphere and interpersonal relationships is expected.

Keywords: Human resources, development, system, management

Introduction

With the continuous development of China's economy, Chinese companies have been developed rapidly. The most important concern in the development process of Chinese companies is the management of human resources, because the management of human resources is the basis for the establishment and implementation of the internal control of companies, and it is also important in the internal environment of companies. Therefore, in the daily management process, it is a key factor to promote the smooth implementation of internal control of companies by improving human resources management. From the perspective of human resource management, this paper studies the system of human resource management so that the risk of internal control can be better controlled.

What is the role of human resource management in internal control? With the development of China's market economy human resources management, management of companies occupies a very important position, at the same time human resources management in the internal control also plays a very important role. As the the basic work of internal

control, companies should keep improving the management to make the sustainable development of companies.[1]

To have a bright develop future, an company must establish a perfect internal control system with prevention measures, so as to achieve the perfect management. As an important part of the company management system, the main elements of internal control include internal control environment, risk assessment and internal control activities. At the same time, internal control is a process that needs to be strictly formulated and implemented in the course of the company 's development and overall goal planning.

Research Objectives

With the deepening of China's market economy, companies are becoming increasingly competitive. Human resources, as the most dynamic, promising and profitable strategic resources, have become the dominant factor for companies to participate in competition and seek development. Human resources are the most important competitive resources of a company[2]. The paper, through an case study and analysis of human resources management issues, concluded that private companies are at the stage of



traditional personnel management in human resources management, which is poor in human resources management institutions, lack of investment in training, and lack of effective incentive mechanisms.

The reasons are that the company does not pay enough attention to HR managers, whose objectives are unclear and ineffective. In addition, the private company's production department is not efficient. Some of them can not be timely replenishment of goods, sales department accounts receivable recovery is unsatisfactory and other problems can be attributed to human resources management. To solve this problem, the company's managers should not recognize the fact actively, but also continuously improve the human resource management system and work on staff motivation, staffing and company culture construction.

Managers' roles and goals should be changed in time. In traditional human resource management, most of the managers' energy will be spent on tedious daily administrative affairs processing[3]. As a member of the company's management, HR executives are not supposed to do enough consulting and strategy development. With HRM, system managers can focus the vast majority of their efforts on consulting and advising management, while the work on administrative matters can be done by the electronic system, taking up very little effort and time of HR staff.

Managers should find ways to reduce costs. HR management system achieves the purpose of reducing the company's operation cost by reducing the operation cost of HR management work, reducing employee turnover rate, reducing communication cost, etc.[4]

The ultimate goal of HRMS is to achieve the innovation of company's management concept, rather than the improvement of the management style. The application of advanced technology in HR management is not only to make the existing HR work better, but more importantly, to do something more efficient for the company, to be a decision supporter for the management, and to provide information and solutions for the decision.

Research Content

This paper is to analyze the following problems in the Human Resources Management.

1. Human resource management problems in the company

What does HR have to achieve? What are the management modules to be done by human resources? Are the employees standing in the management's position for the company? If HR managers do not think correctly, they will not have independent judgment.

2. The authority of the company's human resources department

The policy of the company's human resources department should be the company law. The company should have laws to follow and cultivate employees' awareness of the

legal system. Employees should respect and trust HR, who are expected to consider the management in a comprehensive and detailed manner. [5]

3. The company's management philosophy

To make employees comply with the rules and regulations, the human resources department must consider things comprehensively when formulating rules. Every detail should be considered with corresponding solutions, and a wide range of opinions should be heard. HR should explain to the employees their management ideas so that every employee can fully understand and accept them. If the rules and regulations are fully understood and accepted by employees, they can be respected and effectively implemented by employees. HR managers will have real authority only when they implement such management.

4. Recruitment system

In fact, the company should recruit only the right ones, not necessarily the best ones.[6] The company's human resources department conducts comprehensive training. As long as the company has stable jobs and better benefits, the employee will be loyal to the company in a long term.

5. Performance appraisal system

For grassroots supervisors, the company's human resources department focuses on leadership, talent development, policy management, cost management and other aspects. For general workers, the company's human resources department should pay attention to problem awareness, team spirit, and compliance with rules and regulations. [7] For operation workers, the company's human resources department should pay attention to aspects such as safety, quality, and teamwork. The company's human resources department should make good use of ways to praise and award workers to promote the improvement of employees' ability and their personal growth.

6. Salary system

There are two factors to inspire people to work: Material rewards and emotional rewards. Material rewards play a basis role, while emotional rewards mainly play a motivational role. The role of material rewards is obvious and necessary, without which people can not live.

6. Salary system

There are two factors that encourage people to work: health care and motivation. Material rewards mainly play a health care role, while spiritual rewards mainly play an incentive role. The function of material reward is obvious and necessary. Without it, one can't keep one's health, but to really stimulate the potential of workers, it is necessary to spend more time emotionally or ideologically.

7. Incentive mechanism

(1) Companies should provide employees with stable employment opportunities.

(2) Companies should provide education and training to staff. (3) A reliable reward system is necessary.

(4) companies should develop career plans for the staff.

An Analysis of Problems and Causes in Human Resource Management in Weili

Weili Chemical Co., Ltd. is a high-tech company with high speed development of "R&D, production and sales". The main products are anti-AIDS raw materials, anti-virus raw materials and marine biological products raw materials, as well as some customized chemicals for research laboratories. This paper is going to take Weili Chemical Co., Ltd. as a case. Weili Chemical Co., Ltd. has shortcomings for the introduction of talents and the training and improvement of employees. The company still lacks effective improvement measures in terms of culture creation and staff work enthusiasm. In the process of modern human resource management transformation, the company mainly has some problems as follows.

First, the lack of long-term planning of human resources. The salary and welfare and social security system of the company is the guarantee for the employees to work for the company for a long time, so it is also an important aspect of human resource management. In terms of the current situation of the development of private companies in China, the level of remuneration and benefits is low.

Second, the salary and social security system of employees is not perfect. Employees lack a basic social security system. According to the relevant statistics of the Ministry of Social Security, less than 30% of the private companies in China purchased social insurance for their employees in 2009.[8]

Third, a complete human resource management system has not yet been formed. A complete human resource management system should include: talent planning, talent recruitment, employee staffing, job design, training and development, evaluation and communication, salary and benefits, and labor relations.

At present, the human resource management framework system of Weili Chemical Co., Ltd. has not been established, and the implementation of human resource management concept lacks feasible ways. The managers of Weili Chemical Co., Ltd. have mastered the relevant modern human management theories and ideas, but it is still a big problem on how to transform the advanced human resource management concepts into systems and technical means, due to the lack of system guarantee and the objective environment for establishing formal human resource management system.

Measures to give full play to Human Resource Management in Weili

The human resource management system includes various aspects. When establishing the basic human resource management system framework according to its own characteristics, Weili Chemical Co., Ltd. should take talent recruitment, salary management and performance

management as the main parts. If the company wants to improve the human resource management system of Weili Chemical Co., Ltd., it must establish a standardized staff education and training system, scientific incentive mechanism and play the role of corporate culture in promoting human resource management.

1. To establish a standardized employee education and training system and develop scientific incentive mechanism

Motivation refers to the motivation of human behavior, so that they have a strong desire to carry out or maintain the corresponding behavior. For human resource management, scientific incentive mechanism is good for mobilizing employees' work enthusiasm and it is good for employees' growth; besides, it is also good for forming a positive atmosphere in the company.

2. To establish a democratic management of the company and improve the participation of the employees

Through incentive measures, the company allows employees, who are excellent in business and pursue advancement, to participate in management. They will express their opinions on the decision making of the major issues of the company, and the company management should pay attention to them, even if their opinions are not adopted. Employees should be allowed to participate in the decision making, which is conducive to the staff's identification with the company and can meet their need for respect and self-reality, thus inspiring greater enthusiasm for work.

3. To create a harmonious internal corporate atmosphere and interpersonal relationships

Weili Chemical Co., Ltd. is small and the employees are familiar with each other. Therefore, business managers should strive to maintain good interpersonal relationships among employees so that they can form teams that work together, which in turn, will enhance the cohesiveness within the company.

4. To maintain a long-term business. This is the highest level of company operation, and the ultimate dream of many entrepreneurs. However, when most companies grow to a certain scale, the energy of entrepreneurs, talent training mechanism, management style and system construction may not be able to keep up with the development speed of the company, leading to a series of problems, such as a decline in performance, market size and profit. If this situation cannot be broken through, the company may not be able to operate or even close down.

This phenomenon is especially common in Chinese companies, most of which have an average life of only three years, and it is rare to see companies that can operate for more than ten years, let alone a hundred-year company. To break through such a bottleneck and achieve long-term operation, a company needs a set of models that can ensure the effective operation of the company in the long term. Regardless of the growth in performance, the number of employees, and

changes in the market, this model will enable the company to cope with the situation and develop steadily.

Of course, for a company to operate for the long term, it needs to have a mission, responsibility and values, which means to have strong beliefs that go beyond the pursuit of performance and profit targets, so that the company can survive in the competition. Responsibility allows the company to maximize its social value and gain the trust, respect and support of the public; values provide the highest standards and principles for all employees to behave and do their work, and unite people and morale.

Results and Discussion

Chinese private companies have made remarkable achievements, and they are playing a pivotal role in the national economy. With the deepening development of global economic integration, private companies are facing increasingly fierce competition in the market, and they need to rely on human resource management to cope with the competition. However, at present, the current situation of human resource management in Chinese private companies is not optimistic. The discussed problems hindered and restricted the further development of private companies, and become a bottleneck from the growth period into the maturity of private companies and the road to success.

Human resource is an important source of competitive advantage for modern companies. However, most companies in China still use the traditional personnel management model for human resources management, and managers lack advanced management concepts to mobilize the enthusiasm and initiative of employees. This paper proposes that a people-oriented management concept should be established in the process of human resource management, and a perfect human resource management system should be set up to effectively improve the company's human resource management.

In the era of knowledge economy, the competition mode of the company has changed greatly, and the company has started to realize the important role of human resource management in the company's market competition. The existing human resource management mode of the company needs to change urgently from the traditional management to the innovative human-oriented mode, so as to tap the potential ability of the employees and make the value of the employees realized, and finally promote the development of the company.

According to Maslow's Hierarchy of Needs theory, people have high level needs of self-actualization. With the development of society, people are more and more concerned about personal growth and the realization of personal self-worth, and the traditional management mode can no longer meet the needs of employees.[9] Under the traditional personnel management mode, employees' work motivation is reduced and performance is lowered, which is not conducive to the development of the company. If the company wants to

maintain the development advantage, it needs to use the people-oriented management concept on the basis of employees, take the initiative to understand the needs of employees, and take corresponding measures to meet the needs of employees, so that employees can achieve self-growth and self-worth while getting paid in the work. Finally they will achieve the company's goals and personal goals.

The development of the company is inseparable from the efforts of employees. Humanized management measures can improve the overall satisfaction of employees with the company, reduce the turnover rate of the company's employees, enhance the cohesiveness of the company, and contribute to the sustainable development of the company. If the company's human resource management model is based on humanization, the work pressure of employees will be greatly reduced and their efficiency will be improved. For example, the company's technical department can strengthen the communication between technical personnel, organize regular activities to exchange problems in work and life, enhance the feelings between employees, and overcome technical difficulties together. This way of working gives technical personnel the freedom and respect they deserve, promotes the team spirit of the department, and ultimately greatly improves the cohesiveness of the company.

Many Chinese private companies in human resources management are affected by the traditional family-style management model constraints. It is common that companies will have many problems in the development, such as insufficient investment in human capital, poor training, and lack of effective HRM incentives. To develop better and faster, private companies should set up modern HRM concepts as soon as possible, make HR development plans and optimize management models in order to be invincible in the increasingly fierce competition.

Author Contributions: “Conceptualization, LiuWendian.; methodology, LiuWendian.; software, LiuWendian.; validation, LiuWendian and WangRui; formal analysis, LiuWendian.; investigation, LiuWendian; resources, LiuWendian.; writing—original draft preparation, LiuWendian.; writing—review and editing, final revision, LiuWendian and WangRui; supervision, WangRui; All authors have read and agreed to the published version of the manuscript.” Authorship must be limited to those who have contributed substantially to the work reported.

Conflicts of Interest: The authors declare no conflict of interest.

Acknowledgments: We acknowledge the support of our various colleagues of the College Christian University,

for their grateful comments and insights in improving the paper.

REFERENCES

[1].Song Xue. Research on the problems and countermeasures of human resource management in private companies [J]. Western Leather, 2018,40(12):115-116.

[2].Yan Lili. Research on optimization of employee performance management in private companies under the background of E-generation in the new era [J]. Science and Technology Information, 2018,16(11):131-132.

[3]. Gang Lin. Response to performance management problems of domestic private companies [J]. Modern Business, 2017(18):108-109.

[4] Jia Feng. Research on strategic human resource management system of private companies in China [D]. Harbin: Harbin Engineering University, 2007:20-25.

[5] Yang H. Ru. Research on human resource management of private companies [D]. Qingdao: Ocean University of China, 2004.

[6] Lv Lingling. Analysis of the current situation of human resource management in private companies[J]. Oriental Company Culture,2015(11):120.

[7] Zhao Yujia. Research on performance management of private companies[J]. Journal of Economic Research,2015(15):16+193.

[8] Song Xue. Research on the problems of human resource management in private companies and countermeasures [J]. Western Leather,2018,40(12):115-116.

[9] Yan Lili. Research on optimization of employee performance management in private companies in the context of the new era [J]. Science and technology information,2018,16(11):131-132.