



Research on the Path of Enterprise Human Resources Informatization

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Abstract. Under the rapid development of China's society, we use information technology to process relevant information, and complete the statistical work of information, so it is necessary to build a scientific and systematic management system, so that human resources and social security information can be effectively analyzed and applied under the role of technology. In the Internet era, enterprises can improve the quality and efficiency of human resource management, improve the shortcomings of traditional human resource management, and effectively play the role of human resources in promoting enterprise development. Taking the Internet era as the starting point, this paper analyzes the current situation and problems faced by enterprise human resources, gives specific measures to promote the construction of enterprise human resources information management, and provides reference for similar researches.

Keywords: Internet age; Human resources; Information management.

1 Introduction

The core competitiveness of modern enterprises is talent, and enterprises in the Internet era are facing an increasingly complex business environment, especially the competition between talents. Under the characteristics of the Internet era, it is necessary to innovate business ideas and methods to seize the convenience brought by the Internet. Therefore, enterprise human resource management needs to promote the construction of informatization, take the initiative to build an informatization management system, explore the methods of human resource informatization management, solve the problems existing in the traditional management mode, and improve the quality and efficiency of human resource management^[1].

2 Overview of human resources and social security informatization construction

2.1 Human resources informatization

Human resources is a unified term for all labor forces in the social environment, including all social labor forces, people who have not reached the age of labor, people who have reached working age and people who have exceeded working age. During the period of social operation, it is necessary to allow people with the ability to work in positions suitable for their development, so as to promote the stable development of society. After the end of human resources statistics, it is necessary to analyze the aspects of human resources, resources, intelligence, system, skills and knowledge, and consider the ability of human resources to complete projects independently or in collaboration with others^[2].

Social security is through the support of corresponding laws and regulations, the reasonable regulation and control of social resources, for low-income or no-income families to provide guaranteed subsidies, so that they can meet their own basic survival and the basic conditions needed for survival, under the social security can provide basic maintenance and security for grassroots human resources.

After China has entered a new era, science and technology have been greatly developed, and with the large-scale construction of the network and the continuous development of information technology, it has officially entered the era of information network, at this stage, the human resources and social security work has been improved, and the information construction has been promoted, and the information management of human resources and social security has been completed by using network technology, computer technology and Internet technology, and the value of technology has been excavated to realize the collection, sorting, analysis, processing, and processing of relevant information. Storage, so that the relevant staff can quickly complete the relevant work of human resources and social security, can process a large amount of information, and can significantly improve the level of human resources and social security service operations, push good services for the public, and significantly improve the quality of life of relevant personnel.

2.2 The necessity of promoting human resource information management in the Internet era

2.2.1 Improve the quality of management

Promoting the construction of human resources informatization in the context of the Internet is not only conducive to the management of human resources personnel, but also more convenient for the development of other human resources work. In fact, China's human resources work relies on manual work, resulting in an increase in the work intensity of human resources personnel, but the work efficiency has not been improved. The construction of human resources informatization is mainly through the establishment of an electronic management model, the use of network platforms to complete management, and significantly improve work efficiency^[3].

Under the traditional management mode, human resources work requires a large number of manpower, and the labor cost is high, resulting in low actual work efficiency. Improve management efficiency, and save procurement costs through information construction.

2.2.2 Improve security

Human resources strengthen the construction of informatization, manage all affairs through the management platform, reduce labor costs, control the occurrence of human errors, promote the improvement of management quality and efficiency, reduce information leakage, and improve the security of human resources.

2.2.3 Rational allocation of resources

The daily management of human resources involves a lot of content, and by building an information management platform, we take the initiative to collect relevant information resources and do a good job in analysis and processing. Human resources personnel determine network access rights and establish appropriate access rights to achieve the purpose of information sharing. By promoting the construction of management informatization, the rational allocation of internal resources can be realized and the healthy development of human resources can be promoted.

3 The main problems existing in the human resource management of enterprises

Human resources and social security informatization is in line with the trend of the times must be completed work, because the amount of human resources information in the current state of explosive growth, still using the previous way of operation, has been unable to meet the needs of human resources development. In order to do a good job in social security work, the rational application of human resources, the need to complete the construction of human resources and social security informatization, which is the country to comply with the development of the times must promote the work, can with the help of information technology to effectively deal with complex data resources, but also to complete the optimal allocation of human resources, reduce the cost of human resources and material resources required for resource allocation. However, because there is no reference sample for the informatization construction of human resources and social security in China, and there is less research time in related fields, there are many problems at present^[4].

First of all, the database structure is not reasonable, the database must be designed according to the actual needs of the organization, and under this premise to complete the database structure design, for example, there are sub-modules in the database of an enterprise, which are dedicated to completing the personnel flow data recording work, and the working hours of employees in the enterprise, the time of entering the enter-

prise, and the time of leaving can be mastered by virtue of the module, so that the enterprise management can grasp the personnel flow and complete the human resources deployment design according to the relevant data.

In addition, in the process of database design, it must be considered according to the actual application requirements, but it is found that the current enterprise software designers do not take into account this factor, and the reason for this problem is directly related to the designer's insufficient grasp of the content of the human resource management system, and the computer software programmer is relatively unfamiliar with the enterprise management work, and it is difficult to carry out the system framework design from the actual needs of the enterprise without the support of relevant work experience.

Finally, the HRMS was not designed to provide the control it needed. At present, most of China's resource management systems and functions are equivalent to wage recorders, and it is impossible to view the work content of human resources and the corresponding time of the work content according to actual needs, so in terms of data collation, it is not possible to record information according to the system and compile valuable analysis reports for employee assessment.

4 The path of enterprise human resource information management

4.1 Establish an information management system to improve the quality of human resource management

Help enterprises develop better. At present, in the process of information system construction, it is necessary to pay attention to the transition from paper office to electronic office, ensure the connection effect, and better record relevant electronic information. In addition, the scalability of the system must be guaranteed. Due to the continuous development and change of technology, there is a need to equip the system with more functions in the future to facilitate people's work. Although the utilization rate of electronic information data is constantly improving, and some enterprises have begun to realize the computerization of business management, in fact, the management of some electronic documents is not rigorous enough. This is reflected in the security of the network on the one hand, and the Xi of employees on the other. Therefore, enterprises must pay attention to the training of employees. With the help of electronic management, the relevant data can be stored in a timely manner. At the same time, it can be fireproof by installing Walls, LANs, dedicated personnel, and the use of passwords to restrict access to secure electronic documents and management.

Human resource management has important practical significance in the development of enterprises. Managers need to look at it objectively and take effective measures to improve the efficiency of enterprise management. Managers should fully understand the development of the times and the importance of science and technology, strengthen the construction of informatization, and fully devote themselves to the needs of business development. In the process of improvement, we continue to find problems in

business management and take effective measures to solve them, so that the value of data can be better reflected. Enterprises should pay attention to improving the system according to the actual situation. The validity of the data can only be guaranteed if the relevant processes are perfected and managed. In the actual operation process, enterprises should also pay more attention to and use third-party clouds, implement relevant agreements in a timely manner, and comprehensively verify the security issues in the process of data use to ensure the security of information use. In addition, business management requires the help of a big data platform. Therefore, in the actual construction process, the relevant sections and structures should be improved as much as possible, and the computer information system should be fully utilized to improve the safety and speed of information exchange^[5].

Enterprises should pay attention to improving the system according to the actual situation. The validity of the data can only be guaranteed if the relevant processes are perfected and managed. In the process of operation, it is necessary to pay attention to the third-party information in the cloud, implement relevant agreements in a timely manner, and comprehensively verify the security issues in the process of data use to ensure the security of information use. At the same time, on the basis of the big data platform, the use of relevant organizations and modules, timely construction and improvement of the company's internal system, in order to make full use of the computer information system, improve the security and speed of information exchange, enterprise management information construction process can play the role of big data technology, need to do a good job of preparations. First of all, promote the construction of hardware facilities, take into account the fact that the hardware construction of some enterprises lags behind, and improve the network processing efficiency by configuring computers and installing networks rate, promote the improvement of management quality and efficiency; secondly, take the initiative to transform the existing management resources, and convert the previous paper materials into electronic archives for storage, which is convenient for access and query; Finally, coordinate and cooperate with the enterprise management department to ensure the efficiency of the management system. Take the initiative to promote the construction of management system, form a standardized process, improve the quality of enterprise management informatization, give full play to the role of management informatization, and improve the management quality of enterprises.

4.2 Improve the level of informatization and promote the development of the Internet

In the process of human resources and social security informatization construction, in order to further improve the level of enterprise information processing and speed up the construction of informatization, it is necessary to establish a unified data center, and at the same time, a public service platform should be built according to the needs of the work, and the information should be input to the information center, so as to carry out efficient and centralized control of the data, and the information can be imported into the information center to achieve information sharing, so as to avoid the lack of relevant data analysis due to the scattered information records.

At present, the relevant departments of public security, industry and commerce, and civil affairs also need to provide technical support and financial assistance in the process of establishing human resources and social security information data centers and service platforms in the country, so as to speed up the construction of social security informatization. In order to expand the data capacity of the platform as much as possible, for the data center to complete the data integration, processing, analysis and other work, the safety factor and support capacity are extended according to the application needs combined with the technology, and the construction of information social security and human resources is completed. In addition, during the construction of the platform and data center, do a good job in updating the hardware configuration system, improve the corresponding website platform structure, take into account the actual needs of related work, and add corresponding service sections in combination with the characteristics of network operations, so as to realize online application and approval, job search and recruitment, and further improve the convenience of network platform applications, so that many jobs can be transferred from on-site to online acceptance. The functions of cooperative management are integrated, an integrated service model is established, and a multi-level and multi-form information service system is built through the expansion of telephone consulting services and other services, so as to better serve and protect people's livelihood.

4.3 Do a good job in information system security management and optimize the application of information technology

4.3.1 Application of intelligent firewall technology

Firewall is the foundation of computer network security, and it is also its important defense system, which is mainly divided into two parts: software system and equipment. In order to ensure the network security in the process of computer use and improve its defense capabilities, relevant technical personnel must ensure the appropriateness of the location of the firewall in the computer system, ensure that the firewall can detect the security of the data packets in and out of the network at the first time, and at the same time with the help of network security policies, timely block and deal with the illegal access behaviors found, avoid the loss or leakage of information and data due to illegal access and intrusion of the user's network information base, and comprehensively improve the security of the computer network.

In addition, the intelligent firewall of the computer network is extremely powerful, which not only has the basic defense functions of the traditional firewall, but also can analyze and solve the attack problems of the server in a timely manner. For example, the decomposition and processing method it adopts can not only accelerate the analysis and extraction of massive data information, but also reduce data complexity and improve the stability and security of computer system operation. It can be seen that the future will be the world of intelligent firewalls.

4.3.2 Application of intrusion detection technology

At the same time, the intrusion detection technology also has the characteristics of real-time supervision, prevention and early warning, with the help of this function, before the computer network suffers from illegal attacks and intrusions, the intrusion monitoring system can effectively track and deal with them according to the suspicious clues, minimize the possibility of the computer network system being attacked by criminals, virus spread and hacker invasion, and ensure the security of computer network and information data.

4.3.3 Application of blockchain anti-tamper technology

In order to further improve and ensure the security of computer network operation, relevant technical personnel must strengthen the attention and application of blockchain anti-tampering technology when designing security protection. With the help of this technology, the co-organizers can divide the computer blockchain into several small blocks that are both related and independent, and then use a variety of algorithm modes and structures to achieve accurate calculation and mutual determination of the internal data fingerprint data of the blockchain, so as to ensure that a relatively stable chain structure can be formed between the blocks.

However, when criminals, viruses or hackers attack and deliberately tamper with the data structure of a block in the chain, this relatively stable chain structure will become active, and the fingerprint data of another block connected to it will actively make some changes, which has achieved the purpose of disconnecting from this block and blocking the attack terminal. It can be seen that the role of blockchain anti-tampering technology in computer network security protection cannot be underestimated.

4.3.4 Pay attention to network security system design

The maintenance of computer network hardware should fully consider the cost of equipment, and require relevant personnel to maintain the hardware equipment in a timely manner, so as to extend the service life of computer hardware and expand the overall benefit. When the computer is not in use, turn off the power in time and do a good job of moisture-proof and waterproof computer hardware. Avoid using electricity during thunderstorms brain, which can reduce the risk of computer network operation and improve security and stability. For computer network system applications, encryption technology and anti-virus technology need to be added appropriately. On the one hand, it can prevent the intrusion of criminals, and on the other hand, it can also ensure the privacy of users.

First, the safety early warning module. It mainly detects and warns of hackers, viruses and cyber attacks by criminals, and when suspicious behaviors occur, the security warning module will send out an alarm at the first time to remind users to pay attention. When designing the security early warning module, the information and data sharing and communication are realized in an integrated way through heterogeneous application software. Use the early warning mode to select the vulnerability warning method, install patches in time, improve the defense ability of the computer system against external threats, and improve the security of system operation.

Second, the security protection module. The internal functions of the network security system are designed to protect the operation security, such as firewalls, anti-virus software, and VPN software. In practice, the deployment is completed in a single or integrated manner to improve the efficiency of processing massive information data and ensure the authenticity of network information data processing. At the same time, the system can automatically detect whether the network information data is attacked.

4.3.5 Strengthen the monitoring of computer hardware

The working state and performance standards of computer hardware have an important impact on the function of computer network systems. Therefore, in order to ensure the function of the computer, it is necessary to do a good job in the detection of computer network hardware, capture the risks of the hardware in time, and formulate effective solutions according to the actual situation, so as to effectively reduce the probability of risks in the process of computer use. On the other hand, technicians should also detect whether the hardware system needs to be updated in time to ensure that the computer network system can better meet the needs of modern social development and improve work efficiency. In addition to the basic detection of hardware structure, it is also necessary to do a good job in setting up the IP address of the computer network to ensure the accuracy of the IP address and the smoothness of the network.

In order to ensure the stability of the individual parameters of the computer hardware system, the management staff of the computer network system need to carry out the fault inspection and maintenance of the equipment on a regular basis, so as to effectively reduce the possible fault problems in the operation process and improve the operation level of the computer hardware system. In the inspection process, it is necessary to do a good job of relevant records in a timely manner, and for the fault problems detected, it is necessary to formulate a strategy to deal with them in a timely manner, and do a good job in the feedback work after maintenance, which can greatly improve the safety and stability of hardware operation.

5 Conclusion

To sum up, to strengthen human resource management in the Internet era, it is necessary to meet the needs of market development, tap the value of information management, innovate the innovation of human resource management, take the initiative to open up all joints, realize overall management and cohesion, actively highlight the service nature of human resource information management, provide employees with a good experience, and achieve the purpose of building a harmonious enterprise and promoting the healthy development of enterprises.

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