

# Construction and Implementation Strategies for the Systems of Enterprises' Intelligent Human Resource Management

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**Abstract:** In the context of economic globalization, enterprises should establish clear system objectives and requirements, select appropriate technologies and platforms, and strengthen the protection of data security and privacy when creating intelligent human resource management systems. Through the implementation of various strategies, enterprises can build more efficient, secure, and intelligent human resource management systems, laying an important foundation for promoting sustainable enterprise development. This paper mainly analyzes the importance of intelligent human resource management systems and discusses the construction and implementation strategies for enterprise intelligent human resource management systems, providing a certain reference for professionals.

**Keywords:** Enterprises; Intelligence; Human resource management systems; Construction; Implementation strategies

DOI: 10.62639/sspjess09.20240106

As the scientific and technology improves by leaps and bounds, enterprises aiming to secure a favorable position in the fiercely competitive market should prioritize the establishment and utilization of intelligent human resource management systems. By constructing efficient, intelligent, and secure human resource management systems, enterprises can not only enhance the quality and efficiency of human resource management, but also optimize employee experiences and ensure data security, which provides a crucial technical support for promoting sustainable development of enterprise.

## 1. The Importance of Intelligent Human Resource Management Systems

### (1) Enhancing the efficiency of human resource management

In the past, enterprises primarily relied on manual operations in conducting human resource management tasks. Whether it was the processing of employee information, the arrangement of training plans, or the calculation of salaries and wages, these processes all required manual completion by staff members. The entire process was extremely cumbersome and prone to errors. By establishing intelligent management systems, these processes can be automated, which not only improves the quality and efficiency of human resource management work but also reduces the workload of the human resource department. Additionally, through the application of intelligent recruitment systems, a large number of resumes can be automatically screened to identify the most suitable candidates for the enterprise's development. This not only significantly shortens the recruitment cycle but also greatly enhances the quality and efficiency of personnel recruitment.

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(Manuscript NO.: JIESS-24-6-1001)

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## **(2) Optimizing employee experience to enhance their satisfaction**

The utilization of intelligent human resource management systems facilitates employees in accessing their personal information, benefits, and salary details at any time. This not only ensures transparency of information but also enhances the convenience of information retrieval. Furthermore, through the application of intelligent training systems, recommendations for more suitable training courses can be provided according to employees' learning abilities and progress. This not only promotes the improvement of employee' skill levels, but also aids them in achieving better career development.

## **(2) Facilitating the achievement of enterprise strategic objectives**

The application of intelligent human resource management systems allows for the collection and analysis of crucial employee data, enabling enterprises to better understand employees' performance levels, work capabilities, and development potential. Based on the analysis of this data, relevant human resource strategies can be formulated more efficiently, which not only optimizes the organizational structure but also enhances the overall performance of employees. Additionally, through the use of intelligent management systems, precise predictions of the enterprise's human resource needs can be made, allowing enterprises to develop plans for talent cultivation and reserve in advance. This lays an important foundation of talent for the achievement of enterprise strategic objectives.

## **2. Strategies for Building Enterprises' Intelligent Human Resource Management Systems**

### **(1) Defining system goals and requirements**

The key to building an intelligent human resource management system lies in establishing clear goals and requirements. For enterprises, the primary task is to analyze the existing problems and deficiencies in human resource management at the current stage and to study the future development direction of human resource management. Therefore, it is necessary for enterprises to conduct relevant research and interview activities to understand the needs and expectations of various departments and personnel regarding the system. This will enable the system to better meet the needs of enterprise development. At the same time, enterprises should clarify the goals that the system needs to achieve, such as improving management level and quality, optimizing employee experience, etc. With these goals as important guidance, enterprises can proceed with the design and implementation of the system. This not only clarifies the direction of system construction but also avoids wasting resources.

### **(2) Selecting appropriate technologies and platforms**

During the process of building an intelligent human resource management system, selecting appropriate technologies and platforms is crucial. Therefore, enterprises should not merely choose a suitable system architecture but also prioritize the design of a scientific database and enhance the development of the frontend interface. Additionally, to ensure the stability of the intelligent human resource management system, enterprises must prioritize the selection of advanced technologies, thereby providing crucial support for the system's compatibility and scalability. Meanwhile, to enable employees to better operate the intelligent human resource management system and enhance the quality and efficiency of human resource management work, the ease of use and user-friendliness of the system must be fully considered during the design process. Furthermore, in selecting technologies and platforms, enterprises can draw on industry practices and successful cases for reference, providing important guarantees for the smooth development of system construction. In addition, enterprises should establish good cooperative relationships with suppliers to ensure timely technical support and services.

### **(3) Emphasizing data security and privacy protection**

During the process of establishing an intelligent human resource management system, strengthening data

security and privacy protection is essential. To fully protect the security of employee data, enterprises should prioritize the establishment of an efficient data security protection mechanism. By utilizing advanced encryption technologies, strictly controlling access rights, and adopting data backup and recovery strategies, enterprises can prevent issues such as data breaches and misuse during storage and transmission. Additionally, to ensure the legality of employee data collection and usage, enterprises must strictly comply with relevant laws and regulations to avoid data breaches or misuse. When designing the human resource management system, enterprises should attach great importance to reasonable data classification and adopt a hierarchical management model for effective management. Different protection methods should be employed for different types of data to provide comprehensive protection for all data. Furthermore, enterprises must conduct regular vulnerability scanning and security audits on the intelligent human resource management system. Once any security risks are identified, effective remediation measures must be taken promptly. This not only ensures the stability of system operation but also provides important safeguards for data security.

### **3. Implementation Strategies for Enterprises' Intelligent Human Resource Management Systems**

#### **(1) Formulating a detailed implementation plan and timeline**

When implementing an intelligent human resource management system, it is pivotal for enterprises to develop a clear implementation plan and timeline. This includes setting out tasks and goals for each stage, as well as defining the time nodes for completing these tasks. During the process of formulating the implementation plan for the human resource management system, enterprises should ensure that the plan covers various aspects such as system installation, configuration, testing, training, and launch, ensuring that each step can be smoothly implemented. Furthermore, when developing the timeline for implementing the intelligent human resource management system, enterprises must fully consider various unexpected situations and allocate necessary buffer time accordingly to better cope with potential emergencies. In summary, by formulating a detailed system implementation plan and timeline, enterprises can ensure that the system construction proceeds in an orderly manner and is completed according to the predetermined plan.

#### **(2) Enhancing employee training and system promotion**

The participation and close cooperation of all employees are vital to the successful implementation of an intelligent human resource management system. Enterprises should prioritize training all staff members to ensure they can master the specific operation methods of the system. Therefore, enterprises should regularly organize professional and systematic training activities for employees. In addition to introducing the basic operations and functional characteristics of the system, they should also explain solutions to common problems encountered in the system. This approach ensures that all staff members can efficiently use the system in their work. Furthermore, enterprises should increase the promotion and publicity efforts for the intelligent human resource management system. Via conducting training sessions, demonstrations, and other methods, employees can gain a deeper understanding of the system, making them more likely to accept it and reducing any resistance or negative emotions towards it. In this way, not only can the final usage effect of the system be fully guaranteed, but the quality and efficiency of enterprise human resource management can also be significantly improved.

#### **(3) Continuous optimization and system upgrades**

To achieve continuous optimization and upgrades of the intelligent human resource management system, enterprises should fully engage in collecting user feedback, which can allow a comprehensive understanding of the various challenges employees encounter during system use and helps identify problems and deficiencies within the system. Based on user feedback, enterprises can further optimize and adjust the system, enhancing its applicability

and suitability. Furthermore, as technological development continues to advance, enterprises should closely monitor the latest trends in industry development. By continuously introducing new technologies and functions into the system, enterprises can facilitate its continuous optimization and upgrades, making it more competitive. In summary, through the continuous optimization and upgrading of the intelligent human resource management system, enterprises can not only improve the quality and efficiency of their human resource management work but also lay an important foundation for achieving sustainable development.

#### **4. Conclusion**

In a nutshell, the process of establishing an intelligent human resource management system is inherently complex and systematic. Enterprises need to comprehensively consider various aspects and develop scientific plans. By setting clear objectives and demands, selecting appropriate technologies and platforms, and strengthening the protection of data security and privacy, enterprises can build an efficient human resource management system that suits their development needs. This will provide an important guarantee for promoting the healthy and sustainable development of the enterprise in the long run.

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