On the new ideas and strategies of human resource management selection in the era of "Internet +"

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Abstract. In the rapid development of social economy and science and technology, cross-border thinking and industry competition is increasingly fierce, "Internet +" as a new technology concept is widely used in the enterprise human resources management, which not only reflects the common ideas of economic development, but also in the practice of exploration, master more development opportunities. Especially under the background of the new era, how to improve the level of enterprise human resources management is an important issue that every department should pay attention to. In this paper, on the basis of understanding the reform and development status of human resource management in the Internet era, according to the development trend of human resource management, the construction of a standardized and perfect human resource management system, and based on the development requirements of the "Internet +" era to define the new concept of human resource management selection and effective measures.

Keywords: "Internet Plus"; Human resource management; Manpower selection; Network system; System architecture.

1. Introducion

With the rapid development of network technology, the requirements of enterprise human resource management in the new era are getting higher and higher. How to apply network technology means to human resource management, so that individuals and organizations can achieve harmonious and unified management and improve the efficiency and quality of human resource management has become the core issue of enterprise research and discussion at present. Nowadays, traditional HRM selection concepts and management modes have been unable to meet modern demands. Enterprises should improve the HRM environment according to their own development goals, reposition HRM work, and accurately grasp the future trend of HRM. Only in this way can they face increasingly fierce competition in the market environment. Fully demonstrate their own grasp of human resources advantages. In essence, human resources refer to the total labor force of all workers and those who have the ability to work within a certain range. On the one hand, strengthening the human resource management of enterprises can promote the steady development of social economy; on the other hand, it can understand the implementation of the business of enterprises or departments, and provide effective basis for the allocation of resources and the selection of talents. In the era of network, the content of human resource management becomes more and more complex, especially after the gradual innovation of management concept, value chain management has been applied to human resource management.[1-5] After studying various elements of organizational value creation, it can be found that labor, capital and knowledge have become the main value issues, but the influencing factors of value evaluation are more complex. Therefore, human resource management is still faced with many problems.

In the Internet era, human resource management gradually shows a diversified development trend. Big data is regarded as an important tool for practical management, and relevant theories and technologies are infiltrated into the whole process of talent selection, talent training and talent evaluation, so as to establish a perfect talent resource pool and management mechanism, so that management departments can fully understand and continuously optimize enterprise human resources. Only in this way can it provide an effective basis for the construction and development of enterprises and truly reflect the application value of big data technology. "The technical feature of Internet Plus is to achieve cross-border integration, so the requirements of human resource

management will gradually increase. The traditional single knowledge system can no longer meet the requirements of human resource management. Managers should comprehensively improve the knowledge structure, evaluate and judge the application skills and development space of human resources, so as to realize the optimal allocation of resources. Talent is the basic factor of social economy and enterprise development. At present, there are many mistakes in talent selection in most enterprises, which is because of the deviation between the market environment and the enterprise's control of resources. If you choose an employee with high education but poor practical ability, or an employee who is excellent in all aspects but not up to the standard of moral quality, then no matter how perfect and scientific the training plan is formulated, the expected development goals cannot be achieved. If the selection of employees does not match the job requirements, it will not only consume a lot of human and physical resources to complete the selection of talents, but also make the selection of talents have psychological resistance to the work content or working environment.

Therefore, in the face of the new trend presented by the development of Internet technology, Chinese enterprises have increased the efforts of human resources management, at the same time, put forward new concepts and standards in view of talent selection, and put forward more effective management measures on the basis of integrating the "Internet +" human resources management system.

2. Method

2.1 Functional Requirements

Through market research analysis, it is found that the users of the whole system are mainly divided into two aspects: on the one hand, administrators. After entering the system, such users usually need to complete staff management, information management, attendance management, reward and punishment registration management and other operations; On the other hand, employees. After entering the system, such users usually need to complete salary management, attendance management, leave management, information management and other operations. From the perspective of long-term operation of the system, the system performance requirements are mainly reflected in the following points: First, function analysis. System functions should be set up corresponding to the original code and application algorithm, using the form and text way to record personal information in detail and ensure the integrity of the function; Second, operational analysis. All functions of the system are presented with physical data after requirements, analysis and feasibility analysis to ensure smooth operation of the overall system; Third, interface design. The system software processing and analysis mode is realized by different codes, to ensure the interface, presentation and application operation more convenient and effective; Fourth, security. You must have the user account and login password to log in to the system. If the login fails, you cannot operate the user information, and you cannot view or download other account information to ensure the security performance of the system.[7-9]

2.2 System Flow

Users need to log in to enter the system, not registered users need to fill in the relevant information, registered successfully to log in to the system, and management personnel to modify the management staff information after login in the background. According to the analysis of the system flow chart shown in FIG. 1 below, it can be seen that the overall system design should choose relatively stable technology to complete the development and design, which is also the basic condition for all functional modules to play their roles.
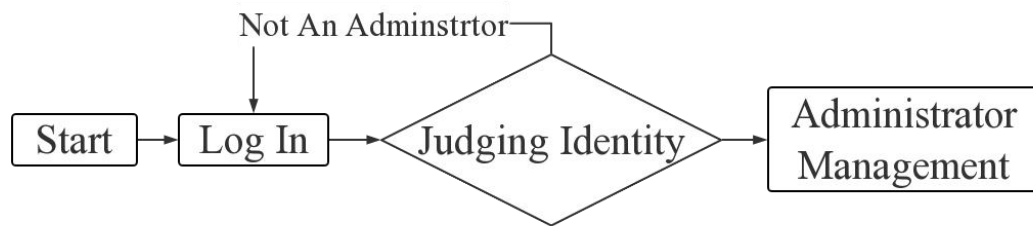
Figure 1 System flow chart

2.3 Non-functional requirements

This functional analysis involves several aspects, specifically reflected in the following points: First, reliability. When employees use the system, it can be used normally without failure. If abnormal conditions are found during inspection, the system can identify problems in time and provide feedback information; Second, maintainability. The system can be automatically integrated continuously to reduce the probability of system errors. If there is a security failure during operation, the repair system can help managers to check the problem as soon as possible. Third, scalability. When the system access demand continues to increase, a single operation mode should be formed after scientific segmentation to reduce the possibility of server explosion; Finally, application. Common functions and operations should not be excessively hidden, so as to facilitate system users to quickly find the required operation functions. At the same time, running software should also be convenient to handle, so as to truly achieve the user-centered operation goal.[10-12]

2.4 Software Function Modules

Combined with the structural analysis of the system function modules shown in Figure 2 below, it can be seen that the overall design, based on considering the human resource management requirements of Internet companies, mainly starts from the two aspects of administrators and employees, and can fully meet the human resource management requirements of enterprises under different conditions.
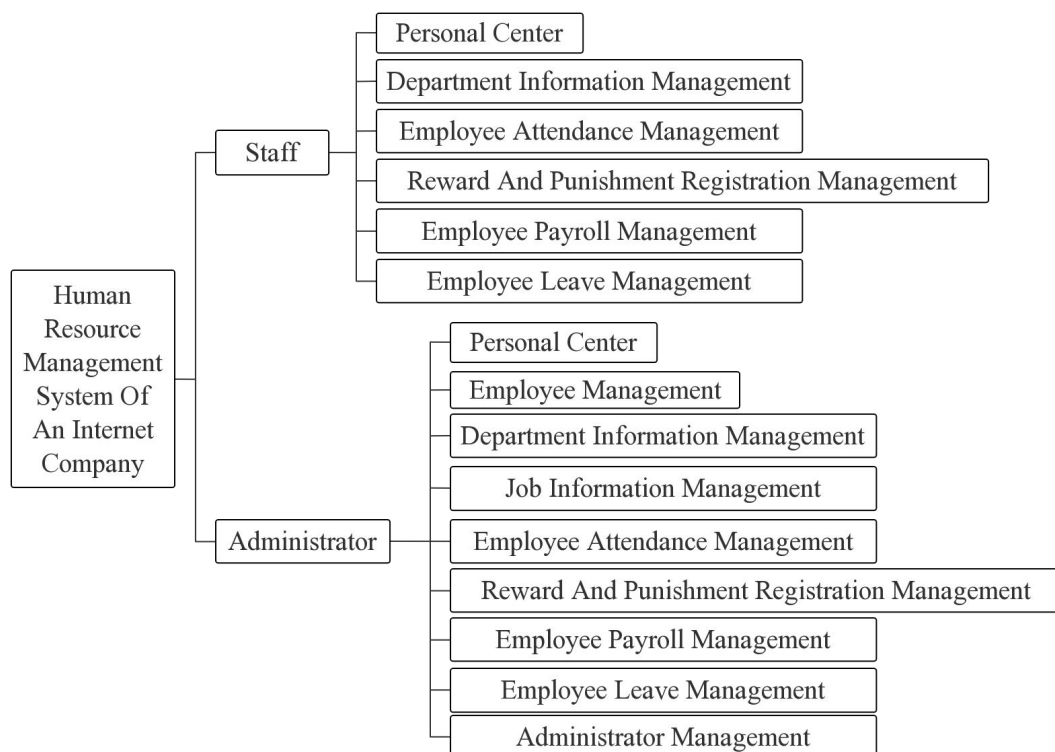
Figure 2 Structure diagram of system function module

When employees enter the system, they need to fill in their account and password. If they do not log in to the account, they should first enter personal information and confirm the password in accordance with the registration process. After clicking the registration button, the system will first judge whether the password entered by the user is consistent with the password. After successfully registering an account, the user can enter the personal account and password just registered and click login. If the login information is correct, the system will jump to the list interface. If the login information is incorrect, the login failure will be displayed. The overall operation process is shown in Figure 3 below:
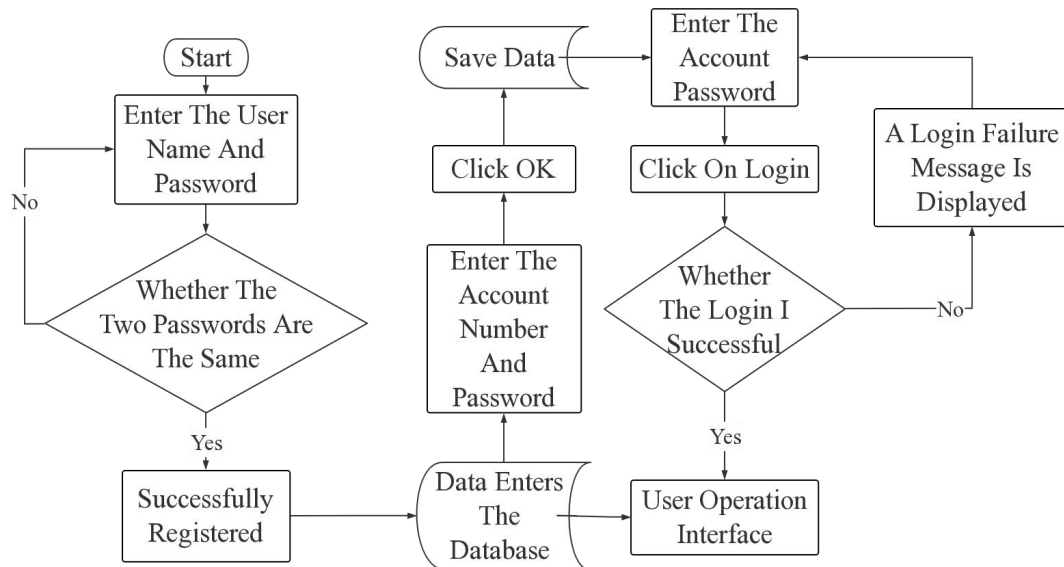

Figure 3 Flow chart of user login and registration module

The login of the network back-end administrator can correctly view and modify information, collect employee management data, etc. If the input information is incorrect, the administrator will not give feedback to log in again. The specific process is shown in Figure 4 below:
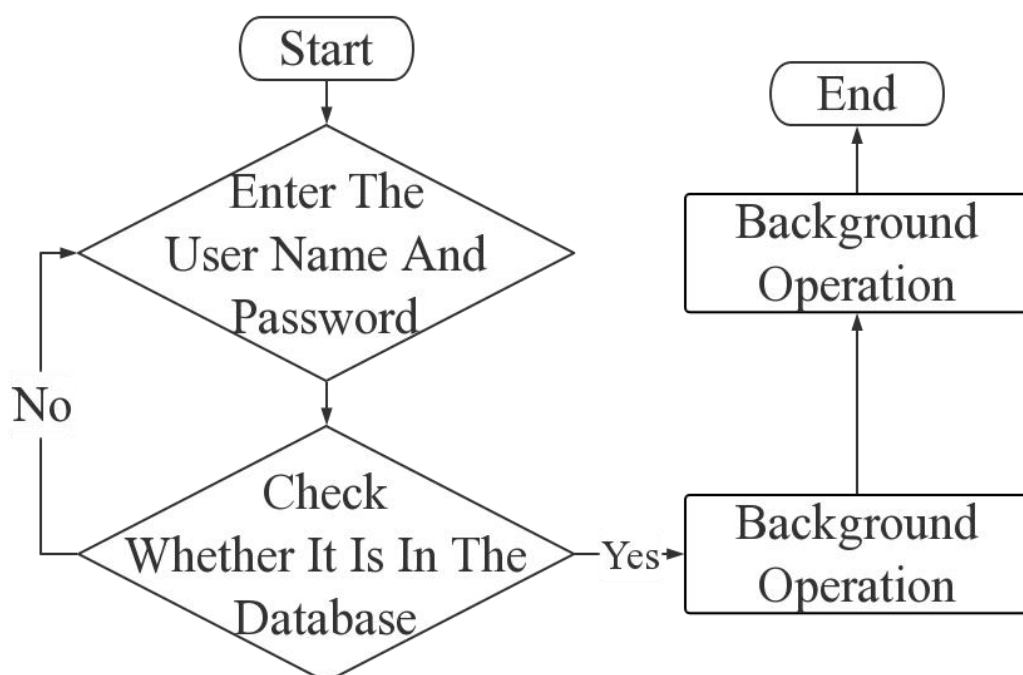

Figure 4 Background management flow chart

3. Result analysis

The theory of network technology has been deeply integrated into people's work and life. It is not only a new idea for practical exploration, but also an effective tool cabinet for integrated research. Under the background of "Internet +" era, the enterprise human resources and its management have undergone profound changes, which not only expands the scope of human resources management, but also increases the autonomy of human resources work. Improve the comprehensive quality of human resources training requirements. By comparing the traditional human resource management model and the Internet era human resource management model, as shown in Table 1 below, it can be found that there are great differences between the two in different aspects. Therefore, in the future construction and development, the selection of enterprise human resource management should put forward a new concept and focus on accelerating the pace of innovation from the technical and management levels.[13-15]

Table 1 Comparison results

	Traditional human resource management	Human Resource Management in the Internet Age
Management content	Take things as the center	People-centered
Management form	Static management	dynamic management
management style	Institutional control and material stimulation	No system control and mental stimulation.
management strategy	Tactical management	strategic management
Management technology	Do things mechanically according to the rules and regulations	Flexible human resources system
management system	Passive reactive type	Active attack type
management means	Single management based on labor	Diversified management of Internet platform
Management level	Top-down executive department	Top-down brain department

On the one hand, the preparation of human resource selection. When selecting excellent technical talents for enterprise construction and development, we should first understand the business content that the enterprise needs to deal with at present and the number of talents needed, and then select talents according to their own long-term development goals. At the same time, excellent talents of different types or specialties should be selected according to the needs of different positions, or the difficulty of the job should be arranged according to the comprehensive ability of the selected talents. In addition, it is necessary to formulate a job responsibility management system in line with the long-term development requirements of the enterprise after understanding the allocation of employees in the enterprise department, so as to ensure that the selectors can truly understand the nature and basic content of the work, and avoid affecting the management efficiency and quality due to mismatch.

On the other hand, the basic content of human resource management. According to the analysis of the requirements of the construction and development of the new era, the basic requirements of talent resource management are mainly reflected in the following points: First, the level of knowledge. Although most people believe that education does not represent ability, but can not directly deny the importance of education and knowledge level, especially in the trend of economic globalization, facing the continuously changing market environment, only grasp solid basic knowledge and rich work experience, a comprehensive understanding of the basic work process and application procedures, in order to lay the foundation for solving common problems; Secondly, thinking ability. In practice, not everything can be directly applied to the original template, especially in the era of "Internet +", the staff must have the ability and quality to deal with events flexibly, and can put forward targeted suggestions and schemes according to specific problems.

Finally, teamwork. At present, most of the work needs to be completed by teamwork, and employees of the department need to communicate with others to accurately express their thoughts and emotions.

Conclusion

To sum up, the selection and hiring of outstanding talents in human resource management is of great significance to enterprise construction and social development. Therefore, after entering the Internet era, in the face of increasingly fierce competition in the market environment, enterprises should strengthen human resource management, at the same time, according to the requirements of talent selection and talent evaluation and other links, formulate a talent management system architecture in line with the development of The Times, give full play to the application value of network technology platform, so as to not only master more high-quality technical talents, It can also improve the comprehensive management level of enterprises. At the same time, local colleges and universities should optimize the original human resource management mode, add more professional courses in line with the development of The Times, encourage and support existing human resources to participate in education and training, so as to skillfully use advanced technology theories, optimize the selection concept and implementation of human resource management.

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