

Research on the Application of Economic Management Tools in Human Resource Management

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Abstract: The application research of human resource economic management tools aims to explore how to effectively utilize various management tools to enhance organizational performance and employee satisfaction. Integrated Human Resource Information Systems (HRIS) optimize information management and support decision-making. Performance Management Systems (PMS) help clarify employee goals and improve work efficiency. Compensation and benefits management systems ensure fair remuneration distribution and enhance employee motivation. Human resource planning tools help predict talent needs and achieve strategic alignment. Employee satisfaction surveys provide direct feedback for improving work environment and policies. The comprehensive use of these tools can promote effective human resource management and the sustainable development of organizations.

Keywords: human resources; economic management tools; application research

Introduction

With the acceleration of global economic integration and the increasing market competition, human resources have become an indispensable key element for employers to gain competitive advantages. In this context, the role of human resource economic management tools is becoming increasingly prominent. They not only help improve human resource management levels and optimize cost structures but also effectively promote the realization of strategic objectives for employers. Therefore, conducting in-depth research on the application of these tools is not only beneficial for employers to better manage human resources but also provides strong support and guarantees for their development.

1. Overview of Human Resource Economic Management Tools

Human resource economic management tools, as important components of modern employer management systems, achieve optimal allocation, efficient development, and comprehensive management of human resources through a series of scientific, systematic methods, and technologies. These tools not only cover core aspects such as employee recruitment, training, performance evaluation, compensation, and benefits but also involve employee relations, employer culture, and various other aspects, providing strong support for the steady development of employers. Firstly, human resource economic management tools play a crucial role in employee recruitment. By utilizing advanced recruitment management



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systems and data analysis technologies, it's possible to accurately identify talent needs, improve recruitment efficiency, and quality. These tools also help employers establish scientific interview and evaluation mechanisms to ensure the selection of talents best suited for the employer's development. Secondly, in terms of employee training and development, human resource economic management tools also play an important role. By developing personalized training plans and career development paths, these tools inspire employees' potential and creativity, enhancing their comprehensive qualities and abilities. They also help employers establish learning organizations, fostering a good learning atmosphere and culture. Thirdly, human resource economic management tools are also significant in performance management. By establishing a scientific performance evaluation system and incentive mechanism, employers can objectively and fairly evaluate employees' work performance, stimulate their work enthusiasm, and sense of responsibility. They also help employers identify and solve problems in the performance management process promptly, improving the overall performance level of employers. Fourthly, compensation and benefits management are also essential components of human resource economic management tools. By formulating reasonable compensation systems and benefit policies, employers can attract and retain outstanding talents, enhance employee satisfaction and loyalty. They help employers establish a fair and transparent compensation mechanism, strengthening the cohesion and centripetal force of employers.

2. Main Analysis of Human Resource Economic Management Tools

2.1 Human Resource Cost Analysis Tool

With the increasing intensity of market competition, the demand for cost control by employers is also rising. Human resource costs, as an important component, naturally become the focus of attention for employers. The application of this tool undoubtedly provides employers with a comprehensive and detailed understanding of human resource costs. It not only shows the composition ratio of various costs but also reveals the flow and trend of costs. Through in-depth analysis of these data, employers can discover the unreasonable aspects of cost structure, thus formulating

targeted cost control strategies. By mining and analyzing historical data, employers can predict the future trend of human resource costs, thus making cost planning and budgeting in advance. At the same time, when costs fluctuate abnormally, this tool can also issue timely warnings to help employers respond quickly and avoid the risk of cost out of control. To fully utilize the human resource cost analysis tool, employers also need to do the following: (1) Ensure the accuracy and completeness of the data, which is the basis for cost analysis; (2) Strengthen employees' awareness of cost control to form a good atmosphere of all staff participating in cost control; (3) Continuously optimize and improve analysis tools to improve their accuracy and efficiency. (4) The human resource cost analysis tool is an indispensable part of modern employer management. It not only helps employers optimize and control human resource costs but also provides powerful data support for employers' decision-making. Therefore, employers should attach great importance to the application of this tool, continuously improve its depth and breadth, and lay a solid foundation for the sustainable development of employers.

2.2 Human Resource Performance Evaluation Tool

The human resource performance evaluation tool is one of the core tools in modern employer human resource management. By comprehensively evaluating employees' work results, capabilities, attitudes, and other aspects, it provides employers with objective and fair basis for employee performance evaluation, thus providing strong support for decisions such as employee promotion, salary adjustment, training, and development. In practical applications, the human resource performance evaluation tool adopts diversified evaluation methods and indicators to adapt to employees in different positions and responsibilities. These evaluation methods include but are not limited to target management method, key performance indicator method, 360-degree feedback method, etc., each of which has its unique advantages and applicable scenarios. Through these methods, employers can fully and meticulously understand employees' work performance, accurately identify their strengths and weaknesses. After the evaluation process, employers will conduct in-depth performance feedback interviews with employees, feed back the evaluation results and

improvement suggestions to employees, and listen to employees' opinions and suggestions. This two-way communication not only helps employees understand their own work performance, stimulates their self-improvement consciousness, but also enhances their sense of identity and belonging to the employer. At the same time, the performance evaluation tool also reflects the values and cultural orientation of the employer, guiding employees to practice the core values and behavioral norms of the employer in their work. Employers should attach great importance to the application of human resource performance evaluation tools, continuously optimize and improve the evaluation system to adapt to the constantly changing market environment and talent demand.

2.3 Human Resource Planning and Allocation Tool

Human resource planning and allocation tools are key elements in modern employer human resource management. Through forward-looking planning and reasonable resource allocation, it ensures that employers have a talent team matching their different development stages. The application of this tool is not only related to the operational efficiency of employers but also directly affects the strategic implementation and long-term development of employers. The core of human resource planning and allocation tools lies in the accurate prediction of future human resource needs of employers. By in-depth analysis of employers' strategic objectives, business development plans, and market trends, employers can clarify the types, numbers, and skill requirements of talents needed in the future. This prediction not only provides employers with clear guidance on talent demand but also lays a solid foundation for subsequent recruitment, training, promotion, and other human resource management work. In terms of human resource allocation, this tool emphasizes reasonable allocation based on employees' skills, experience, and potential. By understanding employees' career development plans and expectations, employers can arrange employees in the most suitable positions, achieving a match between people and positions. This allocation method not only improves employees' job satisfaction and performance but also enhances the overall cohesion and centripetal force of employers. With the continuous changes in the market environment and business demands, employers need

to adjust human resource allocation strategies at any time to cope with various challenges and opportunities. This tool helps employers respond quickly to market changes and maintain competitive advantages by providing flexible allocation schemes and coping mechanisms.

3. Application Research of Human Resource Economic Management Tools

3.1 Human Resource Information System (HRIS)

The application of Human Resource Information System (HRIS) in modern employers has become increasingly common and important. As an efficient tool for human resource economic management, HRIS greatly enhances the efficiency and accuracy of human resource management for employers. (1).Centralized Data Management: HRIS enables centralized storage and unified management of human resource data. Traditional human resource management methods often rely on paper documents or scattered spreadsheets, making efficient data retrieval and analysis difficult and prone to errors. HRIS establishes a unified data platform, integrating all information related to human resources, enabling employers to query, analyze, and report data anytime, anywhere, thereby making wiser decisions.(2).Automation of Routine Tasks: HRIS automates daily tasks in human resource management, from employee onboarding, probation, promotion to resignation, through preset workflows and automation tools. This not only reduces the workload of the HR department but also improves processing speed and accuracy, allowing employers to focus more on strategic and innovative work.(3).Powerful Data Analysis: HRIS also provides powerful data analysis capabilities. By delving deep into human resource data, employers can gain clearer insights into employee needs, performance, and behavioral patterns, thereby formulating more accurate talent management strategies. Moreover, HRIS can be integrated with other employer management systems, enabling data sharing and collaborative work, further enhancing the overall operational efficiency of employers. By centralizing data storage and management, automating routine tasks, and providing powerful data analysis capabilities, HRIS brings unprecedented convenience and benefits to employers' human resource management.

3.2 Compensation and Benefits Management System

The Compensation and Benefits Management System is an important tool in modern human resource economic management, providing comprehensive, efficient, and accurate management of employee compensation and benefits. Automated Data Processing: This system significantly improves the accuracy and efficiency of compensation accounting through automated data processing and analysis. The system automatically calculates reasonable compensation levels based on factors such as employee positions, performance, and market salary levels, generating compensation reports, thereby greatly reducing the workload of the HR department. The system also monitors compensation distribution in real-time, ensuring timely and accurate compensation distribution, avoiding compensation disputes caused by human factors. In addition to compensation management, welfare management is also an important part of this system. The system comprehensively records employees' welfare needs and preferences, providing personalized welfare programs for employers. By establishing diverse welfare projects, such as health insurance, annual leave systems, and employee training, the system can meet employees' different needs, enhance their sense of belonging and loyalty. The application of the compensation and benefits management system also helps employers establish fair and transparent compensation and benefits mechanisms. By publicizing compensation standards and welfare policies, employers can dispel employees' doubts and dissatisfaction with compensation and benefits, enhancing employees' trust in employers.

3.3 Employee Satisfaction Survey

Employee satisfaction surveys play a crucial role in enhancing employee engagement, optimizing the work environment, and promoting employer development. By regularly conducting employee satisfaction surveys, employers can gain deep insights into employees' genuine thoughts and needs, thereby formulating more targeted management strategies to improve overall employee satisfaction. Effective Feedback Collection: Through various forms such as questionnaires and interviews, employers can extensively collect employees' opinions and suggestions on aspects such as the work environment, compensation, benefits, and career development. This genuine feedback provides

valuable reference information for employers to identify problems and deficiencies, thereby taking corresponding improvement measures. Analyzing and comparing employee satisfaction data enables employers to identify hot issues and potential conflict points that employees generally care about, providing the possibility for employers to early warning and prevent potential risks, helping employers maintain stable and harmonious labor relations. Employee satisfaction surveys also promote communication and interaction between employers and employees. By feeding back and interpreting the survey results, employers can demonstrate their efforts and achievements in improving the work environment, enhancing welfare benefits, etc., enhancing employees' sense of identification and belonging to the employer. At the same time, employees can express their views and needs through surveys, feeling the attention and respect of the employer.

Conclusion

With the rapid advancement of technology and the continuous evolution of human resource management concepts, we have reason to believe that future management tools will become more efficient and intelligent. These new tools will not only better meet the diverse needs of employers in human resource management but will also play an important role in improving management efficiency, reducing operating costs, and optimizing employee experiences. They will bring employers more precise and convenient management methods, driving continuous progress and injecting a constant stream of vitality into the long-term development of employers.

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