

# Current Situation and Development Strategies of Enterprise Human Resources Management Informatization

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**Abstract:** With the rapid development of information technology, the informatization of enterprise human resources management has become an important means to improve management efficiency and optimize resource allocation. This article firstly analyzes the current situation of enterprise human resources management informatization, points out the existing problems, and discusses corresponding development strategies, aiming to provide theoretical support and practical guidance for the informatization process of enterprise human resources management.

**Keywords:** human resources management; informatization; current situation; development strategies

## Introduction

In the era of digitization and networking, enterprise human resources management is facing unprecedented challenges and opportunities. Informatization, as a key means to improve the efficiency and quality of enterprise human resources management, is increasingly valued by enterprises. However, in the actual operation process, there are still many problems that need to be solved. This article aims to delve into the current situation of enterprise human resources management informatization and propose practical development strategies to address the existing problems.

## 1. Current Situation of Enterprise Human Resources Management Informatization

### 1.1 Uneven Application of Informatization:

Currently, although most enterprises have recognized

the importance of human resources management informatization and have implemented informatization to some extent, the application level is uneven. Some large or foreign-funded enterprises have a higher level of informatization, while small and medium-sized enterprises lag behind, with informatization applications mostly limited to basic data processing.

### 1.2 Severe Information Silos:

Within enterprises, various departments often use independent information systems, leading to the inability to effectively share information and forming information silos. This not only affects the accuracy and timeliness of information but also increases management costs.

### 1.3 Insufficient Technological Level and Talent Reserves:

Many enterprises have a low technological level in



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human resources management informatization and lack professional IT talents. Existing employees also have insufficient proficiency in using and managing information systems, which hinders the deepening of informatization.

## **2. Problems in Enterprise Human Resources Management Informatization**

### **2.1 Privacy Protection and Information Security Risks**

With the deepening of enterprise human resources management informatization, the digital storage and processing of employees' personal information have become increasingly common. This convenience brings efficient human resources management experience to enterprises, but it also raises concerns about privacy protection and information security risks. Firstly, the centralized storage of employees' personal information in internal systems poses risks of illegal access and misuse if these systems are compromised by unauthorized access or internal abuse of permissions. This risk extends beyond basic information such as names, addresses, and phone numbers to potentially sensitive information including employee salaries, health conditions, and family status. Secondly, with the application of cloud computing and big data technologies, human resources information systems interact more with external networks. Without sufficient security measures, these interactions can be exploited by hackers, leading to the leakage of employee information. Additionally, inadequate internal network security measures and access controls may also result in unauthorized access to and leakage of information. Furthermore, data security in human resources information systems is not only threatened by external threats but also by improper or malicious actions of internal personnel. For example, employees may intentionally leak or tamper with others' personal information due to personal grievances, financial motives, or other reasons, posing significant legal risks and reputational damage to the enterprise. As informatization progresses, enterprise human resources management not only enjoys the convenience brought by information technology but also faces unprecedented challenges in privacy protection and information security<sup>[1]</sup>. Addressing these challenges requires enterprises to strengthen security measures

not only technically but also in terms of management systems and employee training to ensure the security of employee information and respect for privacy.

### **2.2 Cost Investment Issue in Informatization**

The advancement of human resources management informatization undoubtedly enhances management efficiency and accuracy significantly, yet the cost investment behind it cannot be overlooked. This investment covers multiple aspects, including not only initial construction costs but also subsequent operation and maintenance costs. On one hand, hardware equipment serves as the cornerstone of informatization construction. To ensure the stable operation and efficiency of information systems, enterprises need to purchase high-performance servers, storage devices, network equipment, and more. The cost of acquiring these devices is often considerable, especially for larger enterprises, where the quantity and performance requirements of the equipment are higher, thus increasing the cost accordingly. On the other hand, software development is also a significant investment. To meet the specific human resources management needs of the enterprise, customized software solutions are often required. This includes not only the development costs but also the subsequent upgrade and maintenance costs. Additionally, with continuous technological advancements and changes in enterprise management needs, software may require frequent updates and optimization, undoubtedly increasing the burden on enterprise costs. Moreover, operation and maintenance costs are also significant. Information systems may encounter various issues during operation, necessitating a professional operations team for real-time monitoring and troubleshooting. Furthermore, to ensure the security of information systems, regular security checks and vulnerability patches are required, requiring substantial manpower and resources. Lastly, substantial human support is also necessary for the implementation and operation of human resources management informatization. From project planning and implementation to later-stage operation, a professional team is required for follow-up. These personnel not only need to possess professional technical capabilities but also require a deep understanding of the business processes of human resources management, undoubtedly increasing

the enterprise's labor costs. The cost investment in human resources management informatization is a complex and extensive system engineering, involving hardware equipment, software development, operation and maintenance, and human resources, among other aspects. These cost investments are a significant burden for enterprises, so it is essential to fully consider their cost-effectiveness ratio in the process of advancing informatization.

### **2.3 Challenges of System Integration and Interconnection**

Within an enterprise, as information construction progresses, various departments introduce various information systems to improve work efficiency. However, these systems are often developed based on specific departmental needs, lacking comprehensive considerations, resulting in the phenomenon of "information islands." This problem is particularly prominent in the process of human resources management informatization. Due to the independence of information systems in various departments, differences exist in data formats, storage methods, system architectures, etc., making system integration and interconnection exceptionally difficult. For example, the finance department may use a financial management software suite, while the human resources department may use another human resources information system. When the human resources department needs to access employee salary data for salary analysis, it faces the challenge of data integration with the finance system. Moreover, the difficulty of system integration and interconnection also manifests in its impact on organizational structure and business processes. In traditional organizational structures, departments are relatively independent, and information exchange and collaboration mainly rely on paper documents or simple electronic documents. However, after achieving system integration, the flow and sharing of information become more convenient, requiring enterprises to adjust and optimize their original organizational structures and business processes to adapt to the new information flow<sup>[2]</sup>. This adjustment and optimization involve not only the repositioning of personnel roles but also the redesign of workflows. For example, some data entry and verification tasks previously performed manually may be replaced by

automated systems, requiring employees to acquire new skills and adapt to new ways of working. Therefore, the challenges of system integration and interconnection are not only technical problems but also complex issues involving organizational structure, business processes, and employee capabilities.

## **3. Strategies for the Development of Enterprise Human Resources Management Informatization**

### **3.1 Strengthening Privacy Protection and Information Security**

In the process of human resources management informatization, privacy protection and information security are crucial aspects. To ensure the security of employee personal information and privacy rights, enterprises must take a series of effective measures. Firstly, enterprises should establish a sound privacy protection system. This system should clearly define the operating principles and norms for the collection, storage, use, and sharing of employee personal information. It should include the classification management of data, with special protection for sensitive information such as salaries and health records, ensuring that only authorized personnel can access it. Secondly, enhancing information security protection is key to safeguarding information security. Enterprises should introduce advanced information security technologies, such as firewalls, Intrusion Detection Systems (IDS), and Security Information and Event Management (SIEM) systems, to monitor and prevent external attacks in real-time. At the same time, for internal networks, strict permission management and access control should be implemented to prevent unauthorized access and data leakage. Thirdly, data encryption is also an important means of protecting information security. Strong encryption algorithms should be used to encrypt sensitive data stored in the system or transmitted over the network, ensuring that even if the data is illegally obtained, it cannot be easily decrypted and used. In addition to technical measures, enterprises should also strengthen employees' awareness of information security. Through regular training and drills, employees' awareness of information security risks and prevention capabilities should be improved, ensuring that each employee strictly complies with information security regulations

in their daily work. Finally, enterprises should establish an information security incident emergency response mechanism. In the event of an information security incident, such as data leakage or malicious attacks, the emergency response plan should be activated immediately to take measures to control the situation, reduce losses, and promptly report to relevant regulatory authorities and affected employees.

### **3.2 Reasonable Planning of Informationization Cost Investment**

In the process of promoting human resources management informatization, reasonable planning of informationization cost investment is crucial to ensure the successful implementation of the project. Before embarking on informatization, enterprises must conduct comprehensive cost analysis, not only to control expenditure but also to ensure the feasibility and long-term benefits of the project. Enterprises should conduct detailed analysis of various costs associated with human resources management informatization. This includes but is not limited to costs related to hardware procurement, software development and customization, system maintenance and upgrades, data security, and backup. Each cost should be carefully estimated and adjusted according to the actual needs of the project and market conditions. Secondly, developing a reasonable budget and investment plan is an important step in avoiding cost overrun. Enterprises should develop practical budget plans based on their financial situation and informatization goals. This plan should fully consider the various stages of project implementation, including initial construction, mid-term operation, and later maintenance and upgrade costs. When selecting an informatization solution, enterprises should focus on cost-effectiveness and avoid blindly pursuing high-end technology and expensive equipment. Different enterprises have different needs and budgets, so choosing a suitable informatization solution is crucial. Through thorough market research and demand analysis, enterprises can select a solution that meets their needs and budget. Furthermore, enterprises should also pay attention to the long-term benefits of informatization projects.<sup>[3]</sup> The purpose of human resources management informatization is not only to improve management efficiency but also to enhance the overall competitiveness of the enterprise. Therefore,

when developing investment plans, enterprises should consider the long-term benefits brought by informatization, rather than just the immediate cost expenditure.

### **3.3 Advancing System Integration and Interconnection**

As enterprise informatization construction continues to deepen, advancing system integration and interconnection has become crucial to enhancing management efficiency and competitiveness. To achieve this goal, enterprises need to take a series of measures to promote system integration and interconnection from both technical and managerial perspectives. Firstly, enterprises should clarify the importance and urgency of system integration and interconnection. In today's information age, information silos have become bottlenecks restricting enterprise development. Through system integration and interconnection, barriers between departments can be broken down, enabling information sharing and collaborative work, thereby enhancing overall operational efficiency. Secondly, enterprises need to choose suitable technical means to achieve system integration and interconnection. This includes adopting standardized data interfaces and communication protocols to ensure smooth interaction between different systems. At the same time, using middleware technology can effectively reduce the complexity of system integration and improve the efficiency and accuracy of data transmission. In addition, cloud computing and big data technology also provide strong support for system integration, enabling centralized data storage and efficient processing. In the process of promoting system integration and interconnection, managerial measures are equally important. Enterprises need to establish cross-departmental collaboration mechanisms, clarify the responsibilities and interests of each department, and ensure smooth information sharing and collaborative work. Strengthening employees' informatization training to enhance their information literacy and operational skills is also a necessary condition for achieving system integration and interconnection<sup>[4]</sup>. It is worth noting that when promoting system integration and interconnection, enterprises should also fully consider the scalability and flexibility of the system. With the development

and changes in business, information systems need to adapt to new requirements and challenges. Therefore, when choosing and designing information systems, enterprises should focus on their openness and configurability, so that they can easily expand and optimize the system in the future.

### Conclusion

Enterprise human resources management informatization is one of the key means to enhance enterprise competitiveness. In response to the current problems and challenges, enterprises should actively take effective measures and strategies to address and improve them. By strengthening privacy protection, information security, reasonable planning of informatization cost investment, and advancing system integration and interconnection, efforts can be made to promote the comprehensive development of enterprise human resources management informatization.

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