

HUMAN RESOURCE MANAGEMENT OPTIMIZATION STRATEGY FOR FIRM KAINÉ

ABSTRACT

Title: HUMAN RESOURCE MANAGEMENT OPTIMIZATION STRATEGY FOR FIRM KAINÉ

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Human resource is a basic component of company and plays a crucial role in the enterprise's entire production process. In enterprise transformation, how human resource develops synchronously and how to build a new human resource management system facilitating transformation are issues that should be analyzed and thought over by every entrepreneur and human resource personnel.

This thesis studied issues concerning management of human resource development during business transformation of FIRM KAINÉ and analyzed the current situation of human resource management among private enterprises and their management systems. Furthermore, the thesis summarized the main problems of management of human resource development during transformation and proposed countermeasures and suggestions.

Through a hundred years of development, the concept of human resource management and relevant theories have become mature. They are the theoretical basis of this thesis. From the inner link between human resource development and enterprise transformation, the author analyzed the existing problems, tried to make breakthroughs from human resource transformation and upgrading and designed human resource management transformation and development strategies for private enterprises in order to help them transform successfully and grow in a sustainable way.

In light of human resource management theories, this thesis made a case study to show the importance of human resource management to private enterprises, and pointed out that human resource development is the most effective and direct way to acquire human resources and is the foundation for sustainable development; in order to transform

摘 要

题目： 凯恩公司人力资源管理优化战略的研究

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人力资源是企业组成的基本元素，在企业的整个生产过程中起到决定性的作用。在企业转型的时候，人力资源如何与企业转型同步发展，如何构建新的人力资源管理体系，帮助企业成功转型，是广大企业家和人力资源管理者需要深度思考的问题。

本文从 KATNE 公司业务转型过程中人力资源开发管理问题展开研究，对民营企业的人力资源管理现状及管理制度进行分析，在此基础上提出企业转型过程中人力资源开发管理的主要问题、优化对策及建议。

人力资源管理概念经过近百年的发展，其相关理论已经很成熟，为本文的论述提供了理论依据，从人力资源开发与企业转型的内在联系出发，分析存在问题，从人力资源转型升级方面寻求解决问题的突破口，设计民营企业人力资源管理转型发展优化策略，帮助民营企业成功转型和持续发展。

本文在人力资源管理理论的基础上，通过案例阐明了人力资源管理对民营企业的重要性，同时指出人力资源开发作为企业获取人力资源最直接有效的手段，是企业可持续发展的基础；企业需要转型，人力资源管理也应该发展和升级，以保证转型成功。在以上研究的基础上提出企业转型过程的人力资源管理策略，希望对广大民营企业人力资源管理提供有益的参考和借鉴。

关键词：业务转型；人力资源管理优化；可持续发展