

**RESEARCH ON HUMAN RESOURCE MANAGEMENT OPTIMIZATION OF
COMPANY A BASED ON MOBILE INTERNET**

ABSTRACT

Title: Research on human resource management optimization of company a based on mobile internet
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In the era of mobile Internet, industrial structure has been subverted by technology and innovation, and promote the continuous development of the industry. New technology such as mobile technology, the Internet, big data, artificial intelligence is about to change the world, especially for the financial industry, the Internet has brought a revolutionary challenges and opportunities.

As the Internet financial enterprise, A company needs to be stable through compliance and develop smoothly. In the context of mobile Internet, first, A company needs to raise the management ability and operation ability, in order to meet the need of the Internet financial. Human resource management is an important and key content of enterprise management, combining with the mobile Internet background, present situation and the characteristics of the management in A company, this paper studies the optimization of human resources management. It has practical value for the development of A company, improve the effect of human resource management, and innovate talent management.

First of all, this paper analyzes the basic characteristics and problems of human resource management of A company. Then, based on human resources development of the mobile Internet has penetrated into every link of human resources management A company, with questionnaire survey, we analyzed the effect of Mobile internet in human

resource management in A company. According to the analysis results, this paper follow the following principles: people-oriented, subjective dynamic, comprehensive recognition incentive. A company human resource management optimization scheme is designed. Including the organizational structure optimization, recruitment, training, process optimization, part of the work process optimization, etc. Finally, the guarantee measures are put forward from three aspects: system, technology and staff.

The research conclusions are as follows: The effects of mobile Internet to human resource management is not revolutionary, but still is undeniable. To optimize the structure of enterprise management, at the same time, A company should pay attention to mobile interconnected to the effects of recruitment, training. And according to the characteristics of the mobile Internet, constantly optimize the human resource management method of A company. Provide enterprise with the excellent talents, promote the enterprise development smoothly.

Keywords: Mobile Internet; Human Resources Optimization; Mobile Training; Mobile Office Automatic.

摘 要

题 目： 基于移动互联的 A 公司人力资源管理优化研究

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在移动互联时代,我国各行各业的产业结构都在技术与创新的引导下不断发展。移动互联技术、大数据、人工智能等科技引发的新技术革命影响着我们的生活,尤其是对互联网金融行业带来了革命性的挑战和机遇。

A 公司作为互联网金融企业,亟需稳健度过合规年并进入平稳的发展期。“移动互联”背景下,A 公司的发展需要首先完成自身管理及运营能力的移动互联提升,才能满足互联网金融时代的需求。本文以企业管理的重要与关键内容—人力资源管理为研究对象,结合移动互联网的发展背景,立足 A 公司现状及其管理特征,对该公司的人力资源管理优化进行了研究。对于 A 公司适应移动互联发展需求,提升人力资源管理效果和创新人才管理,具有实践价值。

本文首先分析了 A 公司的基本特征与人力资源管理中存在的问题。随后,由于人力资源移动互联网的发展已经渗透到 A 公司人力资源管理的各个环节,立足于此现实基础,通过问卷调查,对移动互联在 A 公司人力资源管理的效果进行了分析。论文基于现状分析的结果,按照以人为本、主观能动、全面认可激励的原则,设计了 A 公司移动互联人力资源管理的优化方案,包括组织结构优化,招聘、培训流程优化,部分工作流程优化等。最后,从制度、技术和人员三个方面提出了保障措施。

论文的研究结论包括:移动互联给人力资源管理带来的影响虽然不是变革性的,但仍是不可否认的;A 公司在优化人力资源管理方法的同时,要注重移动互联给招聘、培训等工作带来的影响;并根据移动互联的特点,不断优化改进 A 公司人力资源管理方法,为企业提供人才保障,促进企业平稳发展。

关键词: 移动互联; 人力资源化; 移动培训; 移动办公

