

Research on the Influence of High Performance Human Resource Management Intensity on Employee Engagement

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Abstract

In recent years, enterprises pay more and more attention to the work of high-performance human resource management. Through the effective transmission of relevant information, employees are encouraged to have a correct working attitude. Based on previous work experience, this analysis summarizes and analyzes the effect of high performance human resource management intensity on enterprise development, and proposes new solutions for employee engagement, makes employees feel the organization's concern and sense of belonging, strengthens the relationship between human resource management and employees' personal goals, and improves the communication effect between enterprises and employees. This paper discusses the influence of high performance human resource management intensity on employee engagement analysis and suggestions.

Keywords

High Performance Human Resource Management; Employee Engagement; Communication Effect.

1. Introduction

In the process of practical work, although the content of high-performance human resource management is very important, the implementation process of human resource work is clear, and the impact on employee engagement is very serious. The intensity of high-performance human resource management can be reasonably perceived at the employee level, and the employee's working attitude is also an important factor in determining the quality of their work. From the current practical research, the intensity of enterprise human resource management has an important correlation with employee emotion, corporate identity and sense of belonging.

2. The Role of High Performance Human Resource Management Intensity on Enterprise Development

2.1. Impact on Employee Engagement

Employee engagement theory was put forward in 1990. At the time, engagement was seen as the process of integrating work performance with the work situation and reflecting the personal emotion, cognitive condition and physical strength of the employee. In the following, we regard engagement as a kind of psychological attitude towards work, and regard concentration as the superficial characteristics of engagement. In order to facilitate the in-depth study of engagement, a covariant model is established, which can highly perceive the human resource management system, reach a consensus with the manager's will, and create and implement favorable situations. On the whole, the stronger the management intensity of human resources, the better the transmission effect of management information will be, prompting employees to actively perform in work and radiate greater enthusiasm for work. The intensity

of high-performance human resource management can be divided into dimensions. From the perspective of different dimensions, if high-performance human resource management has strong uniqueness, all capabilities can be brought into play in a specific environment. In this way, it can also further enhance employees' ability to understand the intensity of high-performance human resource management, and give full play to the value and role. If employees can fully understand the intensity of high-performance human resource management, they can further reach a consensus with leaders in human resource management work, so as to make the implementation and development of various tasks more clear. Employees will also form new values in their work, and drive the steady improvement of enterprise productivity.

2.2. The Mediating Role of Perceived Organizational Support

In the process of implementing organizational support, employees' contribution to the enterprise can be highlighted, and their real life situation can be understood to improve their happiness index. In a high-intensity, high-performance human resource management model, employees will quickly learn how to distinguish relevant information and improve the effectiveness of relevant work. In addition, the main form of high-performance human resource management is to adjust labor relations and promote the common interests of enterprises and employees through different practical work. In this way, the development of enterprises is a win-win process. Therefore, when employees work, they should learn how to screen and transmit information, such as increasing the importance of employees. In the early stage of the formation of a high-performance human resource management system, the management content needs to achieve a high degree of summary of employees' work, at this moment employees will feel the relationship between the enterprise and them, and the sense of organizational support will arise spontaneously. Relevant studies have shown that many individuals are eager to obtain consistent information in organizational life. If high-performance human resource management is not carried out properly, it is easy to lead to confusion of Angle and color, which is extremely unfavorable to the future development of enterprises. Therefore, enterprises should make use of high performance human resource management practice to realize the consensus optimization of employees.

3. Analysis and Suggestion on the Influence of High Performance Human Resource Management Intensity on Employee Engagement

3.1. Analysis of the Impact of High Performance Human Resource Management Intensity on Employee Engagement

3.1.1. Puts Forward a New Solution for Employee Engagement

Because of the development of the theory of high performance human resource management intensity, the work of high performance human resource management has been endowed with more uniqueness. First of all, enterprises can further improve management efforts by expanding the scope of high-performance human resource management, such as increasing the scope of training and formulating auxiliary work plans for employees. Secondly, high-performance human resource managers of each enterprise should have in-depth communication with employees and formulate reasonable work plans for employees according to specific situations. Finally, in order to achieve centralized management, relevant leaders can establish a human resource center contact point, and establish a good communication and exchange platform, which also lays the foundation for the follow-up work. In addition, if staff do not establish an effective feedback mechanism on the intensity of high-performance human resource management, it is easy to cause the uniqueness of management work to suffer, which will have an impact on employee engagement. In an organization, many employees expect a

direct answer to their questions from the main department. At this time, the enterprise can make full use of information technology and collect employees' opinions and problems by means of email, etc., and the management department can carry out follow-up work according to the problems and suggestions. It is worth noting that due to the different characteristics of the information, the treatment should also be different, otherwise the influence of employee engagement can not be highlighted.

3.1.2. Let Employees Realize the Organization's Concern

Under the influence of human resource management, employees enhance their own value awareness in the enterprise, but also highlight the employee product.

Great work attitude. High performance human resource management is an important form of expression that most talents attach importance to, and it is also an important manifestation of the relationship between enterprises and employees. However, under the influence of the intensity of human resource management, coupled with the influence of performance, salary and other aspects, the correlation between employee engagement and enterprise development is gradually getting closer, so that employees can feel that the enterprise cares for them. From the perspective of enterprise development, it is easy for managers of many small enterprises to penetrate into the employees. With the gradual expansion of enterprise development scale, information dissemination has become more difficult. In order to avoid this kind of influence, managers and department heads must highlight their role as Bridges and links in the process of information dissemination, so as to facilitate employees to achieve a deeper understanding of the enterprise. Managers can also gain more trust from employees by improving the intensity of high-performance human resource management, and pay attention to the in-depth implementation of various policies. In this way, employees will feel the relationship between the enterprise and them, and use high engagement to give back to the enterprise.

3.2. Specific Suggestions for Improving Employee Engagement with High Performance Human Resource Management Intensity

3.2.1. Strengthen the Relationship between High-performance Human Resource Management and Employees' Personal Goals

Relevant studies show that due to the improvement of the intensity of high-performance human resource management, there is a big difference between the development goals of many employees and the development goals of the enterprise, which is extremely unfavorable to the improvement of employee engagement. In order to get more support from employees for high-performance human resource management, enterprises should actively correct the shortcomings in high-performance human resource management, so that employees can understand the importance of realizing corporate value for their own development, and solve various problems. In order to have a deep understanding of employees' own thoughts, people should convey the meaning of high performance human resource management intensity to employees in the form of interesting interest, which can also enhance employees' attention to high performance human resource management. For example, in order to facilitate management, many enterprises put the meaning of improving the intensity of high-performance human resource management in the internal network of enterprises, which is mainly presented in the form of documents, and most of the contents of the documents are too large, so that employees cannot understand the meaning. In order to avoid the impact of this problem, high-performance human resource management should be able to realize the effective adjustment of human resource information through different network space construction.

3.2.2. Improved the Communication Effect between Enterprises and Employees

If the communication between enterprises and employees is insufficient, it is difficult to ensure that employee engagement is improved. To this end, before the intensification of human resource management, enterprises should do propaganda and publicity work. In order to ensure the effective development of this work, managers should first enhance their understanding of the intensity of high-performance human resource management, and clarify the goals and significance of various work. For example, enterprises can carry out exchange meetings, individual counseling, etc., to maintain continuous communication with employees, not only let employees understand the implementation of management measures, but also understand the specific opinions and suggestions of employees in the communication process, and screen relevant problems, and give answers to employees in the first time. In addition, the organization personnel should reasonably design the fixed communication channels, completely remove the communication barriers between employees and enterprises, shorten the distance between the two, and improve employee engagement.

4. Summary

To sum up, the intensity of human resource management has strong uniqueness and identification, which also reminds enterprises to pay more attention to the implementation process of various tasks while formulating good policies and systems. In the practice process, due to the high connection between various measures, many contents can be understood by employees in the first time to enhance their sense of identity. In addition, enterprises can also establish new ways of communication, understand the dynamics of employees' thoughts, let employees feel that the enterprise cares for them, and increase their happiness and sense of belonging.

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