

# Digital Transformation of Human Resource Management: Elements, Modes, and Paths

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**Abstract:** Digital technology is currently playing a huge role in various fields and industries and occupies an important position in the development of human society. In the era of knowledge economy, emerging technologies such as cloud computing, artificial intelligence, and big data have become the core force driving the high-quality development of enterprises and have played an important role in the process of enterprise transformation and upgrading. In enterprise human resource management, the application of digital technology has created a good opportunity for the transformation of human resource management and has gradually become the key to improving the core competitiveness of enterprises. However, there are still many practical difficulties that make it difficult to obtain the desired effect. This paper proposes that the digital transformation of human resource management should be combined with the actual basis of the enterprise itself. It is necessary to make full use of the basic elements and determine the appropriate transformation model and implementation path based on the basic logic, to provide strong support for the systemic transformation of the enterprise.

**Keywords:** Human Resource ; Digital Transformation; Element; Mode; Path

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## 1. INTRODUCTION

At the beginning of 2020, the sudden new crown pneumonia epidemic swept China and the world. In the face of sudden outbreaks, enterprises have made emergency responses, adopted a combination of home office and on-site office, and strove to fully resume work as soon as possible. However, the key to the normal production and operation activities of an enterprise is people. How to continue to carry out effective human resource management and maximize the role of people in the organization in a state of dispersed personnel is a problem that needs serious consideration and solution. With the digital transformation of human resource management, the empowerment of human resource management has once again become the focus of attention and has been incorporated into the long-term strategy of enterprise development.

In the digital transformation of human resource management, digital talents are the most critical and basic elements. They are mainly employees who have digital awareness, master digital technology, and use the new generation of information technology in the enterprise. They can help enterprises provide customers with digital services and digital products. Digital employees are different from ordinary employees. In addition to basic job skills, they can also skillfully apply various digital tools and technologies. These talents can also exchange information with other departments, enterprises, and customers with the help of digital platforms. Can effectively deal with the problems existing in the post work.

Digital transformation not only emphasizes the use of digital tools, technologies and means to improve the operational efficiency and benefits of enterprises, such as the use of digital technologies such as artificial intelligence, big data, cloud computing, blockchain and 5G to optimize the core elements and key links inside and outside the enterprise. To achieve digital management, it also focuses on promoting the optimization of resource allocation such as technology,

talents, and capital to achieve systematic changes within the organization, such as accelerating business processes, reorganizing production methods to achieve the purpose of enhancing corporate competitiveness, and creating new digital scenarios. Value added to serve sustainable development. According to the International Data Corporation (IDC) report, more than 67% of the world's top 1,000 companies will take digital transformation as one of their core strategies in 2020, and more than 25% of manufacturing companies will have more than 50% of their revenue from digitalization. Establish standardized data resources, formulate data standards with consistent rules, unified definitions, clear attribution, and reusable data, and standardize the full life cycle management process of data from generation, release, use, and sharing. Formulate management and governance mechanisms such as demand response, formulation, release, application, and review of data standards to ensure the application effect of data standards. At the same time, each module in the human resources management system began to play its own role.

Through the personnel management system, the information of all personnel of the company is stored in the system, so that information can be shared, and it is convenient for the person in charge of the enterprise or relevant personnel to retrieve and consult. Enterprise digital online training. In the past, corporate training was mainly based on offline training and supplemented by online training, and more time was spent gathering trainees together to attend lectures. The epidemic has led more companies to adopt online training, which not only solves the problem of personnel gathering, but also allows knowledge learning to be shared, allowing employees to learn from passive learning to independent learning. Digital tools are the basis for the digital transformation of enterprise human resource management, and can provide technical, information, platform, and other support for the digital transformation of human resource management.

## 2. THE PROPOSED METHODOLOGY

### 2.1 Common Models for Digital Transformation of Human Resource Management

In the digital transformation of human resource management, digital tools have the effect of improving human resource management activities and optimizing management processes. For example, the use of remote office systems can help companies break the space and time constraints of human resource management. Staff can use computer equipment to perform remote operations, which helps to improve the efficiency of human resource management and reduce the workload of employees. Digital tools can improve the efficiency of enterprise human resource management. Enterprises can develop various digital tools that are easy to operate around human resource management related businesses. In the process of digital transformation, enterprises will adopt different models and paths to promote and implement according to their own foundation, development foundation, technical reserves, strategic intentions, etc. around different functions, and businesses, and will form various forms and contents. Among them, human resources are not only the core elements for the sustainable growth and development of enterprises, but also the key to gain competitiveness.

The digital transformation of human resource management is to explore and change the human resource management model by giving full play to the advantages of digital technology and digital systems, to realize innovative development concepts, innovative operating tools, optimized business processes, empowered operation management, created value-added and improved overall Effectiveness, to enhance the overall transformation activities of enterprise competitiveness. Create visualization tools and presentations. After the data is processed, it should be displayed in a simple and intuitive visual form. The most important purpose and highest pursuit of data visualization is to display complex data relationships in a simple, easy-to-understand, and fast-moving visualization form. Commonly used data visualization tools include EXCEL, ECharts, Tableau, etc. Commonly used data visualization forms include column charts, line charts, pie charts, scatter charts, radar charts, area charts, combination charts, etc. Improve the performance of assessment incentives. As an important part of human resource management, assessment and incentive work has always been a difficult point in human resource management, and it is also the most critical task. How to evaluate employees' work objectively and fairly is an urgent problem to be solved in performance management. In the assessment process, through the quantitative data indicators, the assessment work can be based on the evaluable data, and the improvement plan can be put forward in a targeted manner. Enterprises adopting this model usually have a relatively large scale after a long period of development. Enterprises have a strong foundation in information construction and have a high degree of acceptance for digital transformation of human resource management. It is suitable for large-scale enterprises with good development momentum. enterprise. For these enterprises, based on clarifying the goals of the digital transformation of human resource management, use digital transformation to improve the efficiency of enterprise human resource management.

### 2.2 The implementation path of digital transformation of human resource management

Under this model, the science and technology department can help enterprises cultivate more digital talents within the scope of budget and technology, and improve the talent reserve of enterprises, which will play a very good role in promoting the digital transformation of enterprise human resource management. However, adopting this model is prone to problems of rigid structure and thinking, which will cause companies to resist advanced experience and new things. In the process of using digital transformation, it is necessary to consider the problem of high investment costs that companies need to invest. Therefore, this model is suitable for large-scale enterprises, otherwise it will increase the difficulty of human resource management transformation for small and medium-sized enterprises. The human resource management model, process and content of the digital age will undergo profound changes, and more emphasis will be placed on the full use of big data, artificial intelligence and other data processing technologies to obtain, analyze valuable data related to human resource management to achieve technology empowerment, create a new human resource management model, and realize the process, automation and intelligence of human resource management to meet the actual needs of the digital age.

To accelerate digital transformation, it is necessary to integrate and innovate the latest cutting-edge technologies such as 5G, big data, cloud computing, and artificial intelligence, and human resources business, and fully consider the integration of the new human resources construction information system and other enterprise information systems and data sharing, but also consider the switching connection between the old system and the new system, and the smooth migration of data. Therefore, the digital transformation of human resources should be considered from the perspective of the overall digital transformation of enterprise management, and the implementation should be promoted in a coordinated manner, instead of fighting alone. Learn and master data algorithms and statistical skills, consciously and actively use scientific analysis methods, from different perspectives such as experience and theory, determinism and quantification, causality and statistics, structure and function, experiments, and cases, etc., with the help of AI technology to analyze data. Analysis can not only effectively avoid the interference of human factors in data analysis, but also improve the accuracy and efficiency of data analysis.

In this process, enterprises need to carefully study and judge their own needs, capabilities, and resources in the digital transformation of human resources, including the company's own digital capabilities and the degree of perfection of infrastructure, and at the same time understand the capabilities of employees and the company's own operations. management ability. Only by doing the above work well, can enterprises further think about their own digital development concepts, so as to judge which model is suitable for themselves in digital transformation, which capabilities can be realized through internal construction, and which capabilities need the help of a third-party professional structure, to clarify what kind of changes the internal organizational structure of the enterprise needs in the process of digital transformation, whether technological innovation is required, the type of technology required for digital transformation, and at the same time, it is also necessary to clarify how to adjust its own human resource management workflow during digital transformation. What kind of standard should be achieved? Based on clarifying their

own needs for talents, formulate capital investment plans. Only by fully preparing for the digital transformation of human resources can enterprises ensure the smooth implementation of subsequent tasks.

### 3. CONCLUSION

To sum up, digital transformation drives the innovation of enterprise human resource management, which is also a forward-looking and era-oriented means of enterprise management reform. Through analysis, this article believes that in the digital transformation of human resources, enterprises should choose a reasonable digital transformation model based on their own internal and external conditions, and comprehensively consider the four basic elements of digital transformation: digital talents, digital tools, digital scenarios, and digital management. Facing the future development trends, the digital transformation of human resource management cannot slow down, but instead needs to actively combine future trends to accelerate innovation, actively think about the function positioning and transformation direction in the new era, and actively explore the ways and paths of innovation and breakthroughs, to form and promote enterprise development. The new kinetic energy to serve the market competition and continuous growth.

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