

# Auxiliary Decision-Making Modeling of the Information System in the Human Resource Management of Modern Pharmaceutical Enterprises

SUN Dunzhen  
Universiti Malaysia Sabah  
88400, Kota Kinabalu, Sabah  
and  
Jiangxi University of Chinese Medicine  
Nanchang, Jiangxi, China, 330004

MA Huimin  
Jiangxi Police College  
Nanchang, Jiangxi, China, 330100

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**Abstract:** This paper analyzes the auxiliary decision-making modeling in the human resources of modern pharmaceutical enterprises based on the information system, introduces the development stage of business intelligence technology and human resource management, and explains why business intelligence technology should be introduced in the latest stage of human resource management. The application situation and market of foreign business intelligence are analyzed. Through the analysis of the current situation of the company's human resources development and the new requirements of human resources management in the new stage, the feasibility and necessity of the construction of the human resources auxiliary decision-making system are fully explained. At the same time, a comprehensive analysis of the company's actual human resources business was carried out to prepare for the implementation of the system design.

**Keywords:** Auxiliary Decision, Pharmaceutical Enterprises, Human Resource, Information System

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## 1. INTRODUCTION

Under the background of international operation, the human resource management faced by enterprises is different from that when operating in the domestic scope. The environment faced by enterprises is more diverse and fiercer. At this time, the factors that affect human resource management mainly have the following two aspects: The culture of the country or region where the branch is located is the biggest factor that affects the international human resource management of pharmaceutical companies. Culture affects organizational communication, personnel management and other methods. Its importance to human resource management is reflected in the fact that it often determines the effectiveness and appropriateness of human resource management practices. Enterprise human resource management must maintain a high degree of sensitivity to local culture, and strive to integrate into the local culture, and work within the local cultural framework [1-6].

Let all employees in different geographical areas rise from the previous stage of adapting to cultural differences to mutual recognition of such differences, and form common values and teamwork spirit, and pay attention to the integration and promotion of corporate philosophy. In internationally-operated pharmaceutical companies, the harmonious coexistence of diverse cultures and different concepts is conducive to stimulating employees' sense of innovation. This sense of innovation is also the driving force behind the endless emergence of new pharmaceutical products and pharmaceutical companies to maintain their competitive advantages. Human resources include time management module, human resource planning module, labor arrangement module, employee assessment module, recruitment management module, employee salary accounting module,

training management module, etc. As a decision-making tool of human resource management, the human resource system auxiliary decision support system has a unique charm. It not only overlaps with the human resource management system, but also has its own unique functional modules. It can provide a decision-making plan with reference value for the company's human resource management [7-14].

First, HRDSS links almost all data on recruitment, positions, organizational skills training, salary and benefits, etc., with the company's core database, and sublimates it on the basis; second, HRDSS links the core basic data with the previously discrete data to solve the problem. This overcomes the problems of incompatibility of past data, lack of effectiveness in updating, and difficulty in sharing. Through this system, not only can the decision-making of the management side avoid the situation of extinction due to human factors, but also make the decision-making more scientific, digitized, networked and standardized. At the same time, the use of a human resource system to assist the decision support system can maximize strengths and avoid weaknesses, improve work efficiency, and reduce operating costs. Therefore, this article combines the actual situation of Chongqing Electric Power Company, actively explores and studies, and proposes an enterprise-level human resource management decision support system (HRDSS). Business intelligence has been developed abroad for more than 20 years, and its application fields are now very wide, including Telecommunications, finance, retail, insurance, manufacturing and other fields [15-21].

The major foreign business intelligence software providers mainly include IBM, Oracle, SAP, and Microsoft. Through a wave of acquisitions, they have accounted for more than 70% of the global business intelligence market share. Foreign business intelligence software is highly standardized. ,

Completeness and maturity. With the continuous improvement of business management theory, software is gradually put into use in various industries, and more and more advanced management concepts are applied to the software design process, and provide corresponding solutions for different business fields. The solution has also been widely used in the field of human resource management. However, foreign software also has some weaknesses. Due to different national conditions, different business environments, and different management concepts, these excellent foreign business intelligence software cannot fully meet the needs of domestic enterprises. Especially in state-owned enterprises, the adaptability is even worse. Considering its versatility, these large-scale software can hardly meet the individual needs of domestic customers. In addition, the high cost of design and development of foreign software products makes their software products and implementation service costs relatively high, which will also bring serious problems to enterprises cost burden [22-24].

## 2. THE PROPOSED METHODOLOGY

### 2.1 The Information System

A database system is a computer system that stores and manages organized and dynamically, and can reuse data collections closely related to the system. At present, the quantity and quality of edible fungus factory information are not enough to form an information industry. Although there are many scientific research results and many production models have been established, they are very scattered, systematic theories are backward, lack of organization and management, and have not been promoted. And use. It is necessary to vigorously explore information resources, expand the number of databases, improve the quality of the databases, and update them in real time to ensure the timeliness and effectiveness of the databases.

The factory production of edible fungi is very complicated, and quantitative description cannot be realized. The knowledge and experience of experts are very important and practical. The development of expert systems and decision-making systems, and their integration into control systems, is an important research field for the rapid development of information technology. From the perspective of the development of the information age, the edible fungus industry must pay attention to the sharing of information resources in order to promote the industry to keep pace with the development of the times. Therefore, the edible fungus industry development planners should focus on building an information resource sharing system. In the information resource sharing system, it covers edible fungus cultivation technology knowledge, edible fungus product sales knowledge, and exchange experience in the edible fungus industry. From the perspective of the technological development process of the edible fungus industry, the cultivation of edible fungi will use related cultivation techniques. In the database resources, you can find relevant technical experience for reference, so as to provide powerful technical guidance for actual production activities. In addition, in the process of edible fungus cultivation, mushroom farmers will also face a series of edible fungus diseases and insect pests. In the edible fungus information resource sharing system, it can provide mushroom farmers with related methods and experience sharing of pest control, so that they can deal with pests in a more timely and targeted manner.

It integrates the knowledge, experience and achievements of experts in multiple fields, and overcomes decision-making errors caused by incomplete expert knowledge in one field. Use intelligent information technology, such as knowledge acquisition, knowledge representation, knowledge reasoning, human-computer interface, multimedia technology, database technology, neural network technology, etc., to present complex edible fungus production technology in a simple, easy-to-understand.

### 2.2 The Human Resource Management in Modern Pharmaceutical Enterprises

There are three main sources of employees needed in internationally-operated pharmaceutical companies: local employees in the home country, local employees in the host country, and third-country employees. Frontline employees are mainly from the local area. The selection of personnel from the company headquarters as the senior management of the branch is particularly important when the company first starts operating abroad, and it is also the most ideal, because they have a good understanding of the parent company and can operate well in the branch and implement the company business intent.

Whether you like it or not, it is very wise and advisable to recruit grassroots managers and front-line workers from the host country. Doing so can save costs, save on work processes such as cultural adaptability training, and can establish good relationships with local governments, employees, and consumers. , Rapidly expand the visibility and reputation of the company. In addition, with the improvement of the degree of internationalization of enterprises, the national boundaries of business activities are becoming less and less, and enterprises can recruit third-country members to enter the company, so as to better eliminate cultural and national boundaries. Macroscopically, China's pharmaceutical companies are in the transition period from the input phase of material resources to the phase of human resources input. From the perspective of the dynamic historical process of a country's economic development, at different stages of development, the contribution rate of human resources to economic growth is different. The same is true for an industry. Chinese pharmaceutical companies have always maintained a high growth rate. This high-speed economic growth is based on extensive growth with high accumulation and high input. China's pharmaceutical exports are among the top in the world, but mainly the export of raw materials and Chinese medicinal materials proves this point.

According to data, Brazil, Colombia and other countries have made decisions to introduce large amounts of foreign investment in order to develop their own economies, focusing on material capital accumulation, but not paying full attention to human capital investment. As a result, the utilization rate of foreign capital is extremely low and the waste is serious. , The economic development failed.

### 2.3 The Auxiliary Decision Modeling of Human Resource Management in Pharmaceutical Enterprises

The human resources decision-making assistance system mainly realizes the functions of data collection and processing, data quality monitoring and improvement, human resource index management, report management, custom query, multi-dimensional data analysis and mining, and custom analysis topics. Among them: index management:

includes functions such as index configuration information maintenance, index data generation, index data query, etc.; used to manage basic index information, including index name, index code, index measurement unit, extraction frequency, precision and other information. Set up information such as the display form of the indicator and the scope of the applicable organization. By configuring the basic information of the indicator, you can flexibly control the indicator's access method, display method, interaction method, access authority, etc.

Index query analysis and management: Through the comparison and analysis of indicators in different forms, such as multi-dimensional, year-on-year, ring-on-month, trend, benchmarking, etc., check the dynamic trend and structure of indicators, so as to discover changes and problems in related business activities. Comparative analysis can be visually displayed in various forms such as histogram, line chart, instrument panel, and LED chart. The personnel training content of internationally-operated pharmaceutical companies should not only include professional knowledge such as pharmaceutical production and product technology, so that the company can maintain the advantages of products and technologies, but also include corporate philosophy, host country culture, environmental adaptability, and interpersonal communication skills. So that the quality of employees can develop internationally. In addition, the training of senior management personnel can be concentrated in the headquarters and carried out by the training department of the headquarters, while the training of branch managers and employees can be carried out locally by the senior management personnel trained by the headquarters and the training department of the branch. Carry out with different emphasis. The risks brought by the diversification of operations and regions must expand the horizons of talents, network elites, and establish an international talent pool. In addition to the company's international talent pool, it is necessary to record in detail the situation of all kinds of talents within the company, especially to grasp the status of the middle and senior management personnel in each subsidiary.

### 3. CONCLUSIONS

The functional design and implementation of the modern pharmaceutical enterprise human resources auxiliary decision-making system, including index management, analysis topics, report management, custom query, data analysis and mining, data quality monitoring six functional modules, and complete the system integration Design and run environment physical topology data, write system function test cases, conduct function test and performance test, and analyze the test results. The test results show that the system design and implementation have achieved the expected goals.

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