Business Design of Human Resource Management Based on SAP-HR System and Human Resources Management Software

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Abstract. With the arrival of the information age, human resource management (e-HR) came into being, thus promoting the transformation of human resource management, from administrative affairs management to strategic human resource management, at the same time greatly improve the work efficiency and technical content of enterprise human resource management, the purpose is to achieve the innovation of enterprise management concept. The emergence of human resource management (e-HR) as a new human resource management mode is conducive to the improvement and reform of human resource management. With the rise of e-commerce and the development of computer networks, the competition between enterprises has gradually shifted from the tangible market to the virtual network world, and the corresponding enterprise management cannot stand still, but also into the track of information. Now more and more enterprises realize the importance of information management and implement the ERP system. Among all the resources that need to be integrated, human resources are undoubtedly the most important one and is becoming more and more important.

Keywords: Human Resources, SAP - HR, Human Resource Strategy

1. Introduction

In today's world of information technology, market, under the background of the globalization, urge enterprise management attaches great importance to the human resources management, talent competition is increasingly fierce. In terms of technology, with the application of computer and Internet technology, a lot of human resource management work can be done by machines or by employees themselves, such as optional welfare projects. Therefore, the role of human resource managers is not only simple administrative managers, but also strategic decision makers, consultants
and executors. Human resource managers should not only participate in the formulation of the overall long-term development strategy of the enterprise, but also participate in the formulation of human resource strategic planning; We should not only collect information, provide decision basis service for the decision of senior managers, but also guide the work of employees and help to make personal career development plans.

2. Introduction of SAP-HR system demand analysis

2.1. Human resource management mechanism of the company

The company's human resource management business adopts the hierarchical management mode. The personnel department of the headquarters is responsible for the reform of the personal system, the formulation and implementation of the talent strategic plan, the overall construction of the three talent teams and the training of key talents, and the unified management and control of the total number of employees, total wages and labor costs[1]. The human resources department of the directly affiliated institution is responsible for implementing the policies and regulations formulated by the headquarters. On this basis, relevant human resources management systems are formulated and implemented according to the characteristics of the institution, and the human resources business of the institution is managed. The management mode is shown in Figure 1 below:

![Figure 1. Human resource management based on SAP-HR](image)

In the above 1, according to different management mode, directly affiliated institutions of human resource management mode is divided into two categories: one is for implementing flatting management unit (level 1 management unit), directly under the units directly responsible for the human resources department human resources management business, to provide human resources information support, and information on data reported to headquarters; Second, for the units that carry out hierarchical management (level 2 or level 3 management departments), the level 2 or level 3 units subordinate to the directly affiliated units shall respectively set up human resources departments to be responsible for the internal human resources business management of the units.
With the development of The Times, the scale of China's large state-owned enterprises continue to develop and grow, the competitive environment is more and more complex and changeable, state-owned large enterprises urgently need to raise human resources management to the strategic level\cite{2-4}. However, what is not matched is that the application of human resource management in China's state-owned enterprises is not widespread, with high demand and poor application ability. The huge gap between them highlights the problems in the transitional period of human resource management in China's state-owned large enterprises.

2.2. Business status analysis of human resource management module of the company

Before a few years, the company unified organization domestic manufacturers custom e - HR system is developed, and the project approved by the company in January 2002 and, since April 2005 in each unit comprehensive group company after installation, the improved optimization, completed the acceptance at the end of 2008, realize the human resources "business records, data query results" for the construction of the target\cite{5}. While carrying out the e-HR system construction, from 2004 to 2007, according to relevant arrangements, five units in three sectors, including oil field, refining and chemical industry, and sales, successively carried out the pilot of the SAP HR system, and mainly implemented four basic modules, namely, time management, organization management, personnel management and salary management. In addition, according to the requirements of national and local departments concerned, all units generally use other relevant systems such as national vocational skill appraisal examination management, social insurance management, etc. Some units also independently develop and use professional subsystems such as salary payment, labor contract management, training management, etc. Optimization of human resource organization design is shown as figure 2.

![Figure 2. Optimization of human resource organization design](image)

Although implements "business records, data query results" information human resources construction of the basic objectives, personnel labor statistics report, information query and analysis, personnel file management has played a good role, but with the speeding up of the globalization process, the passage of time, the business expanded, e - HR also exposes its limitations: Due to the lack of business control function, the scope of business application is not wide enough, and the
timeliness of data is difficult to guarantee. The database is deployed at the headquarters and directly affiliated units, and the data sharing and integration with other modules such as finance, production and sales of ERP system cannot be realized, so the scalability is limited. To sum up, it is urgent to introduce SAP-HR.

3. Implemented the company's SAP-HR system

3.1. Implementation framework of SAP-HR system

The business processing platform and comprehensive application platform are constructed by adopting the pattern in the large set of server headquarters.

Business processing platform: able to handle daily business needs, and realize highly centralized business processing of all kinds and monorail operation of data maintenance; To meet the key business control of the headquarters to the directly affiliated units and the directly affiliated units to the subordinate units, and to optimize the user interface of the business processing platform to improve the ease of use of the system.

Integrated application platform: on a regular basis to extract data from business processing platform, the integration of ERP in other business module of relevant data, through the data warehouse (BW) and BO reporting tools such as technology, efficient management of the cockpit and emotional data display function, meet the leaders at all levels to browse queries and comprehensive analysis of key business indicators such as needs; By separating the integrated display from the business processing operation, the load of the business processing platform is reduced and the operation possibility of the business processing platform is guaranteed.

3.2. Key factors for the successful implementation of the sap-HR project

This paper intends to analyze the SAP-HR project system with the analysis of key success factors. Using the key factor analysis method, it is concluded that the key factors to ensure the success of the implementation of sap-HR project are as follows:

3.2.1. Importance of leaders at all levels. SAP system is a management system, affecting the overall situation, and in the implementation process will touch and affect the interests of all parties, there is no doubt that the implementation of SAP system needs the enterprise leadership, especially the "number one" attention and support. Only when the "top leader" attaches importance to, participates in, authorizes and coordinates the implementation of ERP system, can the overall situation be mobilized and sufficient resources are obtained for the implementation of SAP system to ensure the success of the project.

3.2.2. Change management philosophy. ERP is based on the advanced management ideas of modern enterprises, and provides the basis for decision-making, planning, control and business evaluation with modern information technology. Similarly, SAP continues and inherits this advanced idea. The implementation of SAP software is not only a transplant of management ideas, but also provides enterprises with scientific management means, corresponding information systems and efficient implementation methods.
3.2.3. Participation of professional management consulting companies. Before the implementation of enterprise management software, the expert group with both industry knowledge and enterprise management software knowledge will conduct full investigation and demand analysis on the enterprise, and even redesign the management process, summarize the core issues of the enterprise, and analyze what kind of management and what kind of management software the enterprise most needs at the moment. Management awareness training for enterprise employees is no longer manual operation skill training. In the process of enterprise implementation of management software, management consulting experts will conduct business process restructuring and control the implementation progress of the software system for the enterprise according to their rich experience to see whether it deviates from the management goal. After the system is delivered to run, the system operation efficiency will be evaluated regularly, and the management software in time to adjust the errors in enterprise management.

3.2.4. Accurate positioning of demand. For A company to promote the implementation of SAP HR system work, understand and grasp the enterprise overall requirements, in the relevant units of the questionnaire survey, the first unit of on-site interviews and on the basis of analysis of the data collection, formed to promote the implementation of SAP HR system in the overall demand analysis report, enterprise level is the implementation of SAP - A company HR system blueprint and the basis of the standard template design, is the business process in the system design, system summary design and detailed design of the basic basis.

3.2.5. Control the schedule. In the context of information globalization, everything is constantly surging forward, whether it is mountain dew or undercurrent, all urging people to do something from now on to deal with new possible opportunities or challenges. Therefore, time is precious for enterprises in the context of globalization[7].

4. Conclusion

To sum up, sap-HR improves the collaborative efficiency with its "optimized integration system". Strengthening real-time management and improving control ability; Strengthen real-time control to adapt to the needs of change; Control labor cost, create management profit; Optimize performance management to avoid operational risks; Six distinctive features, such as "supporting strategic decision and realizing development blueprint", liberate human resource management from traditional transaction operation, and thus carry out more and more important strategic management work. It is not only a simple human resource operating system, but also a management platform that elevates the enterprise human resource management to the height of strategic management. It will help enterprises to realize the operation of "human capital", fundamentally improve the creativity of enterprises, improve the core competitiveness, and finally help enterprises to realize the take-off from "made in China" to "create in China".

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