The Conception of Computer Networking Based on Personnel Management and Human Resources Development

Yalin Yang1,*

1Human Resource Department, Hainan College of Vocation and Technique, China, 570216

*Corresponding author e-mail: yangyalin@hcvt.cn

Abstract. With the progress of the society and the development of science and technology, the computer is widely used in people's life, the computer is not only convenient for people's life, but also widely used in many enterprises personnel information management. In this article, application of computer slowly into the center of the personnel management has made the corresponding explanation, and the personnel management of relevant enterprises also made the corresponding elaboration, and on the knowledge management system to make the corresponding ideas and guess research, computer technology is applied to the personnel management has greatly increased the efficiency of the relevant enterprises, but also save a lot of manpower material resources, it also has a great significance to enterprise's development, at the same time, closer to a push the development of the enterprise, improve the working efficiency.

Keywords: Personnel Management, Human Resource Management, Management Information System, Networked

1. Introduction

Nowadays, China has entered a period of rapid development. In the new century, for enterprises, human resources are essential. Without human resources, an enterprise cannot operate [1]. Therefore, for an enterprise, human resources occupy a very important position, and it is also a very important job in the enterprise. What is human resources? In fact, it is the enterprise personnel management. The personnel information contains many details, and everything in all aspects is relatively complicated. It contains the basic information of all employees in the enterprise, as well as the family situation, growth experience and social relations of employees. It can also facilitate enterprises to better understand employees. Based on this, it is very complicated to select excellent employees and collect these information, which requires a lot of manpower and material resources. Therefore, scientific and rational management of enterprise personnel information and timely collection, collation, storage, analysis and utilization of enterprise employees' personnel information are very important for enterprises to give full play to the role of human resources and promote the development of enterprises [2]. According to the relevant data, in the personnel management of many enterprises, multiple systems are used independently, data are entered and stored repeatedly, codes are not uniform, and
data are not shared. These are very unfavorable to personnel management.

2. Network environment brings opportunities for enterprise management

However, the application of computer enterprises has greatly changed the above-mentioned situation. The application of computer network technology has promoted the development of enterprise personnel management to a certain extent, brought impact to the traditional personnel management mode, and promoted the transformation of the traditional enterprise management mode. Traditional enterprises can build and improve their popularity and image in the network by giving full play to the advantages of networking, at the same time can improve the coverage of enterprise commodity information publicity, which is of great significance to the reduction of sales costs, the improvement of enterprise operating efficiency, and the development of sales channels and markets [3].

2.1. Cost reduction

In the previous transactions of many enterprises, there were many middlemen and many links. The more middlemen there are in the home, the more money they collect, so the sales cost of enterprises will increase greatly, the less profits they get, and the competitiveness of enterprises will decline. However, using the network will break this situation, because customers and enterprises can communicate directly through the network, so many middlemen will collect fees from them, and the profits of enterprises will increase greatly. At the same time, enterprises in the networked environment can use the network to obtain business information, thus reducing the cost of obtaining information. In the process of purchasing goods, the network can also be used to reduce intermediate links, thus reducing the price of raw materials [4].

2.2. sales channels and market space have been further expanded

The application of computer technology in enterprise personnel management can not only reduce the cost, but also bring other conveniences and benefits to the company. The application of computer network can bring a lot of market space and sales channels to the company. An enterprise can use the Internet, set up its own website, put its products on the Internet, let more people see it, and broaden its sales channels. In the website, you can use sound, text, animation, images, videos and other values to make enterprise decisions on enterprise commodity information. From the construction and arrangement of enterprise environment, the process arrangement of ceremonies and the selection criteria of advanced figures, you can find the historical origin from the enterprise archives. Although enterprise archives as historical data are the reality of the past, there is definitely a shadow of history in the cultural construction of enterprise reality. Because any influential enterprise has its own consistent enterprise characteristics, such as the new-generation enterprise spirit, which must be based on the former enterprise spirit and evolve and develop on this basis, inheriting and developing the previous enterprise spirit. Only based on the history and present situation of the enterprise can the construction of enterprise culture reflect the characteristics of the enterprise in continuity and inheritance. Enterprise archives are also the direct basis of some enterprise culture construction. For example, the writing of factory history depends on the detailed materials in enterprise archives [5].

3. The evolution of computer

In the application of personnel information management began in 1960 or so, but at that time the technology was still very limited and immature. At that time, computer technology was mainly used in early employee salary calculation, and it was not used generously. However, with the continuous progress and development of China's technology, computer level has been greatly improved, and database technology has gradually emerged, so computer technology and database management have been widely used in cognitive management. Dealing with salary calculation, many things get in the way of using computer technology. The personnel information management system can bring some basic information of employees except salary into the management scope, and the personnel management department can carry out transactional work such as employee information maintenance,
statistics, query and so on through a single computer or local area network. This stage can be called transaction-oriented stage 2. In the following years, the computer has been developed more perfectly. With the further development of network technology, database technology and the enrichment and perfection of human resource management theory, the personnel information management system has undergone revolutionary changes. The functions of personnel information management are gradually expanded to human resource planning, employee recruitment, employee training, performance management, etc., and have strong report generation and analysis functions. This generation of personnel information management system can be called decision-oriented stage. However, from the perspective of application mode, its application is basically limited within the enterprise. Nowadays, enterprises have completely relied on computer technology. If an enterprise does not have computer multimedia technology, then the enterprise cannot run. In the personnel management of many companies, it has very mature experience in computer management, emphasizing the dynamic management of employees, the cooperation between superiors and subordinates and between different departments, focusing on management objectives, developing the potential of human resources in an all-round way, and improving management efficiency, so that managers can be freed from busy information processing work and have the energy to engage in more meaningful management work.

3.1. System application architecture design
The application of computer technology to personnel management requires a certain management system. The application architecture of networked personnel information management system is shown in Figure 1.

![Figure 1. System application architecture diagram.](image)

This system has great advantages and benefits. It doesn't need client software. At the same time, the maintenance and upgrade of the system are very simple. Besides, this system can be operated across platforms. All machines can log in as long as they can open browsers. It is also very convenient to modify information, and it will automatically generate history records [6].

3.2. System function module design
This system has many modules, which can be seen in Figure 2. It includes three parts: system management, personnel information management and labor contract. It is very convenient to record all the employees' situations and their performance in the enterprise. The personnel information management module calls the basic information of employees, social relations, study resume information, work resume information, rewards and punishments and other information to display the database records on the left side of the page, which is difficult to develop in ASP development environment.
4. Conclusion
In this article, it mainly expounds that the application of computer technology in personnel management brings great convenience and management to the personnel management of enterprises. It explains the great significance of personnel management in computer enterprises, the main components of computer management system, and the functions between each part. It has made great contributions to the unification and standardization of personnel information of enterprises, and at the same time has improved the working efficiency of enterprises. It is very important for the development of enterprises [7].

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