

Research on the Optimisation of Enterprise Human Resource Management Based on the Perspective of Labour Economics

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Abstract: Along with the deepening of the market economic system and the increasingly fierce competition among enterprises, human resources have become the core point for enterprises to achieve sustainable development. As a key discipline to explore the operation mechanism of the labour market and the efficiency of resource allocation, labour economics provides a theoretical foundation and practical guidance for the optimization of enterprise human resource management. Based on the analysis from the perspective of labour economics, this paper studies the main problems existing in the human resource management of enterprises, such as the loopholes of incentive mechanism, inappropriate flow of talents, imbalance of human resource structure, etc., and combines the theories such as the theory of labour supply and demand, the theory of investment in human capital, the theory of incentives, etc., and puts forward the countermeasures for the optimization of human resource management, which involves the appropriate allocation of human resources, the improvement of the regulations on remuneration and incentives. It also combines the theories of labour supply and demand, human capital investment and incentive theory to propose countermeasures to optimize human resource management, including proper allocation of human resources, improvement of compensation and incentive regulations, and enhancement of training and development. The study is to provide theoretical support and practical way out for enterprises to maximise the effectiveness of human resources.

Keywords: Labour Economics; Human Resource Management; Incentive Mechanism; Human Capital; Supply and Demand Structure

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Introduction

In today's rapid development of knowledge economy, the dependence of high quality human resource management on the core competitiveness of enterprises has become more and more prominent. The traditional human resource management model is difficult to fully keep pace with the rapidly changing market environment, and as an applied economic discipline of labour economics, focusing on the study of labour supply and demand, price, employment and wages, the theoretical results of this theory on the enterprise optimization of human resource management work, improve the

efficiency of the allocation of human capital has a significant guiding significance.

1 Basic overview of enterprise human resource management from the perspective of labour economics

1.1 The connection between the core theory of labour economics and enterprise practice

As a key branch of economics, labour economics mainly researches on the relationship between supply and demand of labour in the labour market, the principle of determining wages, the dynamic change of employment structure and labour incentives, etc., emphasizing the

efficiency and fairness in the allocation of labour resources.

1.2 Connotation and Function of Human Resource Management

Human resource management is an important part of the strategic management of enterprises, the core of which is the use of scientific ways to implement the planning, arrangement, use and development of human resources within the enterprise, in order to maximize the potential of employees to tap into the enterprise organisational goals ^[1]. Its specific functions are, human resources planning, recruitment and selection of employees, employee training and career advancement, performance appraisal, compensation management services and labour relations coordination. In view of the background that human capital is increasingly becoming the core competitiveness of enterprises, modern human resource management is no longer limited to the transactional level of operation, but further emphasis on the concept of people-centred, performance-oriented principles and the goal of value creation.

1.3 The necessity of integrating labour economics and human resource management

Effectively embedding the theory of labour economics into the practical aspects of enterprise human resource management can enhance the scientific accuracy of management decisions and strengthen the ability of enterprises to deal with human resource risks. Under the background of continuous changes in the labour market, with the help of labour supply and demand analysis, enterprises can grasp the tendency of employment and avoid the imbalance of manpower structure; the principle of diminishing marginal output reminds enterprises to take into account the balance of efficiency and input when making decisions on employment, and to appropriately control the cost of manpower; the human capital investment theory emphasizes that the investment

in employee training can yield long-term returns, which is conducive to the creation of systematic employee competence growth mechanism; at the same time, the incentive theory leads enterprises to take advantage of the systematic growth of employee capacity by virtue of the theory of motivation. At the same time, incentive theory leads enterprises to work with performance-oriented and multiple incentive mechanisms to achieve appropriate guidance for employee behaviour.

2 Second, the main problems of the current enterprise human resources management

2.1 Unreasonable configuration of human resources structure

On the one hand, some positions appear duplication and cross-duty problems, triggering a waste of human resources and rising management costs; on the other hand, the enterprise in the promotion of new business development and transformation and upgrading period, failed to quickly adjust the original manpower structure, triggering the key technical positions or management positions vacant for a long time, the promotion of the business and the organisational efficiency of the interference.

2.2 Lack of science in remuneration and incentive mechanism

At present, the remuneration system of many enterprises still stays in the traditional 'job-oriented' or 'seniority-oriented' stage, lacking the accurate evaluation of employees' work performance, actual contribution and job value, and unable to effectively embody the principle of "more work, more pay, better performance, more pay". More work, more pay, excellent performance, excellent pay' incentive significance. Some enterprises are not aware of the law of diminishing marginal utility, salary increase and bonus distribution does not form an effective incentive gradient, resulting in employees' expectations of salary growth are not fulfilled, reducing the degree of

motivation and satisfaction. Such as career development opportunities, honour incentives, participation in decision-making and such non-material incentives are often missing, resulting in incentive systems appear to be single and stereotyped ^[2].

2.3 Insufficient investment in human capital

Human capital belongs to the most strategic resources of the enterprise, but in the actual management of many enterprises on the staff training and competence development of the degree of attention is still insufficient. On the one hand, the scale of the training budget is limited, and there is a lack of systematic and coherent training programme arrangements; on the other hand, the training content is out of touch with the actual needs of the employees' positions and lacks effectiveness.

2.4 Lack of sensitive response mechanism to the dynamics of labour supply and demand

Nowadays, the labour market shows a trend of high mobility and structural changes at the same time, but quite a number of enterprises have obvious lagging performance in responding to this trend. Many enterprises lack the means to monitor the dynamics of changes in the labour market and data support, and are unable to identify the direction of talent mobility in the industry, changes in salary levels, and structural differences in the supply and demand of talent in a timely manner; in the formulation of human resources strategies, enterprises often omit the forward-looking prediction of the external supply and demand environment, which triggers the prolongation of the recruitment cycle, the increase in the cost of recruitment, and the frequent emergence of difficulties in the employment of key positions.

3 Human resource optimization strategy of enterprises based on labour economics

3.1 Establish a scientific human resources supply and demand prediction mechanism

In the field of labour economics, the theory of supply and demand is one of the key theories for analyzing the allocation efficiency of the labour market. Enterprises should make use of this theory to build a scientific and systematic human resources supply and demand prediction mechanism in line with their own development strategy and industry dynamics. Talent prediction models can be constructed with the help of big data and artificial intelligence technology to analyse the trend of internal and external human resource changes in real time. To comprehensively analyse the job skills specifications, turnover ratio, historical recruitment data and organizational expansion plans, to define the future employment needs of various departments and levels ^[3].

3.2 Optimise the pay incentive mechanism to enhance employee motivation

The scientific nature of the enterprise compensation system is directly related to employee motivation and organisational cohesion. Based on the efficiency wage theory and marginal output theory in labour economics, enterprises should build a performance-based, value-oriented pay incentive system. The value of existing positions and employee performance should be systematically assessed and considered to set the norms of job categories and performance levels, so that the pay and the marginal value created by employees are linked to each other, eliminating the drawbacks of the distribution model of egalitarianism. In addition to the basic salary, the use of differentiated incentives, performance bonuses, project incentives, key position allowances, etc., the formation of 'pay a lot of generous rewards, excellent performance to get a high salary,' the incentive culture.

3.3 Increase investment in human capital, enhance organisational capacity

The core essence of modern enterprise competition is human capital competition, enterprises should convert

the concept of staff training and development as a long-term strategic investment. Starting from the theory of human capital investment, enterprises should create a set of systematic training and career development mechanism to enhance the quality of employees, to achieve the efficient matching of people and jobs as the target, contributing to the simultaneous enhancement of individual growth and organisational performance. In terms of training, we should combine the job responsibilities with the strategic objectives of the enterprise, and build a three-level training system of short-term skills training, medium-term job rotation exercise and long-term management echelon construction, involving general ability, professional skills and leadership training, to enhance the comprehensive quality of employees^[4].

3.4 Establishment of dynamic talent management mechanism

At the time of rapid changes in the market environment, enterprise management can not stick to the static talent management model, but the need to establish a flexible, efficient, dynamic talent management mechanism. The mechanism emphasises real-time control of internal human resources and reasonable deployment, and maintain a high degree of sensitivity to the external talent environment. Enterprises must build a human resources deployment model based on business processes and performance data, and make real-time adjustments to employee positions, responsibilities and resource allocation. For example, the staffing of key positions

should be increased during the business growth phase, and the horizontal flow of internal resources and job integration should be achieved during the adjustment period, so as to achieve the optimal allocation of resources. The construction of human resources information system should be strengthened by adopting tools such as human resources management system (HRIS) to control key indicators in real time such as staff entry and exit, work efficiency, training results, recruitment cycle, etc., so as to set up a data-driven talent management system^[5].

4 Conclusion

From the perspective of labour economics, it is possible to look at the problems of enterprise human resource management and the measures to deal with them from a more systematic and rational angle. In the face of the complex and volatile market environment, enterprises have to rely on the core principles of labour economics, such as the theory of labour supply and demand, the theory of human capital and the theory of incentives, to appropriately allocate human resources, improve incentives, achieve the enhancement of employee value, and ultimately achieve the enhancement of the overall performance of the enterprise. In the future, enterprises should further strengthen the attention to the application of labour economics, promote the theoretical innovation and practical deepening of human resource management, and provide solid talent guarantee and intellectual support for the sustainable development of enterprises.

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