

# Study on the Impact of Enterprise HR Management Informationization on Labor Relations Management

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**Abstract.** In the context of global economic integration, new opportunities have arisen for the robust development of China's economy and various industries. As the mainstay of all economic activities, enterprises have a significant impact on competitiveness through internal management optimization and effective talent utilization. Thus, managing human resources well is of great importance. To meet the long-term development needs of enterprises, relying solely on capital accumulation and technological innovation is insufficient. It is also essential to build an efficient, collaborative, and innovative team based on actual development needs. Such a team requires scientific and rational human resource management. In the age of informationization, the effective management of human resources information systems has become a key means for enterprises to enhance management efficiency and optimize resource allocation. Labor relations, an important aspect of enterprise management, directly affect the stable development of an enterprise. Human resource management information systems can help establish a more transparent and fair labor relations management system, reduce labor disputes, and increase employee satisfaction, thereby creating a favorable development environment for the enterprise. Therefore, strengthening the construction of human resource management information systems has become an inevitable choice for enterprises to enhance competitiveness and achieve sustainable development.

**Keywords:** HR management informationization, labor relations, sustainable development.

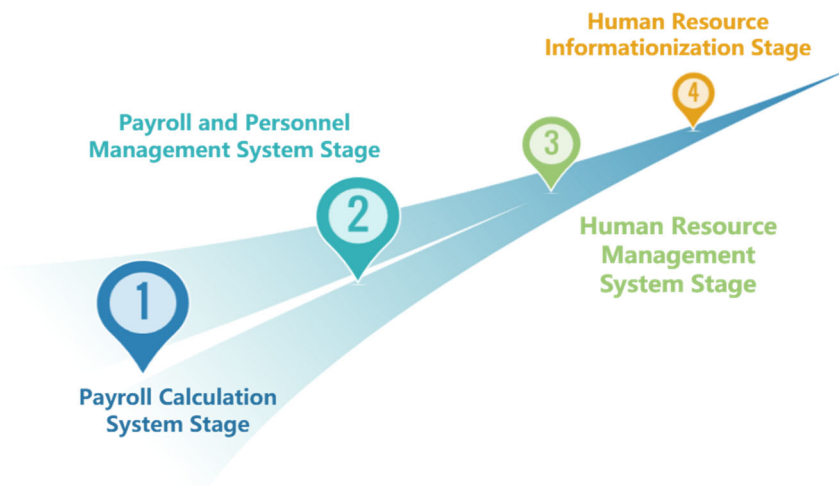
## 1. Introduction

In the era of the knowledge economy, technology and technological innovation have become the core drivers of social progress and development. The rapid advancement of information technology not only changes people's lifestyles but also provides new directions for the human resource management activities of enterprises. To a certain extent, human resource management informationization has become a key factor in enhancing core competitiveness and meeting the needs of sustainable development. Increasingly, enterprises are recognizing the importance of information management and are investing heavily in the informationization of human resource management to stabilize development amidst fierce industry competition. However, as the implementation of human resource management informationization deepens, the drawbacks of traditional management models have gradually become apparent. It is necessary to tailor human resource management approaches to meet current social and enterprise development needs and actively explore new management models. This clarifies the impact of human resource management informationization on labor relations management, further enhances management efficiency, and meets the demands of the information age, fully utilizing the advantages of human resource management informationization.

## 2. Development Process of Human Resource Informationization

The development of human resource informationization has evolved with the continuous advancement of technology and increasingly complex enterprise management needs, as shown in Figure 1. Initially, enterprises faced a lot of cumbersome payroll calculation work. Manual calculations were not only inefficient but also prone to errors. To solve this problem, payroll calculation systems emerged, utilizing computer technology to automate payroll calculations, significantly improving efficiency and accuracy [1-5]. As enterprises grew, payroll calculation systems evolved into payroll and personnel management systems. This phase of the system not only

retained payroll calculation functions but also added modules for generating forms and simple data analysis, making human resource management more systematic and standardized. Entering the 21st century, human resource management systems were upgraded to comprehensive human resource information systems. This phase of the system covered almost all human resource data, including employee information, recruitment, training, performance, compensation, etc., and was equipped with more powerful data processing and analysis tools. Currently, human resource informationization is moving towards big data processing, personalization, and intelligence. With the aid of Internet technology and big data analysis techniques, enterprises can more accurately grasp employee needs and market changes, achieving personalized and intelligent human resource management.

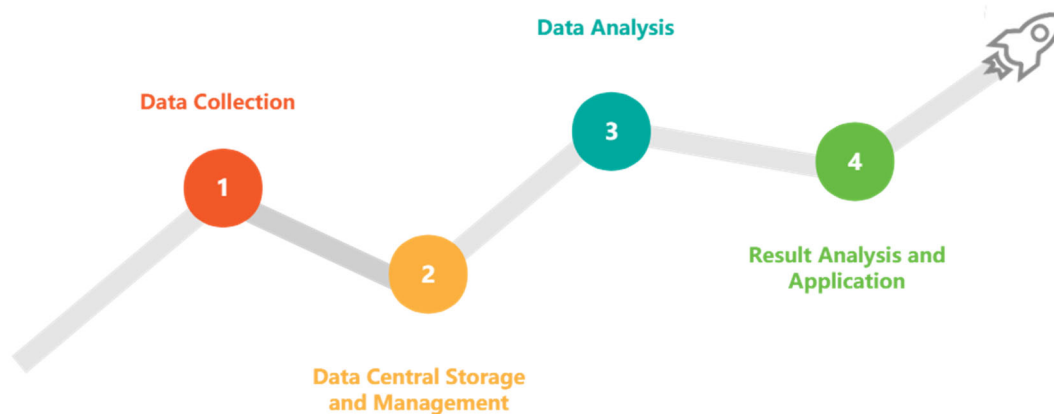


**Figure 1.** Development Process of Human Resource Informationization

### **3. Positive Impacts of Human Resource Management Informationization on Labor Relations Management:**

#### **3.1. Simplification of Management Workflows**

In the process of managing labor relations, it is necessary to centrally store and manage a large amount of human resource information, manage it using information technology, and integrate it with other enterprise management systems. Human resource workers need to perform statistical analysis on large datasets, which become crucial bases for business decisions and help integrate human resource work with corporate strategy. In labor relations management, information technology tools make tasks like employee satisfaction surveys, entry rates, turnover rates, and on-the-job rate analysis effortless. Moreover, they facilitate the quick design of various surveys and the rapid collection of employee feedback, providing strong references and decision-making bases for enterprise labor relations management, as shown in Figure 2. Before informationization, data in labor relations management was difficult to refine and analyze[6-8]. Now, the electronic management of data allows human resource managers to easily categorize and analyze data, uncover its essence, and then optimize organizational structures, labor regulations, and salary structures, effectively increasing employee satisfaction and reducing labor disputes.



**Figure 2.** Main Steps of Human Resource Informationization in Labor Relations Management

### 3.2. Reduction in Data Analysis Workload

Before the implementation of human resource management informationization, internal communication within enterprises often suffered from delays and distortions due to multiple hierarchical levels, increasing management costs and opportunity costs. Today, with the help of enterprise internal communication software, instant messaging tools, and platforms like WeChat official accounts, enterprises can achieve immediate and direct communication with employees. Whether one-on-one or one-to-many, employees can access the latest information related to the enterprise at any time and place and quickly provide feedback. This efficient communication method reduces communication costs and also improves the accuracy and efficiency of information transmission. On one hand, human resource management information systems help timely disseminate information. After the enterprise publishes information, employees can use fragmented time to access information related to their interests through human resource management systems, instant messaging software, WeChat official accounts, etc., and respond immediately, expressing their opinions promptly. On the other hand, accurate information transmission greatly facilitates labor relations management. Timely and accurate communication between the enterprise, managers, and employees is an effective method to eliminate misunderstandings and disagreements between employees and the enterprise, and using information systems to accurately transmit information greatly facilitates labor relations management.

### 3.3. Enhancement of Enterprise Communication Management Efficiency

As human resource management informationization deepens, every employee has an independent system account, allowing them to independently complete attendance submissions, view real-time attendance data, and handle attendance exceptions on their own. Employees can also conveniently check their remaining annual leave and compensatory leave situations and plan their leave times rationally without relying on the HR department. The HR department, through system automation, significantly reduces the burden of transactional work and greatly enhances work efficiency[9-10]. By using informationization to increase self-service, ordinary employees can also participate in human resource management activities, achieving comprehensive human resource management, which not only enhances employee satisfaction but also improves the efficiency and advantages of human resource and labor relations management. Each employee can use their account and password to access the system's relevant modules, obtain the necessary information and materials, and conveniently and cost-effectively convey their ideas and opinions to senior leaders, the HR department, and other colleagues, facilitating the strengthening of labor relations management and the establishment of a good labor relations management mechanism.

### **3.4. Enhancement of Corporate Brand Image**

Enhancing the brand image inevitably involves various promotions, including traditional advertising. In addition to traditional advertising, enterprises can also promote through the advantages of human resource management informationization. Each employee, as a user of the human resource management informationization system, is also part of the enterprise's self-media, allowing each employee to participate in promoting the corporate brand image, which greatly strengthens the employees' cohesion and loyalty to the enterprise. Therefore, enterprises can use the informationization system to quickly and conveniently spread corporate-related promotional materials, allowing employees to understand corporate dynamics anytime, anywhere, enhancing their brand awareness. Simultaneously, as self-media, employees have extensive social networks and communication channels, such as QQ, WeChat, and Weibo, enabling them to quickly spread the corporate brand image, rapidly expanding the brand's influence. This inward-to-outward promotion method strengthens employee cohesion and loyalty, injecting new vitality into the shaping and spreading of the corporate brand image.

## **4. Negative Impacts of HR Management Informationization on Labor Relations Management**

### **4.1. Neglecting the Importance of Informationization and Labor Relations Management**

In the era of the knowledge economy, despite the undeniable importance of human capital, some enterprises still have significant blind spots in their management. These enterprises, overly focused on economic benefits, neglect the critical roles of HR management informationization and labor relations management. This oversight undermines their ability to recruit and retain key talents and poses threats to the harmony and stability of the internal work environment. To advance HR informationization and labor relations management, it is crucial that decision-makers and managers pay close attention. Currently, their general lack of awareness and action represents a significant barrier to enterprise development. Thus, it is necessary for them to swiftly change their value perceptions and make necessary changes to the work environment, processes, and systems.

### **4.2. Low Quality of HR Practitioners**

In some cases, particularly in small and micro enterprises, HR practitioners often lack professional qualifications. These businesses frequently combine responsibilities such as personnel, administration, and finance without a dedicated HR management department, leading to disorganized management and a lack of professionalism. HR managers often juggle multiple roles, making it difficult to focus on enhancing HR management informationization and optimizing labor relations management. They tend to focus more on completing daily tasks rather than proactively thinking about how to improve management efficiency. Additionally, some managers strictly follow upper-level directives without any initiative for innovation or optimization, significantly hindering the advancement of HR management informationization and labor relations management. Currently, the lack of specialized, composite talents is a major issue.

## **5. Recommendations for Enhancing Labor Relations Management in the Context of HR Management Informationization**

### **5.1. Recommendations for Enterprises**

Modern enterprises should deeply understand that the relationship between employers and employees is not adversarial but a partnership that can progress together towards mutual benefits. Through HR informationization management, companies can create a harmonious and equitable work environment and strengthen communication and interaction with employees. In practice, enterprises should collect employee feedback and suggestions timely, conduct regular satisfaction surveys, and keep an eye on

employee dynamics to optimize labor relations management. Informationization management not only enhances competitive capabilities and reduces management costs but also creates more profits for the enterprise, which can then be passed back to the employees. However, attention should also be paid to the standardization of enterprise management, adapting and optimizing labor relations management in accordance with the changes brought by informationization to build a harmonious labor relations management system and ensure the sustained and robust development of the enterprise [11-12].

## **5.2. Recommendations for Employees**

In today's rapidly developing informationization landscape, employees have more ways to protect their rights. By utilizing HR information management systems, employees can better understand their rights and benefits and enjoy more convenient services. Employees should communicate timely with enterprises and supervisors, actively provide feasible suggestions and feedback, which helps optimize enterprise labor relations management and improve their working environment. However, when encountering enterprises violating laws or infringing on their legal rights, employees should gather evidence, including but not limited to information from enterprise information systems, and arm themselves with legal tools. In labor relations, employees are generally in a relatively weaker managed position; they can use the enterprise's information system to organize colleagues for collective negotiations to protect their legal rights.

## **5.3. Recommendations for Enterprise Unions**

Enterprise unions play a crucial role in building harmonious labor relations as the link between enterprises and employees. As a bridge, unions through a tripartite coordination mechanism effectively promote understanding and cooperation between the two sides. Unions can use HR information systems to preemptively monitor and identify issues in enterprise labor relations management and employee satisfaction, conduct necessary communication and intervention, and play a proactive role. Union representatives should delve into employee groups, understand grassroots voices, improve information communication and feedback mechanisms, and ensure rapid intervention at the onset of conflicts to help enterprises resolve disputes. Additionally, using HR informationization to promote corporate culture, care for employees' lives, and genuinely protect their rights can enhance employees' sense of belonging and cohesion, jointly promoting the harmonious development of the enterprise.

## **5.4. Recommendations for Labor Protection Departments**

In the context of rapid development of HR informationization, labor protection departments should pay attention to the new trends in labor relations management under the wave of informationization and the changes among the new generation of employees. Based on new situations, they should timely research and release new policies and management rules to promote the construction of harmonious labor relations and avoid the negative effects brought by escalating labor disputes and conflicts. Moreover, labor protection departments should establish their own informationization management systems, use data monitoring and early warning functions, and ensure that enterprises comply with legal standards in key areas such as labor relations management and salary management. Through timely guidance and intervention, labor protection departments can effectively correct non-compliant behaviors of enterprises, laying a solid foundation for constructing harmonious labor relations [13-14].

## **6. Conclusion**

In summary, in the era of informationization, the development of various fields has been influenced to varying degrees. Modern enterprises, in the process of carrying out HR management, can fully leverage the value of information technology to further enhance management effectiveness and maintain labor management. Facing the impacts of the era's development, enterprises should discard

traditional old thoughts and adopt a more open and forward-looking perspective towards the trend of HR management informationization. Informationization is not merely a technological update but a comprehensive revolution in management thinking and models. Therefore, enterprise leaders and related staff should keep up with the times, continuously learn and master new technologies, establish more efficient and transparent communication channels within the enterprise, enhance mutual trust between the enterprise and employees, and increase enterprise cohesion and centripetal force to meet the new demands of the information age on enterprise HR management.

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