

Research on Organizational Commitment and Management Development Path under Enterprise Human Resource Management

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Abstract: Organizational commitment is the psychological link between enterprises and employees, and whether employees stay or not is directly related to the development level and organizational structure of enterprises. In recent years, many scholars have studied it. From the theoretical overview, The value of organizational commitment under human resource management, and the strategy of promoting organizational commitment and management development under human resource management are studied. The analysis shows that organizational commitment under human resource management has three values: strengthening market competitiveness, effectively avoiding or reducing employee turnover, and comprehensively optimizing enterprise development environment. Moreover, the following strategies are proposed: to establish a scientific and fair compensation mechanism, to design a sustainable enterprise development plan, and to create a good development atmosphere for enterprises.

Keywords: human resources; Organizational commitment; Management development.

1. Preface

In the era of knowledge economy supported by information technology, a brand-new flat and networked enterprise organization and management mode has become an inevitable choice for enterprise reform under the new situation. Organizational commitment, as an important part of organizational management, is closely related to the long-term sustainable development of enterprises. Benign organizational commitment can enhance employees' loyalty and trust to enterprises, and help enterprises stabilize their own strength. At present, dealing with the relationship between enterprise development and organizational commitment, and enhancing their own management level has become an important issue that enterprises attach great importance to.

2. Overview of Organizational Commitment Theory and Research

Organizational commitment refers to a kind of "psychological feeling" according to the intensity of individual identity and participation in an organization, that is, individual sense of identity and belonging. In other words, the so-called organizational commitment is the attitude or loyalty of employees to the company or enterprise. It is this attitude or loyalty that determines whether employees stay in the enterprise and continue to develop. Allen and Meyer initially pointed out a three-factor organizational commitment theory including emotional commitment, continuing commitment and normative commitment. Ling Wenquan (2001), a domestic scholar, combined with foreign research and domestic conditions, obtained a theoretical model of organizational commitment of Chinese employees by empirical research, which mainly includes five commitment factors: emotion, opportunity, economy, norm and ideal. According to previous studies, this paper based on Price and Muellee (2000) organizational commitment model, combined with the problems studied in this paper, to build the following

relationship model. Organizational commitment will directly determine the future of employees, and ultimately affect the development of enterprises. Aiming at the research object of management development under human resource management, this paper studies the problem of enterprise development by taking organizational commitment as an intermediary variable, and analyzes how organizational commitment as an intermediary variable affects enterprise management and development, so as to provide corresponding theoretical basis for correctly handling the relationship between enterprise employees and enterprise managers.

3. The Value Implication of Organizational Commitment Under Enterprise Human Resource Management

3.1. Strengthen the external market competitiveness of enterprises

Nowadays, the pressure of market competition is increasing day by day, and the competition among enterprises is becoming more and more fierce. If an enterprise wants to enhance its competitiveness, it must start governance from within. However, talent factor plays a vital role in enterprise human resource management and even in external market competition. Therefore, enterprises need to establish organizational commitment to employees. Under human resource management, the enterprise culture advocated by itself is distinct and prominent, which can effectively infect and encourage employees and is highly recognized by relevant personnel. In this case, the organizational commitment of employees in enterprises becomes high, and employees can do their best in their work. Moreover, if the enterprise provides rich rewards and benefits for its employees, it will be more able to retain high-level employees and lay a good foundation for the talent reserve of the enterprise. Therefore, under human resource management, organizational commitment can improve enterprise rules and

regulations, standardize employee behavior, and then improve the overall quality of these employees, and promote employees to be more energetic and motivated. Moreover, the employees of enterprises work with a positive attitude, which promotes enterprises to gain certain market competitiveness in the same industry.

3.2. Effective Avoidance or Reduction of Staff Mobility

Organizational commitment under human resource management can greatly reduce the flow of personnel and greatly promote the healthy and stable development of enterprises. The turnover rate of employees in an enterprise is closely related to organizational commitment. For example, if an enterprise fails to communicate emotionally with its employees in time when they are vacillating, the probability of losing the employees will be greatly increased. Therefore, the active promotion of organizational commitment under the enterprise human resources organization can make employees have emotional resonance and promote enterprises to improve employee satisfaction. On the whole, the effective promotion of organizational commitment under enterprise human resource management can deeply understand employee behavior, working conditions and actual needs. Moreover, a good organization promises to improve the cultural quality of employees, strengthen the appeal of corporate culture to employees, and encourage employees to actively participate in various activities to provide reliable guarantee for the long-term development of enterprises.

3.3. Optimize the Enterprise Development Environment in an All-round Way

The quality of enterprise environment directly determines the enthusiasm of employees. Although the market economy is developing rapidly at present, due to the imperfect system, it has produced many adverse effects on the society and enterprise environment. For example, social phenomena such as lack of honesty, moral decline and growing estrangement between people are more common. In this case, enterprises have to increase transaction costs and take corresponding measures. The construction of organizational commitment under human resource management can eliminate this bad social impact, improve employee satisfaction and loyalty, and optimize the development environment of enterprises. Generally speaking, organizational commitment under enterprise human resource management urges employees to actively publicize corporate culture, establish good trustworthiness and moral character, and then effectively avoid bad social phenomena.

4. Promoting Organizational Commitment and Management Development Strategy Under Enterprise Human Resource Management

4.1. Establish a scientific and fair salary mechanism

Constructing a scientific and fair compensation evaluation mechanism is one of the important strategies to promote organizational commitment and management development under the enterprise human resource management. Because of the close relationship between enterprise economic

commitment and salary evaluation mechanism, as a human resource enterprise, it should actively build a fair and reasonable salary evaluation mechanism to promote enterprise management to be more standardized. First, human resources enterprises should organically link salary and performance, abide by the principle of more work, more pay, and stipulate relatively detailed evaluation standards. For example, human resources enterprises should use 360-degree performance evaluation to ensure the internal fairness of labor and remuneration, and promote the transparency of the reasons for employees' wage differences. Second, human resources enterprises should comprehensively investigate the salary payment in the same industry or market to ensure that the salary of their own enterprises is not lower than the average market level. On this basis, human resources enterprises should constantly improve the economic commitment of college students and other related employees, and reduce their turnover intention. Third, establish a people-oriented salary incentive mechanism. Under human resource management, enterprises should deeply analyze the problems existing in current salary incentive, and formulate a good salary incentive mechanism to satisfy employees' psychology and optimize salary structure. On this basis, enterprises vigorously enhance their organizational management capabilities and their own competitiveness in foreign markets.

4.2. Designing a Sustainable Enterprise Development Plan

Establishing a good enterprise development plan is an important way to promote organizational commitment and management development under the human resource management of enterprises. On the one hand, human resources enterprises should rationally plan their development direction. Enterprises should make overall plans for talent work and strengthen the integration of human resources; Taking the education project as the main line, taking the development of people's ability as the core, highlighting the links of training and education, post cultivation, practical training, etc., and carrying out human resources work in all directions; Through these methods to develop a sustainable enterprise development strategy to promote human resource management more comprehensive and coordinated. On the other hand, human resources enterprises should organically combine short-term goals with long-term goals. Human resources enterprises should work out short-term goals and long-term goals in line with their own conditions, and enhance employees' loyalty to enterprises. In addition, enterprises should formulate enterprise plans that meet the development needs based on the principles of diversified development, fairness and justice.

4.3. Create a good development atmosphere for enterprises

Creating a good atmosphere for enterprise development is the key measure to promote organizational commitment and management development under enterprise human resource management. On the one hand, create a harmonious interpersonal environment. Human resources enterprises should clarify their post responsibilities to prevent employees from lacking sense of responsibility due to unequal responsibilities or fame and right. As a human resource manager, we should give humanistic care to employees. Enterprises arrange relaxed and happy regular communication moments for employees, such as distributing

cakes to employees, so that employees can feel the warmth of enterprises. On the other hand, enterprises create good development space for employees.

Enterprises should provide employees with rotation working conditions, activate employees' enthusiasm for work, and promote employees to have a deeper understanding of enterprises. At the same time, enterprises should provide employees with more corresponding job training opportunities, so as to promote employees to adapt to their job roles and improve the actual efficiency of their work.

5. Conclusion

In the final analysis, the competition of enterprises is the competition of talents. Retaining talents, developing talents, making talents find a sense of belonging in enterprises and enhancing their sense of commitment to organizations are the problems that human resource management departments of enterprises need to think about and make great efforts at present. Enhancing employees' sense of commitment to enterprise organization under the mode of enterprise human

resource management is a major research topic facing Chinese enterprises now or in the future. China will explore a new path of organizational commitment and development under the enterprise human resource management in China's big environment with the development road with Chinese characteristics.

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