Information Technology in Virtual Enterprise Human Resources Management Application

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Abstract: Virtual Enterprise human resources management produced in the 1980s, it was the request which the adaptation Virtual Enterprise flexibility, strategic and the customer guided produces. Its appearance can cause human resources management from the practice to the strategy transformation. This article in carries on the analysis to the Virtual Enterprise human resources management characteristic and the existence question in the foundation, proposed the opinion emphatically to the information technology in the solution Virtual Enterprise human resources management existence question aspect's application.

Keywords: Virtual enterprise, human resources management, information technology

1. Instruction

Virtual enterprise is a separate company by the number of information technology to link through a temporary network, the network members of the full trust and mutual cooperation, give play to their core strengths, sharing technology, sharing the cost, promptly to develop and manufacture products to market, once the market opportunity does not exist, the virtual disintegration of enterprises. In the rapid development of modern information and communication technology and economic globalization, virtual enterprises have become increasingly popular form of business organization. In the virtual enterprise, the most important resource is human resource, the virtual enterprise human resource management and development of this new organizational form for the development of great significance. Also, because of information technology in the virtual role of business in a huge operation, so this article on information technology in the Virtual Enterprise Human Resources Management to do a simple study

2. The Human Resources Management in Virtual Enterprise

2.1 The features of human resources management in virtual enterprise

Because of the virtual enterprise special enterprise form, the virtual enterprise human resources management and the traditional enterprise human resources management, there are many aspects of the different main performance in the four aspects:

2.1.1 human integration. The virtual enterprise is through the market orientation, make different participation by the excellent enterprise human resources information network, to complete set to common goals.

2.1.2 cultural diversity. The virtual enterprise employees from different enterprises and regional and different culture and way of life.

2.1.3 organizational dynamic. Because of the virtual enterprise is a temporary organization, organization members have strong liquidity, when the organizational target completion, each member also dismissed.

2.1.4 organization structure flat. The virtual enterprise organization from rigid to flexible transformation, and work to reduce the enterprise management level, strengthen the contact, the structure is horizontal organization from pyramid to flat network development, not only save the cost, also make management more efficiently.

2.1.5 structure virtualization. The advantages of virtual enterprise is "with the biggest organizations to achieve maximum power", because their limited resources, organization structure, function for a market strategy of virtual enterprise and virtual function and its structure, and the integrated structure in the virtual enterprise in the association of each member, only as a function of structure is distributed virtual
joint structure dynamic through information networks, and support for virtual enterprise in accordance with the spatial distribution of production and the establishment of the complicated logistics work, such enterprise structure and the traditional organization structure, have larger structural cost advantages, greatly improving the competitiveness of the enterprises

2.2 The form of Human Resource Management in Virtual Enterprise
With general human resources management in different, virtual enterprise human resource management with its unique form. Common the following form.

2.2.1 Virtual communities of practice. Human resources management is the management of virtual expansion, rather than the management team expansion. Use of external management consultants business management experts, think-tank personnel, expand the range of management and improve decision making and management efficiency, but not so the expansion of business groups and business leaders to raise the management level, this is a virtual practice community. Virtual communities of practice expansion is achieved by the management of human resources caused by technical, production, management and marketing functions by extension, rather than pursuing these features carrier - "people" the final possession.

2.2.2 Human resources outsourcing. Human resources human resources outsourcing is an important form of virtual management. Many of the traditional market for this operation is only slightly involved, but some experts believe that international human resources strategy is competitive today's business one of the latest secrets. HR outsourcing can provide some benefits for enterprises, mainly in increased efficiency and professional aspects. As the outsourcing partner is likely to be expert in this field, so the result of outsourcing can bring high-speed, increase convenience.

2.2.3 employee self-service. Human resource management in comparison to certain employees to participate in the strong features, such as training, routine examination, performance evaluation can take self-service, encourage employees to self-management, self-service. This will not only avoid the blindness of human resources and lagging the work, but also saves the cost of work to improve the management efficiency.

2.3 Problems of Human Resource Management in Virtual enterprise
That our country leads into suppositional Human Resource Management is in beginning of the 21st century, the Human Resource Management professional education buds also just now just now, adds the enterprise gap on managing concept and the train of thought, may there be existing bigger gap in advanced enterprise on the ability with abroad therefore surely since the Human Resource Management concept leads into time shortly, especially there is very distant difference between in the field of strategy consciousness and synthetical service ability. Like this, with regard to having brought about, the great majority enterprise Human Resource Management branch is short of authority and competent abuse difficult to at present. There exists following problem in suppositional Human Resource Management of our country mainly:

2.3.1 value target difference. Virtual Enterprise is a temporary organization formed several companies, using competitive advantage to complete their independent functions, the value of interests in various companies of different, their targets and thus different, to make all companies to fully use their ability to complete the virtual the common goal of business will be a problem.

2.3.2 unified management difficult. Because of the virtual enterprise members from different enterprises, in the work place on time independent, the lack of effective management system, thus make the virtual enterprise human resources management in dilemma.

2.3.3 cultural differences and communication obstacles. Each member enterprises of the virtual enterprise may come from different countries or regions, its employees will have obvious cultural background, it will cause the thinking mode, language and habits of the different aspects of business operation, to communicate effectively in the process of forming obstacles.

2.3.4 trust crisis. Based on the virtual basis, through cooperation, to form the virtual enterprise
achievement, members of the mutual trust between is of vital importance. Because of the virtual enterprise, enterprise feature between members of the temporary lack of experience, long-term cooperation between a lack of trust, which affect the efficiency of the enterprises.

2.3.5 trains and checks difficulty. In today's information technology, enterprise wants to follow the trend of The Times, make enterprise employees know enterprise common goals, work progress and work in the new ideas and technology, need regular training for employees. But because of the virtual enterprise employees are scattered in various enterprises, and to coordinate, and working language, it is short for training difficult. In different stages of employees, and also due to the evaluation of enterprise, the lack of independent, the provisions of the employees working achievement evaluation.

2.3.6 incentive system is difficult to work out. To maintain the operation of enterprises with high production efficiency, staff remuneration, the incentive is essential. As employees of the members of the common goal of virtual enterprises contribution to the lack of effective mechanisms for measuring, and because the staff work of the virtual enterprise has a "short-term" incentive is often overlooked.

3. The Virtual Enterprise Information Technology in Solving Problems Related to Human Resource Management Application

In virtual enterprises, “set Wisdom” is the key, coordination is the core, trust is the foundation of communication is a means, it can be said, do not focus on human resources, virtual enterprise, its great advantage will be difficult to play. And may even have internal cultural conflict, mistrust, poor coordination and access difficulties. The realization of these goals, the role of information technology is critical.

3.1 ITs promote organization communicate with

The virtual enterprise member may live in different countries and regions, have different cultural background, etc, will produce friction and estrangement, effective communication to realize the common goal of enterprise is very important. The virtual enterprise should make full use of network, digital technology to communicate, try to develop face-to-face communication, depth talks, make staff can understand enterprise common goal, when operating problems can solve. Effective communication should maintain continuity, make fluctuation information feedback, in addition to meeting agenda and rules should communicate ways, such as the weeks, months. Because of the short in virtual enterprise cooperation and trust mechanism is very weak, it is only through the elimination, can communicate adequately, promoting mutual trust habitually position, make the virtual enterprise competitive advantage into full play. The virtual enterprise is different regional several independent enterprise core competence of dynamic association, the virtual enterprise is facing the challenge of special communication space. Specific performance during working hours, the lack of communication between face-to-face communication, informal decreases etc. So in the virtual enterprise interior to implement hr management network. Human resources management is to make the biggest advantage of network internal blood flow and information transmission, coruscate vigor, become a large network of active node informed. Specifically, the enterprise can be established through the Internet chat rooms, bulletin boards, Suggestions, personal homepage, every employee can through the Internet and other department or individual to communicate horizontally and vertically. So, the traditional hierarchical degrees were also process, such as matrix based on network management way. The virtual enterprise communication technologies and methods used include: telephone, fax, telephone, television network conference, E-mail, etc, audio-visual and cross communication and adopt various methods to communicate with remote communication technology of vulnerability. For example, cross combinations, written, oral media press printed media, analogy and electronic media and digital electronic media. At the same time, it should be placed 1-2 specialized technicians to exclude technical fault suddenly. Cross-cultural, background and border-crossing communication to the success or failure of the virtual enterprise plays a key role. Based on the Internet in uncertain environment of flexible communication will become the
future development direction.

3.2 ITs strengthen organization culture, promote culture coordination
Unique corporate culture is the formation of virtual enterprise core competitiveness of deep-seated factors. Virtual enterprise to the corporate form of cooperation with Lian Meng, inevitably accompanied by external input and the impact of corporate culture, there may be internal to produce a negative foreign culture conflict flu, so the corporate culture of virtual enterprise shape to focus on inclusion, through exchange and learn, understand and use different cultures to form a considerable degree of cultural tolerance. Participate in cooperative virtual enterprises should reshape corporate culture, clear corporate philosophy, entrepreneurial spirit, together to build a corporate image and corporate behavior, corporate values, norms, efforts to reduce the friction between enterprises, and actively foster harmonious and equitable partnership is rooted in competition, cooperation with mutual benefit and reciprocity, symbiotic relationship, thus benefiting the whole virtual enterprise core competitiveness to create. Information technology can quickly deliver a wealth of information, so information technology for the beliefs and values shared facilitated conditions. Application of information technology, organizations can give employees access to include organizational mission, goals, strategies and operating procedures and other news. For example, e-mail (E-mail), intranet (Intranet) provides information on the organization mechanism of transmission to staff and promote the cultural ideas, shared values, strengthen the organizational culture, and thus inhibit the self-serving behavior, reduce the subjective - - agency problem. When the organization members observe their use of information technology to increase their influence, their behavior would be self-reinforcing

3.3 ITs promote the knowledge share
Virtual Enterprise is a new organization form, the final analysis, the digital enterprise. Its basic elements of the information, the basic technology is virtual reality technology, basic equipment is computer and communications equipment, the basic means of network communication media. Virtual Enterprise is simply virtual, is information, knowledge, digital. So information and knowledge resources are the fundamental elements of the virtual enterprise operation, one of the information, knowledge and effective management of a virtual enterprise key management, knowledge management is the inevitable choice for the success of virtual enterprise. Knowledge Management in Virtual Enterprises direct objective is to improve the efficiency of knowledge innovation and the use of so-related enterprises, level of knowledge among different members to co-ordination and optimization

3.4 ITs boost organization studying
Virtual Enterprise is an alliance based learning organization, the "learning alliance" (Learning Alliance) organization, which is marked by a number of enterprise networks based on Internet communications technology to their core knowledge of organic integration, to study and master partners the knowledge, skills and abilities, and with partners to create new knowledge, the process of dynamic alliance. Virtual enterprises should establish a multi-feedback and open learning system, to create a learning atmosphere of sharing and interaction between organizations, business partners, active use of the accumulation of knowledge, human resources, management capabilities, analysis, summary, learning, communication, conscious to attract partners and to the accumulation of knowledge of members through learning to strengthen the existing expertise, to achieve interoperability. In the virtual enterprise, you can create a web platform for virtual learning center and training programs and content distribution network, employees can own the actual needs of consciousness, freedom, autonomy to choose courses so as to help employees network Quick to learn, and constantly update their knowledge of the right-hand man.

4. Conclusion
Information Technology in Human Resource Management in Virtual Qi Ye's Zuoyong is very Tuchu,
and can increase efficiency; optimization Yewuliucheng; improve QOS; provide the Juecezhichi based Xin Xi; Shixian comprehensive human resources management. In virtual enterprises, special attention should be using information technology to achieve the objectives of human resource management, but can not be completely dependent on information technology, information technology that can be solved as long as all the virtual enterprise human resource management issues, this is wrong nor is the starting point of this writing.

References