

Research on Enterprise Human Resource Management Mode Based on Analytic Hierarchy Process: A Network Data Investigation

Junfeng Yang

*Henan Polytechnic Institute, Nanyang, Henan, 473000, China
13937741733@139.com*

Abstract

With the development of computer and network communication, the economic and social mode of production has had the profound change, led to the global market gradually formed based on knowledge, competition and cooperation. In this paper, by using analytic hierarchy process, the author research on knowledge innovation and human resource management mode based on knowledge innovation Data was collected from the network big data, the result shows that work autonomy is the most important motivation factors of knowledge workers, ratio for 50.51%; while individual growth according for 33.74%. Enterprises need to pay attention to the four important factors of talent incentive, as attractive prospects for the development, personal growth opportunities, good working environment and comprehensive compensation strategy.

Keywords: *Analytic hierarchy process; human resource management; network data; organization training*

1. Introduction

Since 1990s, the world began to micro electronics, information technology as the foundation, with computers, network for the core, and the heart of the science and technology revolution. The revolution of science and technology is mainly reflected in the three characteristics of speed, information and knowledge. It makes the economic and social production methods have a profound change, which led to the gradual formation of the global market, which is based on knowledge, competition and cooperation. The contribution of scientific and technological progress to economic growth is more than the sum of the contribution rate of other factors of production[1]. The prosperity of science and technology and the future of mankind depend more on the application of knowledge innovation and scientific knowledge than ever before. The knowledge innovation to drive the development of the enterprise and the value creation, which means in the fast changing environment, the knowledge is the main means of the enterprise. Enterprises must the ability to learn fast and frequent adjustment to adapt to the new challenges, to ensure that the employees of the enterprise knowledge and share knowledge, and access to technology and interactive skills, continuous improvement and innovation to build. So, such an organization must be knowledge productive, and no individual organization is unable to create knowledge. The organization's function is to provide support for creative individuals, or to create knowledge for the individual activities to provide the context. The human resource management activities of enterprises and carried out in an innovative environment[2]. When the fuzzy knowledge and personal interaction become the center of the construction of new knowledge and the effective application, the traditional employment pattern together with other powers to the organization human resources have the unique design of the pressure, you need to adopt new approaches to human resources management in the organization. Then there is no a suitable for human resources management mode of knowledge innovation? Although there is no a generally applicable

to the best model of human resource management, but under the environment of knowledge innovation must have an optimal model of human resource management.

Adapt to the development of economy, the enterprise human resources management has experienced a process of development. From the labor management, initial employment management, personnel management and gradually developed into human resources management. The functions of human resource management has also experienced the transformation twice: first by recruitment, personnel records, payroll and other affairs of personnel management base on the job analysis, organizational structure, management, human resource planning., recruitment, training, performance management and compensation management professional human resources management transformation[3]. In the late 20th century, with information technology, core competitiveness, the balanced score card method, process design, competency model and assessment center technology, the functions of human resource management began the second transformation, to develop in the direction of strategic management. In view of the human resource management is a dynamic development process and the background of knowledge economy, the choice of enterprise human resources management mode based on knowledge is under the guidance of related theories of human resource management and knowledge innovation, in-depth study based on knowledge innovation of human resources management connotation, construct corresponding model framework, and under the guidance of this model of human resource management practices. After thirty years of reform and opening up, China's economy has achieved a rapid growth in the long run, the impact on the world economy growing, has become one of the world's main manufacturing power. But for a long time, China's economic development and growth mainly depends on investment in physical capital, labor and land resources, behind the expansion of this extension is high input, high consumption, low efficiency, industry and product structure is out of balance. After the marginal rate of return decline to a certain extent, the economy will be difficult to sustainable development. That is, although each type of enterprises will achieve knowledge innovation through a variety of ways, but the implementation process is different. From the development situation of domestic and foreign enterprises, knowledge innovation is mainly reflected in knowledge enterprises. Therefore, in order to facilitate the analysis, this paper will focus on the study of knowledge enterprise, knowledge innovation of knowledge enterprises and human resource management mode of enterprises based on knowledge innovation.

In the management affairs of the enterprise, the human resource management is at the core position. First of all, business strategy depends on its human resources, and at the same time, the management and practice of human resources. Human resources are not only the key to the development of enterprises, but also the key to the implementation of enterprise strategy. Enterprises to develop what kind of strategy and how to achieve business strategy, it is necessary to carefully consider the human resources. Once the formation of enterprise strategy, human resources will constitute the front line of enterprise strategy, and become the core of the implementation of enterprise strategy. Secondly, all aspects of the enterprise need to be around human resource management to start. People, property, information, etc. are the main aspects of enterprise management concerns. In these levels of concern, people are the most important first resource. Only the management of people, the operation of the enterprise can be carried out smoothly. In view of human resources management in enterprise management is such an important position, this paper tries to knowledge innovation theories, methods and tools are applied to the human resource management, which will enrich the existing theory of human resources management. At the same time, through the management of employees to achieve the purpose of management knowledge innovation, but also for the knowledge innovation management has opened up a new way.

Enterprises can be said to be a social and economic life of the cell, the country's independent innovation strategy to rely on the enterprise to achieve, and enterprise

innovation knowledge workers. Knowledge based employees are the most important assets in a knowledge-based economy. Machinery will eventually wear out, the material will be depleted, patent and copyright will expire, the trademark will lose its appeal, and employees to learn from the knowledge and insight not only will not lose and its value will with the use and practice to enhance sinks. Staff knowledge and skills development requires a good model of human resource management, good human resource management mode can make an enterprise consistently outperform the other enterprises to grow and develop and become the star of bright under the condition of market economy.

2. Literature Review

2.1. Human Resource Management

Human resource management model is based on a category in the classification of different tissues in the human resource management model variables score difference, the mode of human resource management in the west mainly lower cost model and modern improve employee commitment model two. The human resource management model in our country can be divided into the cost oriented control mode and the commitment oriented model. Human resource management model is a management philosophy of the practice of human resource management system based on, the human resources management mode is optimal and non-optimal two categories, in the best human resource management model, there are still commitment, control, internal model, market oriented, inducement, investment and participation type, such as different forms.

Human resource management model should be a kind of analysis, induction and high generalization of human resource management practice behavior system or activity. In this analysis, induction and generalization process, on the basis of a management theory and management thinking, find out rules of human resource management activities or relatively stable mechanism, highlight the main factors, omitting secondary factors and create a framework, process or management behavior guidance system[4]. Zheng pointed out that the so-called model of human resource management is refers to certain organization or management group formed in the long-term practice, and get people agree and obey a human resources management basic pattern or model, is of certain human resource management standard, management process, management content and management factors such as comprehensive generalization and abstraction. Comprehensive embodiment of it is not only the thought of human resources management, but also for comprehensive summary of similar human resource management system, the operation between the human resource management ideology and methods of human resource management level between, can generally be represented by some form of flow chart. It is rooted in a certain organizational culture and environment, based on specific management objects and management ideas, theory has a certain scientific, the method has a certain representation, and practice has certain universality. The model believes that, according to the various constraints of the survival and development of enterprises to make decisions. Human resource management is workable and practical, only in this way can solve the practical problems faced by enterprises, employees can always be very high, and it can rely on the work to be reflected and development. It can be said that the model is in accordance with Mai Craig's Y theory to design, more attention to cost effectiveness and competitiveness[5]. It is mainly based on human resource management policy of some determinants and outcomes, from the perspective of social to study results and problems of human resource management, provides a good theoretical framework for the study of human resource management. Circle of human resources management is not only a simple model and its advantages is that illustrates the importance of human resource management in the internal policy consistency and help people to understand the composition of the nature of

the human resource management of various factors interact principle and human resource management activities and its significance. However, the weakness of the model is also obvious: the interests of different subjects, situational factors, the strategic choice of management is not enough. The preparatory work for the diagnosis of human resource management mode need experts or professionals spend a lot of time and energy, thorough, time-consuming, the enterprise has various influence factors for detailed analysis. However, the advantage of this model is that the enterprise once the correct use of diagnostic human resource management model, it can achieve the desired effect, which is unmatched by other models.

Koster model of human resource management mainly consists of four parts constitute: human resource management policy, results of human resource management, organizational results and system integration. This model emphasizes that human resources management and traditional personnel management has a very big difference. The difference mainly lies in: the human resources management pays attention to the integration of the human resources strategy and the enterprise strategy management, emphasizes that the employee should serve and be loyal to the organization goal. This model also defines the organization that is suitable for human resource management. It thinks that it is suitable for the organization to make full use of human resources. Koster mode and Harvard model has some similarity, unified color are relatively strong, pay attention to the integration of human resource management and the organization strategy, that employee loyalty is the assurance of the high performance of the organization. But Koster mode pay more attention to the descriptive, and the definition of human resource management for the pursuit of strategy integration, loyalty, flexibility and quality management activities, and Koster mode of expression and the theory construction is stronger than the Harvard model. The shortcomings of common mode and Koster are the Harvard model reality difference. The greatest feature of this model lies in the human resources management to participate in the development of enterprise strategic development plan[6]. If the leader layer in the formulation of business strategy, without considering the strategic human resource management of enterprise, did not make a decision of human resources, it is difficult to expect companies eventually formed the effective human resource strategy, strategy of the enterprise cannot effectively implementation.

2.2. Management Mode Comparison

Many domestic scholars study the human resource management model from the enterprise level. Science and technology human resource management and incentive model is proposed. The model emphasizes relationships between the various human resources management behavior, composed of two aspects, on the one hand is a positive incentive process. Another aspect is to protect the environment incentive. It is characterized by three aspects: first, the emphasis on interactive management; two is to highlight the institutionalization and standardization of management: three is the emphasis on the role of the environment. Its limitation is that the enterprise culture has not been incorporated into the model. The hard function of management technology will be emphasized, and the management of flexibility and humanity will be placed in a secondary position. The 3P model of human resource management in small and medium enterprises is put forward. The so-called 3P model refers to the standard of human resource management of small and medium enterprises from the position, work performance appraisal, salary distribution and so on. In the post analysis, the need to collect the content of the work, responsibility, work and working conditions, working time regulations, how to work and operation tools, operational reasons, operator job responsibility and qualification and related staff relations and other aspects of information: in job performance, should pay attention to the assessment tools in form, the result of appraisal in the form of quantitative - show, individual employees, departments, direct

leadership, indirect leadership participation assessment; in wages and benefits, should pay attention to consider the basic living security staff and the embodiment of national policy, set the variable salary for related jobs, and consider enterprises and departments personal and business performance. Some scholar put forward the model of human resource development and management in industrial enterprises [7]. The model is designed to guide the manufacturing enterprises in our country as soon as possible to start the development and management of human resources, and enhance the competitiveness of enterprises. The model is the operation of human resource management is divided into three levels, in the specific application to combine the human resource management and the strategic goal of enterprise development, and the human resource management activities around the strategic objectives to be adjusted. At the same time, the use of modern management science methods, and a combination of physical and human resources for a reasonable training, organization and deployment, so that human and material resources to maintain the best proportion of the allocation. Its fundamental purpose is for the development of human potential, improves staff quality, and educates by the lead track development, realize the number of staff development to improve the quality of the strategic shift. This model has a strong operational, especially suitable for labor-intensive manufacturing industry, especially the training of employees is worth the same industry.

This model also has many deficiencies, one of the most obvious defects is that how to retain high-quality talent, how to plan their career, and so on. Therefore, the model is difficult to adapt to high-tech industries. Scholar studied the relationship between the mode of enterprise human resources management in China and all kinds of, think state-owned enterprises in the organization of work and the external talent introduction two aspects are significantly behind in the private enterprises and foreign enterprises. This paper focuses on the organizational knowledge system, which is directly related to the survival and development of enterprises, mainly including technical knowledge, management knowledge and market knowledge. Therefore, knowledge in this study, in particular, is the general term of enterprise knowledge, which is the general name of enterprise knowledge, and it is a dynamic combination of organizational experience, values, relevant information and insight. It lies in the internal management system, including management processes, production processes, corporate culture and values, etc., as well as the company's products and services provided by enterprises and employees in the brain and practical activities. And scholars have studied the best western human resource management model, analyzed the structure and basic principles of the best human resource management model, and put forward the guiding suggestions for the human resource management of the domestic organization. The research of human resource management mode and its selection factors, that the human resource management model is an objective existence, the current human resources practice in the existence of clever human resources model and the 8 main selection factors[8]. The meaning of enterprise knowledge includes three basic aspects: one is refers to the enterprise is composed of production of knowledge, enterprise knowledge is the enterprise production knowledge, the knowledge constitute the important resources of enterprises, in the resource based theory can see the shadow of the knowledge resources; the second is refers to the enterprise as an organism, like people, like have the knowledge, has the ability to learn; the third is shared by members of the enterprise knowledge. These three kinds of knowledge of the common form of enterprises absorb knowledge and absorptive capacity, causes the enterprise to effectively absorb and use external knowledge, and through the knowledge and ability to continue to promote enterprise innovation and development.

According to different angles, enterprise knowledge can have a variety of classification. For example according to the knowledge implicit dimension to points, can be knowledge into fuzzy knowledge or tacit knowledge and explicit knowledge; depending on the

carrier of knowledge, the knowledge is divided into individual knowledge, team knowledge and enterprise knowledge. According to the different distribution of knowledge structure, the knowledge division for the enterprise technology knowledge, knowledge system, knowledge management and corporate culture knowledge; monopolized by knowledge of the different degree, the knowledge is divided into proprietary knowledge and general knowledge. Fuzzy knowledge can be reflected in the technology, management, system and other aspects of the enterprise. From the traditional point of view, technical knowledge is a typical clear knowledge, can be written in a variety of technical manuals, which is considered to be easy to exchange, share and transfer, but in fact, and is not the case. We can see this extreme example: the same equipment, German workers throughout the year can produce qualified products, but in other countries, may be a year to produce a qualified product. If workers are subject to the same technical training, the reason can only be attributed to the condensate in the technology doesn't express it, indescribable knowledge, namely fuzzy knowledge. From the point of view of the system and the management level, first of all, any enterprise system could not fully reflected in the rules on the wall, just as it is impossible to be completely described, where there is always some fuzzy system knowledge play a role in the implementation process of enterprise system. This can explain some enterprises to copy other people's enterprise system but cannot get a good effect.

In terms of knowledge innovation and strategic studies, foreign scholars pointed out that the value creation in the knowledge innovation activities, enterprises need to develop a long-term plan, so that the whole enterprise towards it must be kind of knowledge development. Because of the value system, the staff can evaluate, prove and judge the quality of the knowledge created by the enterprise. This value system, together with the organizational norms, executive jobs and skills to decide what kind of knowledge is needed, is to create and should be retained on knowledge innovation and organizational structure of, in the process of enterprise knowledge innovation, there are several stages: knowledge acquisition, formation, application and accumulation. Each stage has its own unique way of knowledge activities. For the formation of knowledge, non-hierarchical structure or team structure is necessary, and the level of structure for the use of new knowledge and accumulation is more efficient.

3. Construction of Enterprise Human Resource Management Model

The knowledge innovation ability of enterprises is the innovation and implementation of decision factors, although the knowledge innovation comes from the enterprise level, but to understand the new knowledge innovation occurs at the individual level is also important in. Nonaka (1994) thinks that fundamentally knowledge is created by individuals, the organization is constituted by people, not personal hard tissue could not rely on knowledge innovation, knowledge innovation in enterprises and individuals have the knowledge of personal learning coordination and incentive "obviously, the generation of new knowledge exchange and combination based on personal knowledge between. Simon (1991) proposed as new knowledge generated in the person's heart, if the creation of enterprise encourage new knowledge, we must encourage personal information sharing between both organizations in the ideological direction of flow, unless these ideas really began to flow, otherwise there is no meaning" with a new product The study is in the organization, the information and knowledge diffusion and transfer is not spontaneous and can be easily achieved, but must overcome obstacles and motivation across cognitive impairment "because the enterprise is the knowledge innovation as the foundation to participate in market competition, because not only on knowledge innovation ability" individual enterprises to maintain a competitive advantage, because can use personal knowledge and the most effective way to

organize production and utilization of new knowledge, but the knowledge innovation is not limited at the individual level, more important to enterprises is the knowledge innovation organization, organization is an effective medium for knowledge innovation, enterprise organization provides a social environment to promote personal scattered knowledge with union become the professional knowledge, organization and individual can produce better than Knowledge, organizing and creating social environment to have together between personal experience and background knowledge of can effective knowledge exchange and learn from each other. New knowledge is mainly created by combining with the existing knowledge, or is the past not linked to know knowledge fragments together, or is the past related pieces of knowledge to a new paradigm combined by reexamining the current perspective. Recombinant structures and activities continue to create new knowledge. In this way, the organization form is between individuals of different experience and background knowledge exchange and integration of the social environment.

Table 1. Motivation Factors of Knowledge Workers

| Incentive factors | percentage | Preference selection |
|----------------------|------------|----------------------|
| Individual growth | 33.74 | Significant growth |
| Work autonomy | 50.51 | Free work |
| Business achievement | 28.69 | Very high |
| Money wealth | 7.07 | In return for wages |

Foreign scholars put forward the enterprise to win the four important talents in the future talent war should pay attention to the incentive factors in the study, namely: (1) attractive prospects for development, good development prospects of the company to attract employees, so that they feel able to get everything they need here; (2) personal growth opportunities, we provide good training system and occupation development system, to allow employees to be continuously improved and growth; (3) a good working environment and pleasant working atmosphere and good team cooperation can let employees continue to experience happiness at work; (4) comprehensive salary strategy, including salary diversified and competitive welfare plan, additional reward system and the work to be recognized and rewarded.

4. Experimental Researches

4.1. The principle of Evaluation of Innovation Ability

In order to scientifically test for the employees of the enterprise knowledge innovation ability of comprehensive evaluation, we must first solve the problem is how to develop comprehensive, scientific, system of evaluation index system. Apparently, only the a single index to evaluate with a certain degree of subjectivity and one sidedness, can follow the system of statistical indicators, scientific, independent, than the general principles and feasible, to develop the knowledge type staff's knowledge innovation ability evaluation index system.

- 1) **systematic principle:** The knowledge innovation ability of knowledge type staff by the influence of many factors "these factors include not only the internal factors and external environmental factors, but also affected by the interaction of these two factors, in order to fully and objectively the knowledge innovation ability of knowledge type staff of evaluation, it is necessary to take the system design. The principles of evaluation system to develop evaluation index system"

- 2) **Scientific principle:** The index system should not only reflect the scientific connotation of knowledge innovation ability of knowledge workers, but also need to reflect a certain aspect of the whole evaluation system.
- 3) **Independent principle:** Index system requirements are independent, both mutual exclusion and non-overlapping, and strive to reduce the degree of correlation between the individual indicators, to avoid the existence of the relationship, but also to a variety of possible situations including
- 4) **Comparability principle:** In order to be able to provide accurate information and give full play to the role of evaluation index system, index to have than of "refers to each evaluation index can be compared with other evaluation object, if the index value is too large or too small, change too sensitive or too slow, the indicators are not easy to compare

4.2. Evaluation of Innovation Capability Index

In the era of knowledge economy, knowledge workers work content and work has undergone great changes. As a kind of flexible employment contract based on the knowledge staff's knowledge enterprises, but does not have for the enterprise. They are more loyal to their occupation and non-enterprise, their focus is to work instead of working in an enterprise. With the core of knowledge and technology, knowledge staff salary increasingly bullish market. On the contrary, the knowledge-based enterprise is faced with the depreciation of the knowledge assets is accelerating the depreciation of threats, enterprises complete possession of knowledge workers rising costs. One is the people-oriented philosophy throughout the enterprise business philosophy, through the establishment of their own training structure, strengthen the training of employees; second, to the project as the carrier will knowledge type employees as one of knowledge innovation team, their knowledge or technology combined together, play the power of their collective. But, because of the knowledge innovation team depends on the project so that when a project is complete, the team is facing disintegration. Therefore, knowledge innovation team has a clear life cycle, this life cycle is not uniform, according to the characteristics of the project can exist for several hours, a few weeks or a few years. At the same time, the uniqueness of the task of each knowledge innovation team determines the uniqueness of the composition of the team members.

Every employee is with its own unique expertise to join the team. After the team's task is changed, the team members in team knowledge innovation life cycle will be constantly changing, one of the few people with its unique ability will always remain in the team. Therefore, the knowledge innovation team is a dynamic team, which has a clear life cycle, and will continue to flow and update members. The goal of knowledge innovation teams is always changing. The reasons for the changes are mainly from three aspects. First, the changes in the team's staff, each new employees to join the task team will have their own different understanding, they may require radical changes, may have different interpretations of the demand; two is the technical change. Every time a new technology into the market, people will re imagine their own needs; third, changes in the business environment changes such as the change of the market environment, policy changes, changes in the exchange rate would lead to the team goal. With the functions of a single team, knowledge innovation team is also facing many problems need to meet the needs of stakeholders. These stakeholders include internal and external customers, team sponsors, team members, suppliers, senior management, and department manager. They need to be different, sometimes even contradictory, but they all hope that through knowledge innovation team so that their needs are met. If customers need to team knowledge innovation results to meet the need, the team launched and team is responsible for the customer need to provide clearer mission requirements, team leader need team members to fulfill its commitment to the work, and so on. In order to make these stakeholders to

satisfy the needs of knowledge innovation, the team needs to balance the interests of all parties in the course of the operation.

Table 2. Index Layer Each Index Fuzzy Evaluation Value

| index | excellent | good | commonly | poor |
|------------------------------|-----------|------|----------|------|
| Basic theory | 0.40 | 0.20 | 0.20 | 0.20 |
| Specialized knowledge | 0.10 | 0.30 | 0.50 | 0.10 |
| Cross disciplinary knowledge | 0.20 | 0.30 | 0.30 | 0.20 |
| Select information ability | 0.50 | 0.10 | 0.10 | 0.30 |
| reading ability | 0.30 | 0.50 | 0.10 | 0.20 |
| Observation ability | 0.40 | 0.30 | 0.20 | 0.10 |
| Analytical ability | 0.10 | 0.20 | 0.50 | 0.20 |
| practical ability | 0.35 | 0.25 | 0.20 | 0.20 |
| Design capability | 0.20 | 0.25 | 0.30 | 0.25 |

Table 3. Knowledge Innovation Capability Index

| index | excellent | good | commonly | poor |
|-----------------------------|-----------|------|----------|------|
| Human knowledge stock | 0.30 | 0.20 | 0.30 | 0.20 |
| organization structure | 0.50 | 0.10 | 0.10 | 0.30 |
| Market knowledge stock | 0.20 | 0.50 | 0.20 | 0.10 |
| absorption of knowledge | 0.50 | 0.20 | 0.20 | 0.10 |
| choice of knowledge ability | 0.10 | 0.20 | 0.20 | 0.50 |
| Intuition | 0.40 | 0.30 | 0.10 | 0.20 |
| The ability to explain | 0.20 | 0.50 | 0.20 | 0.10 |
| The ability to integrate | 0.25 | 0.20 | 0.40 | 0.15 |
| Institutional ability | 0.10 | 0.20 | 0.60 | 0.10 |

Table 4. Enterprise Innovation Capability Index

| index | excellent | good | commonly | poor |
|---------------------------------------|-----------|------|----------|------|
| Organizational training capability | 0.20 | 0.20 | 0.30 | 0.30 |
| Enterprise advisory capacity | 0.30 | 0.30 | 0.20 | 0.20 |
| Staff learning ability | 0.50 | 0.30 | 0.20 | 0.00 |
| Team learning ability | 0.30 | 0.25 | 0.25 | 0.20 |
| Enterprise information infrastructure | 0.35 | 0.20 | 0.25 | 0.20 |
| Enterprise internal system | 0.30 | 0.20 | 0.30 | 0.20 |
| Corporate ambition level | 0.10 | 0.20 | 0.60 | 0.10 |
| Management and guidance ability | 0.30 | 0.30 | 0.20 | 0.20 |
| Decision making ability | 0.30 | 0.30 | 0.30 | 0.10 |

The fuzzy comprehensive evaluation theory is introduced into the evaluation of knowledge innovation ability, and the knowledge innovation ability is evaluated from two aspects of knowledge workers and enterprises. Knowledge type staff's knowledge innovation ability evaluation index includes basic knowledge of the grip, intellectual innovation and innovative consciousness and innovative methods using the force. The enterprise's knowledge innovation ability index includes the enterprise knowledge stock level, the knowledge absorptive capacity, the enterprise knowledge transformation ability, the enterprise learning ability, the field effect, the leadership and so on.

5. Conclusions

Knowledge innovation depends on a large amount of knowledge base, how to acquire these knowledge, it depends on the absorptive capacity of the enterprise. Knowledge absorptive capacity refers to the ability of enterprises to absorb knowledge. For enterprises, the stock of the enterprise knowledge from the internal knowledge and external knowledge, especially the external knowledge. A large number of complex knowledge requires enterprises to have the ability to choose knowledge, in addition, also need to have the ability to learn and modify knowledge. In knowledge-based enterprises, knowledge absorption and create a large part is based on the fuzzy knowledge processing based on that of fuzzy knowledge comprehension and mastery is difficult, there will inevitably be some errors occur. Therefore, enterprise knowledge to draw and correction capability is very important. Knowledge transfer ability refers to the ability of knowledge transfer between the organization and the organization. For the knowledge type enterprise, in intra organizational knowledge transfer is mainly reflected prior knowledge may trigger a new cycle of knowledge creation; between the organization knowledge may will between the enterprise, customers, suppliers, competitors and other enterprise external individuals and organizations in the transfer, so as to promote the knowledge innovation. Learning ability of the enterprise, the ability of knowledge innovation will be stronger. And the acquisition of learning ability is required by a certain way and way. For businesses, the learning is not simply emphasize formal college education, including from the practice of enterprise to learn, that according to the different way of learning and learning support, knowledge type enterprise according to the general rules and characteristics of knowledge based enterprise knowledge innovation activities, taking into account the enterprise knowledge innovation. The important aspect and key link of the activity, construct the evaluation index system of the knowledge type enterprise innovation ability.

One of the basic characteristics of a knowledge-based enterprise is a knowledge, that is, whether individuals, teams, or enterprises, the first to have a wealth of knowledge. Only if we have knowledge, can we realize the creation of knowledge in the application of knowledge, therefore, the existing knowledge stock will have a great impact on the enterprise's knowledge innovation ability. Knowledge stock of enterprise is the accumulation of knowledge base, is also the result, continuous accumulation of knowledge in the formation of innovation, innovation is a new kind of knowledge assets, knowledge stock of enterprise is in this interaction, continuous cycle of process continues to increase. Cling to the knowledge of vector as the division standard, can will knowledge enterprise is divided into the following form: one is to man is the carrier of knowledge, the knowledge attachment in the human brain is enterprises the main knowledge, experience with the characteristics of; second is to as the carrier of knowledge, this kind of knowledge is mainly dependent on production tools, more industry learning ability can be classified as enterprise organization of training ability of the enterprise, the organizational consulting skills, staff learning ability and team learning ability four aspects. Among them, business training ability includes not only formal training ability, also includes the ability of informal training, such as many enterprises will not be too formal, not a system of knowledge and ideas by brainstorming and access to the success of the knowledge innovation. In the process of knowledge creation in organizations, the role of the organization is to provide the appropriate places, in order to facilitate the creation and accumulation of personal and team knowledge. The place not only refers to the concrete buildings, but also refers to the organization to provide a kind of atmosphere, a goal, a culture. Therefore, in order to enhance the ability of knowledge innovation, knowledge based enterprises should play a positive role in the field effect. The field effect of knowledge enterprises mainly includes the level of enterprise information infrastructure, the system of enterprise internal and the level of cultural environment and

enterprise aspiration. Among them, the enterprise information infrastructure level is to ensure all staff have access to the equal rights of enterprise information, the between the member enterprises equal to interact, thus contributing to the enterprise knowledge creation is of great help.

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Author



<Yang Junfeng>,<1976.03>,<Nanyang, Henan,P.R.China>

Current position, grades : the vice-professor of department of economics and management ,Henan Polytechnic Institute, Nanyang, Henan, China.

Scientific interest : His research interest fields include enterprise management and area economy.

Publications : more than 10 papers published.

Experience : He has teaching experience of 19 years, has completed eight scientific research projects.

