A Study on Human Resources Management of Small and Medium-Size Enterprises in China

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Abstract

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Small and medium size enterprises (SMEs) play an important role in the development of the national economy and become China’s important economic growth point. In its growth process, the issue of human resources management has been plaguing the development of SMEs. In this paper, the status of SMEs human resources management was surveyed. It was indicated that there were lack of complete position management system, reasonable performance mechanisms, unique corporate culture and sound training mechanism. It was analyzed that the main causes were backward of the concept, the system and the management mechanism. Some appropriate measures to strengthen and improve human resources management for SMEs were present.

Key Words: small and medium size enterprises (SMEs), human resources management, China

I. Introduction

With the development of market economy, small and medium size enterprises...
(SMEs) play an increasingly important role in some areas such as creating job opportunities and improving the output value. According to the statistics of the 2007 white paper "Chinese enterprise development report" in China enterprise confederation, industrial and commercial registration of SMEs accounted for 99% of registered enterprises, the output value, sales profits and taxes of SMEs accounted 60%, 57% and 40% of the industrial total, respectively. Moreover, SMEs provided about 75 percent of urban job opportunities. Thus SMEs have become an important force of China’s national economic development.

For a long time a considerable number of SMEs cannot adapt to the modernization of production and operation management, lacking of adaptability to the market, weak human resources management, which restricted the development of SMEs in a large extent. Human resources are the key for enterprise development. Human resources are the primary resource of the enterprise, human resources constraint are the key to SMEs development.

### II. Surveys

At present, the majority of SMEs have not set up a special human resources management agencies. It was often that only one or two peoples, even a part time staff, engaged the traditional personnel management, which the working scope is limited to employees file management, payment of wages, labor insurance benefits, staff attendance, the implementation of the incentive system, the entry and the left. But some modern human resource management functions have been almost not developed, they have not engaged in the true human resources management work, which is the performance of enterprise management through the entire process of human resources such as planning, recruitment, assessment, training, incentives, assessment, salaries, social security, and labor relations. Human resources mechanisms were not completed and the professional human resources managers were Shortage.

1. The lack of a complete position management system

SMEs have less staffs; the phenomenon of one has more than one position or