

Title	Research on Innovation of Human Resource Management in Enterprises
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Degree	Master of Business Administration
Year	2023

Abstract

The objectives of this research were: 1) The external factor of human resources-quantity management: Quantitative HRM is proper training, organizing, and coordinating human resources according to available resources. This approach makes necessary changes to keep the best proportion and organic combination 2) to analyze Quality HRM management considers the intrinsic factor of human resources. This approach uses modern scientific methods to manage people's thoughts, psychology, and behavior effectively.

The research results revealed that 1) the knowledge economy is dominant in the development of the economy and society. 2) the utilization of data and analytics has become the symbol and feature of the times. Human resource management needs to introduce "new ideas of human resources management." This concept includes establishing a modern way to manage human resources in a small organization, forming incentives mechanisms of material stimulation and spiritual encouragement. This research adopts strategic human resource management and firm performance theories. The research method provides a literature review of HRM technology, artificial intelligence, and case studies. The findings reveal that human capital and HRM are related to organizational innovation. Organizational human resources may pay more attention to establishing the following: first, an intense learning atmosphere: second, changing employees' attitudes: and third, actively absorbing new knowledge as the core foundation of enterprise innovation and development.

Keywords: enterprise, human resource management, innovation