

Human Resource Management of Imported Animal Epidemic Prevention Products Processing Enterprises

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Abstract: Novel coronavirus outbreak in 2019, the production of global epidemic prevention products can not keep up with the needs of society, and the defect of human resource management of imported animal epidemic prevention products processing enterprises has become an urgent need to resolve. The purpose of this paper is to analyze some defects of human resource management in the processing enterprises of imported animal epidemic prevention products, as well as the management methods to be improved, so as to give the management opinions of human resource and realize the production of enterprises in Colleges and universities. Based on the theory of human resource investment and the theory of human resource motivation, this paper takes an enterprise in Shanghai as the research object, and analyzes the employees' satisfaction with performance appraisal and evaluation system, salary management and incentive management. The results show that, like most domestic enterprises, human resource training of imported animal epidemic prevention products processing enterprises only stays at the primary stage, with a single way and content, which is very inconsistent with the current development level of enterprises. First of all, the enterprise leadership must change their thinking, pay attention to the spiritual needs of employees, pay attention to the long-term career development planning of employees, establish and improve the talent training mechanism, truly improve the skills of employees through training, correct the attitude of employees, and support the development of employees. Let employees realize that benefits are not only reflected in money, but also feel the importance attached by the company to them, and understand that training is the best benefit provided by the company. In order to stimulate their creativity and potential, improve business performance, enhance the competitiveness of enterprises.

1. Introduction

The outbreak of novel coronavirus in late 2019 has brought hitherto unknown threats to human life and the shortage of global anti epidemic materials has not yet been completely solved. The efficient supply of animal epidemic prevention products is related to the safety of human beings. It is a very important topic and an urgent task to be solved under the current situation. However, most countries cannot be self-sufficient in the production of epidemic prevention products, and most of them rely on import processing. Therefore, it is necessary to study the human resource management of import animal epidemic prevention products processing enterprises.

If you want to seize the opportunities and meet the challenges, the most important thing for enterprises is the competition and competition among talents. In the 21st century, whoever gains talents will be closer to success. Talent has become the top priority of enterprise development. As an important part of enterprise management, human resource management plays an important role in enterprise development [1]. In the 21st century, most enterprises are facing the problems of human resource management, especially the processing enterprises of imported animal epidemic prevention products. Its human resource management is in the period of reform, facing a series of problems. Imported animal epidemic prevention products processing enterprises should first establish a modern human resource management concept, establish a "people-oriented" management concept, establish a reasonable salary incentive system and recruitment system, etc.

Today, the field of human resource management (HR) is facing tremendous pressure of change. The changes of economy, globalization, domestic diversification and technology put forward new requirements for the organization, and promoted the field in some new directions. However, stone DL believes that these challenges also create many opportunities for human resources and the organization as a whole [2]. Jamali Dr believes that human resource management (HRM) functions may play an important role in supporting organizations to meet this challenge. According to Jamali Dr, human resource management can provide interesting and dynamic support for the design, implementation and delivery of corporate social responsibility strategies. Based on a systematic review of relevant strategic CSR and HRM literature, Jamali Dr introduces the important interface between CSR and HRM, and develops a conceptual model, csr-hrm, to jointly create a model. His model illustrates the potential role of HRM in CSR and determines the range of results generated by more effective integration of human resource management in corporate social responsibility. Jamali Dr concludes with relevant theories and management suggestions, which can enhance our understanding of the potential interface between human resource management and corporate social responsibility and how human resource management supports a systematic and progressive corporate social responsibility agenda [3]. Katou investigated the impact of human resource management (HRM) system (expressed by content, process and environment) on organizational performance through the intermediary role of psychological contract (expressed by employers and employees to fulfill their commitments). Using samples of employees from private and public sector organizations, Katou examined theoretical relationships in the Greek language environment, based on structural equation model (SEM) assessments. Compared with the impact of human resource management process, the impact of human resource management content on organizational performance is smaller [4].

Based on the theory of human resource investment and the theory of human resource motivation, this paper takes m enterprise in Shanghai as the research object, and analyzes the employees' satisfaction with performance appraisal and evaluation system, salary management and incentive management.

2. Theoretical Basis of Research

2.1. Human Resource Management

Human resource management is the management of employees. Any enterprise needs employees to participate, especially labor-intensive enterprises. It seems that the management of enterprise employees is simple, but a series of corresponding system designs are needed to truly concentrate the joint efforts of employees and generate collective strength [5]. Although the theory of human resource management is less than half a century old, it has been studied by scholars because of its strong practical value. At present, scholars at home and abroad study the following aspects of strategic human resource management:

(1) Positioning research: the positioning of human resources includes the role positioning of employees and the nature positioning of human resources department. This research has been in progress since the theory of human resources was put forward. The positioning of employees' role is an internal problem of human resource management. It is the core work of human resource management department to arrange the right person in the right position [6]. The nature of human resource management is the study of human resource externality. The deeper the enterprise understands the importance of human resource management, the more accurate the decision-making of the Department will be, and the better the management of the Department will be. With the deepening of the research, the basic concept of human resource management has been formed. The current research is mainly focused on strategic positioning. The promotion of human resource management to the strategic level of enterprise management will help to solve the new problems encountered in the process of enterprise management. Enterprises should pay attention to the most active human resource factors in productivity factors. Human resource management needs to be forward-looking and implement talent strategic arrangement, so as to help enterprises reorient human management, and then make due contributions in the process of enterprise plan implementation and strategic transformation [7].

(2) Research on the influence of incentive and finance [8]. The inventor of performance pay provides an effective incentive scheme for human resource management. If the enthusiasm of employees is fully transferred, the profit index of the enterprise will be better [9-10]. Every department in an enterprise has an interactive relationship. In the process of human resource management, the vitality of each department can be brought into play through incentive mechanism. If the performance evaluation and salary incentive system operate badly, it will obviously inhibit the development of enterprises. The combination of human resources and financial management is to link the material reward with the contribution value of employees and improve the work efficiency of employees. An effective incentive mechanism will make employees more proactive, actively serve the enterprise, and help the successful implementation of the enterprise's strategic deployment [11].

(3) Research on the matching degree with enterprise strategic plan. The development of enterprises needs to maintain sustainability. The rapid changes of the market and the periodicity of the industry determine that the development of enterprises cannot be smooth. Human resource management plays a special role in the enterprise. When the quality and resource reserve of employees meet the requirements of further development of the enterprise, the strategic arrangement of the enterprise can be better implemented. Otherwise, the enterprise will be rigid. The management of human resources needs to consider whether it matches with the development strategy of the enterprise. The enterprise needs the strategic decision to be carried out reasonably,

even if it wants the employees to carry out beyond the standard. The premise of this goal is that the employees have enough potential to be tapped. Therefore, human resource management also needs to be strategic and match the development needs of enterprises [12].

2.2. Investment Theory of Human Resources

Human resources is the whole of human capital in an enterprise, and the investment of human resources is the investment of employees. Such investment includes economic reward, skill training, concept promotion, education and training, etc. The investment of human resources includes social security, various training, education, family relocation expenses, etc. The investment of human resources can bring profits to enterprises, skilled workers can improve production efficiency, the increase of knowledge reserves and the improvement of ideas can improve the management ability and cooperation ability of employees, so as to create more value for enterprises. The investment of employees has many characteristics, such as high potential income, externality and uncertainty. Human resource investment is also a part of social education and training. At the same time, the whole social education also lays a foundation for human resource investment. In a word, the human resource investment of an enterprise is bound to be rewarded. Through proper management, the rate of return can be improved.

The profitability of enterprise human resource investment is to obtain the income return by investing in enterprise employees. An enterprise that is willing to pay more than the social average wage for its employees will always attract more talents, and the participation of more talents will increase the probability of enterprise profitability [13-15]. In addition, through high welfare, training and other ways to increase the material and cultural education input of employees, it will also improve the sense of belonging of employees, so that employees are willing to serve the enterprise. All kinds of training can also increase the working ability of employees, so as to improve the operation efficiency of the enterprise, and ultimately bring rich returns to the enterprise. On the contrary, a company that lacks employee investment will encounter problems such as brain drain and low efficiency of enterprise operation, which will affect the rate of return.

The externality of enterprise human resource investment refers to the influence of enterprise investment on the factors outside the enterprise. The externality of human resource investment is mainly caused by the flow of talents. The flow of talents in modern enterprises is frequent. After the loss of employees, externality spillover will occur to the society, that is, the enterprise has trained talents for the society or other enterprises. The externality of human resource investment is usually a negative investment for enterprises, because talents fail to create profits for enterprises. However, from the perspective of the balance of human resources investment in the whole society, the investment of human resources in enterprises will improve the quality of human resources in the whole society and ultimately give back to enterprises. Smart enterprises can take advantage of the externality of human resource investment, such as digging talents from other enterprises, or training talents jointly with the government and other institutions, and prevent the externality loss of human resource investment with the help of external forces, so as to obtain the positive externality effect.

2.3. Human Resource Incentive Theory

(1) XYZ theory

According to the theory of X, people are lazy, passive and passive. They regard work as a burden. Without supervision, they are not willing to take the initiative to work, and they are not willing to take responsibility. As managers, they must be strictly managed to achieve the goals of the

organization.

According to y theory, people have a positive source of motivation and work is the instinct of people. Most people do not resist work. People will respond positively to the promised goal and are willing to do their best at work. They can get a sense of satisfaction and achievement from work. When there is a problem, most employees are willing to take the initiative to take responsibility.

According to Z theory, employees' sense of belonging and identity in enterprises is the key factor to improve production efficiency. Therefore, enterprise management should be more democratic and allow employees to participate in management. Z theory is the extension and upgrading of X theory and Y theory. It regards human behavior as a whole behavior and studies behavior from the perspective of group and organization.

(2) Maslow's hierarchy of needs theory

People's demand has different levels from top to bottom, from low level to high level. First, they need to meet the basic physiological needs of employees. When the needs of employees at low level are met, they need to meet the needs of employees at high level through higher-level supply. People's demand level from the bottom to the top includes people's physiological needs, security needs, social needs, self-esteem needs and self realization needs. Maslow's hierarchy of needs theory gives us a lot of inspiration. In the daily human resource management of an enterprise, in order to truly achieve the purpose of motivation and achieve the desired results, we must analyze each employee, understand the wishes and expectations of the employees, and prescribe medicine to the patients, so as to make the employees feel satisfied, and finally stimulate the enthusiasm of the employees and more identify with the enterprise, So as to strive beyond one goal to achieve a win-win situation.

2.4. Risks of Enterprise Human Resource Management

Bureaucracy in business. There will be bureaucracy in the process of human resource management, which is not only the problem of government departments. In many large-scale enterprises, there are some unhealthy tendencies. Many managers take advantage of their positions to gain some improper benefits. When an enterprise gradually matures, and the life development stage of the enterprise reaches the mature and post mature stage, the bureaucratic phenomenon will be more serious, and the interests of the company will be more damaged.

An illegal act that damages the interests of an enterprise. Some staff members of the enterprise take illegal and criminal actions to damage the interests of the enterprise for their own private interests. The illegal behavior that damages the interests of enterprises is the most important part of the risk of human resource management, which damages the interests of enterprises the most. Generally, there are several ways to damage the interests of enterprises: first, the staff of enterprises collude with each other for their own interests, and damage the interests of enterprises through cooperation; second, some staff of enterprises use the interests of enterprises as their exchange conditions in the process of daily business work, And ask for some additional benefits from the customers or some personnel who handle affairs without permission, and unconditionally transfer the profits to the other party, regardless of the interests of the enterprise. This situation often occurs in some project bidding and other businesses, and some enterprises with poor supervision are more likely to have such behaviors; thirdly, The staff of the enterprise use the imperfect legal or financial system to transfer the assets of the enterprise to their own private enjoyment and annexe the property of the enterprise at will. Many managers of state-owned enterprises will take the huge capital of the enterprise and flee to foreign countries, or transfer the property to foreign countries

for investment, which will also bring huge losses to the enterprise; Finally, some staff members take advantage of their position to misappropriate the public funds of the enterprise. Many managers or other senior managers often use the assets of the enterprise to fill in the gambling debts due to gambling. This kind of illegal acts that damage the interests of enterprises occur from time to time, the main reason is that these personnel are very familiar with the internal operation of enterprises, and in general, their misappropriated funds are generally greater than the degree of punishment, so many high-level personnel of enterprises do not hesitate to take risks to make these illegal acts.

3. Investigation Process

In order to have a more comprehensive and objective understanding of the human resource management of the imported animal epidemic prevention products processing enterprises, this paper uses three ways to conduct in-depth investigation and Research on the imported animal epidemic prevention products processing enterprises, including data collection, employee interview and questionnaire.

(1) Respondents and data collection

This paper takes m enterprise in Shanghai as the object of investigation. M enterprise was founded in July 2015, with 787 employees. It is a processing enterprise of imported animal epidemic prevention products. Its business scope covers animal epidemic prevention vaccine, epidemic prevention chemicals, epidemic prevention instruments, etc.

This paper starts from two aspects to collect data. First of all, it is the collection of external materials. Through the propaganda materials of newspapers and magazines, network materials and reports issued by government departments, it collects and sorts out the information related to the company, so as to understand the position and state of the company in the whole social group. The second is the collection of internal information, including the collection of relevant information about the company's development process from the archives, the collection of information about the company's financial operation from the financial department, the collection of company training, recruitment, personnel information from the human resources department, and the collection of company publicity information from the website. The collection of these data makes the author have an overall understanding of the current situation of human resource management of the company, and also lays a foundation for the design of employee interviews and questionnaires.

(2) Employee interview

1) Objective: to understand the problems of human resource management in the processing enterprises of imported animal epidemic prevention products.

2) Interviewees: executives, department heads and business backbones of imported animal epidemic prevention products processing enterprises. The distribution of interviewees is shown in Table 1.

Table 1. Distribution of interviewees

Category	Interviewer	Proportion
Executives	5	5%
Department heads	17	17%
Business backbone	78	78%

3) Interview form: one-to-one talk, the interview time is controlled within 20 minutes.

4) Interview content: this interview covers several major functional modules of the company's human resource management, including recruitment, training, performance, compensation,

incentive mechanism, etc. each module has designed different questions.

(3) Questionnaire survey

In this paper, we did not conduct one-to-one interviews with the basic level employees of the processing company of imported animal epidemic prevention products, but adopted the way of questionnaire survey. In order to ensure the test effect of the scale, it is generally necessary to carry out a small-scale pre-test on the preliminary scale. Due to the complexity of the actual situation, researchers' cognition is often limited and inevitable subjectivity. Therefore, the questionnaire based on the researcher's subjective thinking is generally different from the actual situation. In order to improve the quality of the questionnaire, a small range of pre-test is an essential stage. Through the pre-test, the researcher can initially evaluate whether the cognition of the respondents to the questionnaire is consistent with the pre assumption. If there are differences, they can initially grasp the main aspects of these differences, and then combine these feedback information to optimize the structure and content of the questionnaire, so that the questionnaire can reflect the actual situation better. Among them, it should be noted that in order to ensure the effect of the scale pre-test, the selection of pre-test objects should be consistent with the formal survey. For example, if the survey object of the formal questionnaire is the management of the enterprise, the enterprise management should also be selected as the survey object in the pre-test process. The content of this questionnaire involves 20 questions, including personal information, company strategy, training, performance, motivation, employee satisfaction, etc. A total of 110 questionnaires were sent out, 103 questionnaires were recovered and 100 effective questionnaires were collected.

4. Analysis of Survey Results

4.1. Employees' Evaluation of Performance Appraisal and Appraisal System

The survey results are shown in Figure 1. According to the survey results, we found that 35% of the employees thought the performance appraisal "very important", 40% of the employees thought the performance appraisal "quite important", only 7% of the employees thought the performance appraisal "not very important" or "not important". According to the current assessment system of the company, 33% of the employees think it's average, 37% think it's unreasonable, and 10% think it's unreasonable. In the existing performance appraisal methods of enterprises, there are appraisal scope for technical staff and production staff, such as operation specifications, safety knowledge and production standard indicators, but there is no specific quantitative division of the actual content of the appraisal and the proportion of the appraisal content in the appraisal. And there is no specific quantitative evaluation index of other department employees, which has an important impact on the salary and welfare system of the same level employees. There is no quantitative assessment index that can not truly reflect the work of employees. Enterprises can not measure the specific performance of employees in a balanced way, it is easy to have relationship with customers, and the assessment of employees is lack of fairness. Replacing the assessment system with only a few indicators is not conducive to improving the level of human resource management. Only by quantifying the assessment indicators can we assess the employees fairly, improve the enthusiasm of employees and promote the long-term development of the enterprise. The assessment content of technical staff and production staff is relatively simple. Only the attendance, work day statistics, operation knowledge and safety knowledge of the staff are available. The specific production content, product quality and maintenance of the staff are not paid attention to, and the specific quantitative assessment content is not formulated for the staff of other departments. Senior management, management staff and other department staff are still paid for their work, and the

bonus is still paid at the end of the year. It is easy to cause contradictions between departments, and the work style is lazy, and the work efficiency is low. This will directly lead to problems in the company's operation and affect the company's profitability.

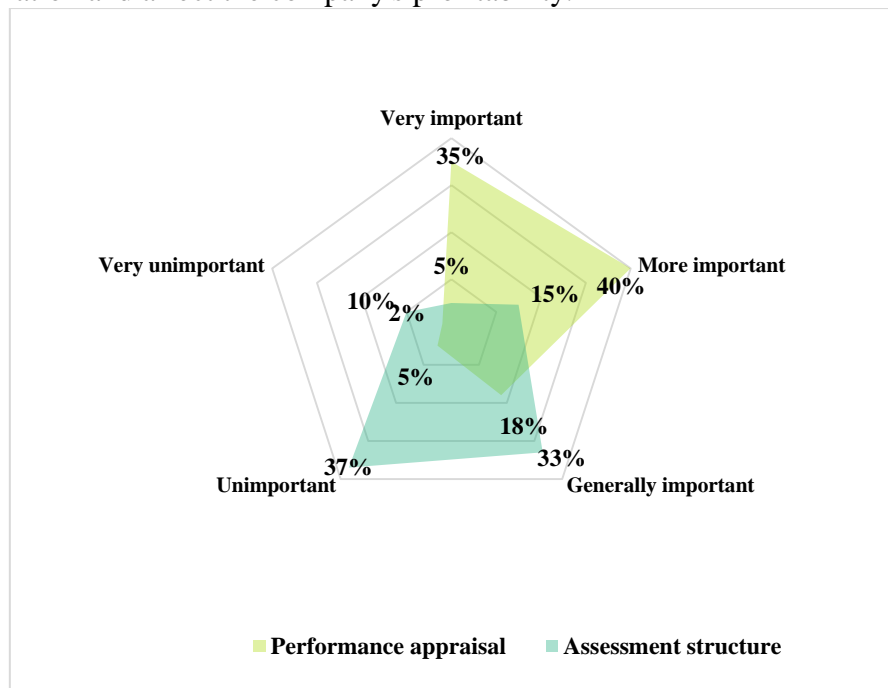


Figure 1. Employee evaluation of performance appraisal and assessment system

4.2. Salary Management Analysis and Incentive Management Analysis

As shown in Figure 2, 97% of the employees are satisfied with the current salary level of the company, while over 65% of the employees are not satisfied with the current salary structure of the company.

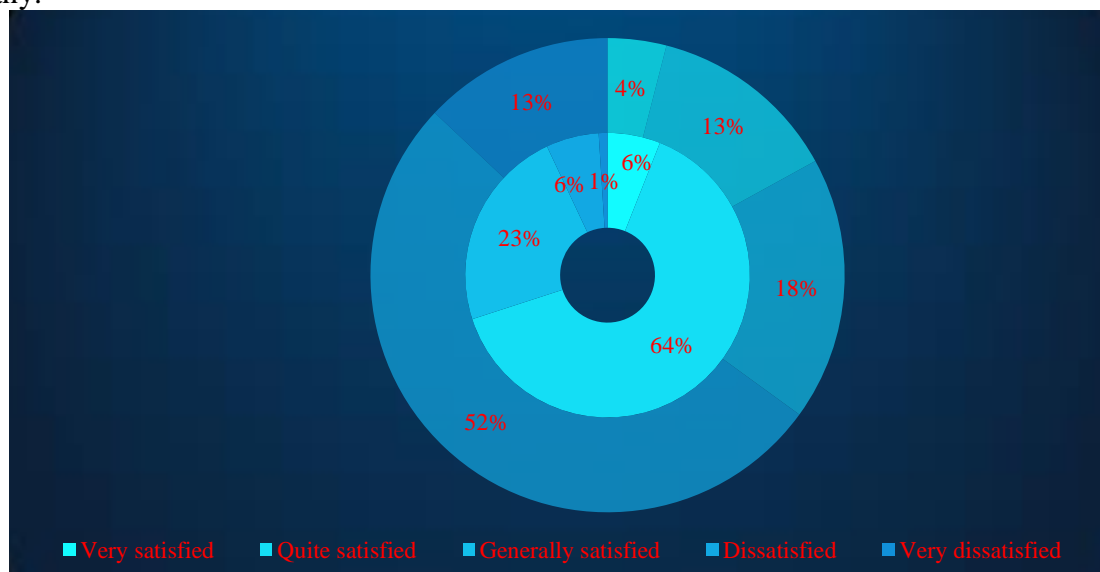


Figure 2. Salary level and salary structure analysis

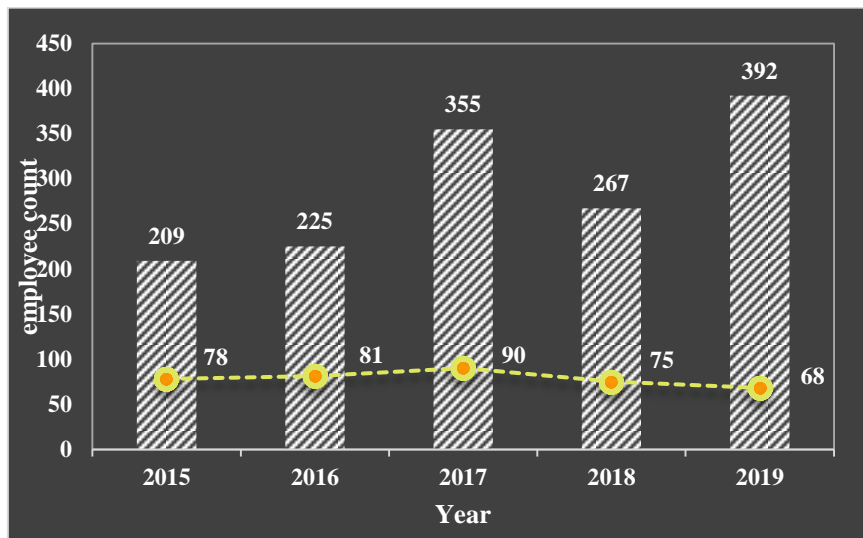


Figure 3. The company's onboarding and leaving in the past five years

The imperfection of the company's incentive system leads to the low enthusiasm of the company's employees, especially in recent years, the loss of human resources is becoming more and more serious. The entry and resignation of the employees of M company in recent five years are shown in Figure 3. In view of the situation of M company's loss of personnel, we have made an analysis: first of all, the incentive mechanism is not systematic, the incentive system of M company only stays in scattered aspects, there is no unified planning and management, the bonus assessment is mainly in the hands of the department head, the subjective color is serious, and the incentive effect is insufficient. Secondly, the incentive method is single, the company does not set up diversified incentive measures, the main incentive measures are material incentive with salary and bonus as the core, and the spiritual incentive is blank, and the material incentive is only reflected in the annual work age adjustment and the three-year salary promotion, but also does not consider the difference and variability of employee demand, It can not fully mobilize the enthusiasm of employees, nor enhance the sense of belonging and responsibility of employees. Moreover, there are more negative incentives and less positive incentives. The company pays more attention to what the employees can't do and doesn't encourage the employees to do what they should, which to a certain extent strikes the enthusiasm of the employees and causes "Inaction", because doing less will lead to less mistakes and will not be punished. Finally, there is a lack of long-term incentive mechanism. The company pays more attention to short-term interests, and few employees really own shares. Most employees cannot combine their future development with the future development of the enterprise.

4.3. Employee Satisfaction Analysis

Table 2. Employee satisfaction survey

	Honesty	Democratic management	People oriented	Right to use
Organizational justice	0.924(+++)	0.937(++)	0.830(+++)	0.692(++)
Interactive fairness	0.824(++)	0.794(+++)	0.783(+++)	0.795(++)
Fair distribution	0.748(++)	0.662(++)	0.793(+++)	0.883(++)
Fair process	0.742(++)	0.941(+++)	0.793(+++)	0.836(++)

Note: ++ means 5% significant level; +++ means 1% significant level.

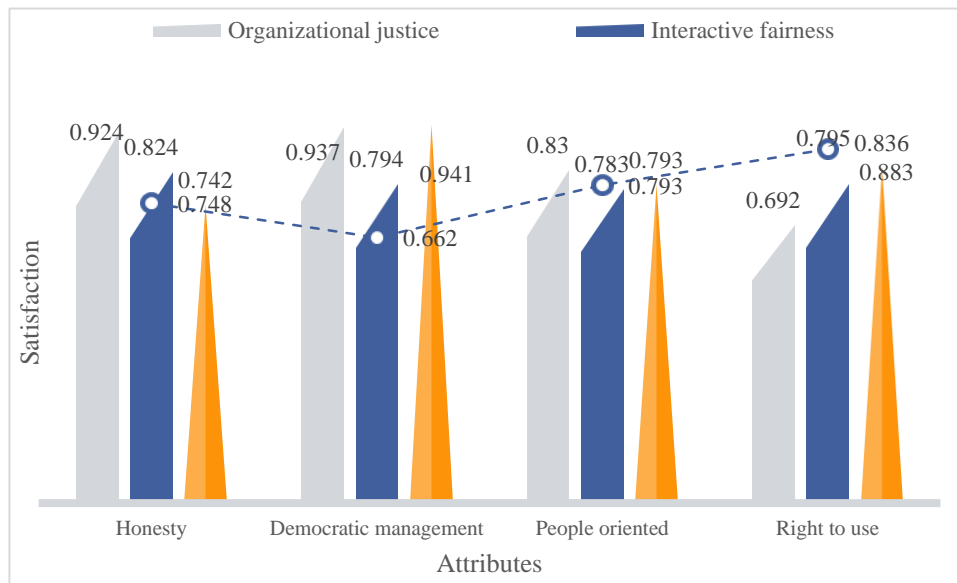


Figure 4. Employee satisfaction survey

The results of the survey are shown in Table 2 and Figure 4. The correlation coefficients of human resource management and organizational justice of imported animal epidemic prevention enterprises are significant at 5% significant level and greater than 0, indicating that these four variables have significant positive correlation with organizational justice. It shows that the higher the members' recognition of honesty and credit, democratic management, right use and people-oriented, the more conducive to improving the sense of organizational justice. Interactive fairness, distributive fairness and procedural fairness are positively correlated with honesty and credit, democratic management, right use and people-oriented. According to the previous analysis, the correlation coefficient between the four dimensions of human resource management ethics and the overall sense of organizational fairness is greater than 0.7, and it is significantly positive correlation at the critical level of 1%. Therefore, the relationship between the four dimensions of human resource management ethics and the three dimensions of organizational justice is very high, which is 0.01 critical level and the former logical relationship is positive. Regression results show that people-oriented, democratic management and the use of rights in human resource management are all positively related factors to the sense of organizational fairness. Honesty and credit have a significant predictive effect on the distribution fairness. Honesty and credit, the use of rights and people-oriented have an impact on procedural fairness. Four dimensions of human resource management ethics have an impact on the overall sense of organizational fairness. The results of correlation analysis show that the three dimensions of organizational justice and employee satisfaction are significantly positively correlated at the level of 1%. The results of regression analysis show that the three dimensions of organizational justice can significantly predict employee satisfaction. Among them, the role of distribution equity in predicting employee satisfaction is greater than that of procedure equity and interaction equity.

5. Conclusion

(1) Human resource management is a highly technical work. If we can clear up the ideas from the above aspects, master the theories and methods of configuration, motivation and training, get rid

of the transactional work, focus on the ideological methods, strive to create an environment suitable for human development, and serve as a good decision-making consultant for senior managers. To provide guidance services to other departments in terms of human resource management technology, we will do a good job in human resource management from the source.

(2) The loss of employees will bring great risks to the enterprise. On the one hand, it will increase the operation cost of the enterprise, including recruitment cost and training cost. On the other hand, new employees need to adapt to a certain period of time. It will also affect the continuity of the original work and the psychological stability of the employees. What's more, it will also cause the loss of the company's industrial technical secrets and the loss of customers. If we can't get the high attention of the leaders of the enterprise, it will affect the market competitiveness of the enterprise and the sustainable and healthy development of the enterprise in the future.

(3) Generally speaking, the processing enterprises of imported animal epidemic prevention products, like most chemical enterprises in China, only stay at the primary stage of human resource training, with a single way and single content, which is very inconsistent with the current development level of enterprises. First of all, the enterprise leadership must change their thinking, pay attention to the spiritual needs of employees, pay attention to the long-term career development planning of employees, establish and improve the talent training mechanism, truly improve the skills of employees through training, correct the attitude of employees, and support the development of employees. Let employees realize that benefits are not only reflected in money, but also feel the importance attached by the company to them, and understand that training is the best benefit provided by the company. In order to stimulate their creativity and potential, improve business performance, enhance the competitiveness of enterprises.

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Data Availability

Data sharing is not applicable to this article as no new data were created or analysed in this study.

Conflict of Interest

The author states that this article has no conflict of interest.

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