

Discussion on the Dynamic Management Model of Human Resources under Strategic Transformation

Jiaqi Fan

The University of Queensland, QLD, Australia

Abstract: This study discusses the dynamic management model of human resources under the background of strategic transformation. By analyzing the impact of strategic transformation on human resource management, combining dynamic capabilities and strategic human resource management theory, a dynamic management model of human resources that adapts to the needs of strategic transformation is constructed. This model emphasizes flexible talent allocation and flow mechanisms, personalized employee training and development systems, and dynamically adjusted performance management and incentive systems to enhance the adaptability and innovation of enterprises. In addition, the study points out the important role of digital transformation and sustainable development in promoting innovation in human resource management. Through digital technology to achieve precise decision-making and rapid response, enterprises can maintain their competitive advantage in a changing market environment. This study provides theoretical support and practical framework for enterprises to achieve dynamic management of human resources during strategic transformation.

Keywords Strategic Transformation; Dynamic Management of Human Resources; Digital Transformation; Sustainable Development; Performance Management

1. Introduction

1.1 Research Background and Importance

Along with the rapid development of globalization and information technology, the external market environment of the modern enterprise is complicated, changeable, and cannot be forecasted. The traditional static human resource management model cannot

adapt to the changing environment step by step [1]. Under these conditions, demand for dynamic management will become more striking. It not only helps an enterprise promptly adapt to changes in the external environment in the process of strategic transformation but also plays a very important role in improving efficiency related to internal resource allocation and the effectiveness of human resource utilization [2]. Core of SHRM is integrating resources and business strategy into setting up a highly adaptive human resource management system in view to creating sustained competitive advantages for enterprises [3]. This indicates that an enterprise characterized by dynamic management capability realigns its organizational structure and resources in time with the fluctuations in the market and external shocks to ensure constant matching between enterprise resources and strategic goals [4].

In the course of the development of the theory of human resource management, resource-based view, and dynamic capability theory, it turns out to be very important theoretical supports. These theories emphasize the viewpoints that, through the accumulation or optimization of inner resources, enterprises can form irreplaceable core competitiveness [5,6]. In this transformation process, enterprises need to mobilize human capital thoroughly and manage effectively in order to make human resources highly consistent with corporate strategies and strive for dealing with the complex demands of the market and competitive pressure [7]. Therefore, this article will try to explore the dynamic human resource management model against the background of strategic transformation and plays an important role in promoting theoretical research. It can provide useful references and guidance for practice in enterprises.

1.2 Research Objectives

The core objective of this study is to propose a dynamic human resource management model that adapts to the strategic transformation needs of enterprises through the analysis of the current status of human resource management under the background of strategic transformation. This model aims to improve the adaptability and response speed of enterprises to market changes through dynamic adjustments to human resource allocation, employee training and development, and performance management and incentive systems. In terms of research methods, this study explores the existing strategic human resource management theory and dynamic capability theory through literature analysis to provide a theoretical basis for building an adaptive dynamic management model. In addition, combined with the analysis and comparison of actual enterprise cases, this study will systematically construct a dynamic management model suitable for different transformation stages, in order to provide enterprises with a reference framework with practical guidance value. Finally, this study will explore the application prospects of this management model in the context of digitalization and sustainable development, in order to further promote the strategic value of human resource management in enterprises.

2. Theoretical Basis of Dynamic Human Resource Management under Strategic Transformation

2.1 The Concept of Strategic Transformation and Its Impact on Human Resource Management

Strategic transformation is a systematic organizational change process that aims to adapt to major changes in the external environment, usually involving fundamental adjustments in business models, resource allocation and organizational structure [8]. This transformation is particularly significant under the impetus of globalization and digitalization, which has put forward new requirements for human resource management, requiring human resource management to play a greater role in supporting strategy implementation and promoting organizational change [9]. Research has pointed out that human resource management needs to adapt to the digital and

technology-driven environment, especially with the support of technologies such as big data and artificial intelligence, to optimize resource allocation through innovative performance evaluation, training and development programs [10]. Strategic human resource management (SHRM) has become increasingly important in this process. Its core is to ensure the effective integration of human capital and corporate strategy, so that organizations can adapt to market changes and competitive pressures more quickly [11]. Therefore, exploring adaptive management models in strategic transformation is not only of great significance to improving corporate competitiveness, but also helps companies achieve sustainable strategic advantages by improving employee engagement and innovation capabilities [12].

2.2 Dynamic Capabilities and Strategic Human Resource Management Theory

The dynamic capability theory believes that companies should constantly adjust resources and capabilities in a rapidly changing environment to maintain competitive advantages. This concept is consistent with the goals of strategic human resource management (SHRM) [13]. Under the SHRM framework, the construction of dynamic capabilities involves enhancing the adaptability and innovation of an organization through systematic talent management, training, and knowledge sharing mechanisms [14]. Research shows that strategic human resource development (SHRD), as a core component of dynamic capabilities, can enhance the flexibility of an organization to respond to market changes by optimizing resource allocation and employee skills [15]. In addition, driven by digital transformation, companies are increasingly relying on big data analysis and artificial intelligence technologies to achieve dynamic human resource management, thereby improving the organization's decision-making speed and execution [16]. Through a reasonable talent management system and performance incentive mechanism, companies can effectively improve employees' innovation capabilities and teamwork levels, enabling them to maintain vitality and competitive advantages in a highly competitive market environment [17].

2.3 Organizational Adaptability and Dynamic Management Theory

Organizational adaptability theory emphasizes that companies should have a high degree of agility and flexibility in a changing market environment to cope with external uncertainties and maintain their viability [18]. To achieve this goal, organizations need to inject the concepts of innovation and change management into dynamic management mechanisms, and improve their response speed to the external environment through flexible human resource allocation and continuously iterative management processes [19]. Research shows that when building adaptability, organizations not only need to cultivate employees' core competencies and innovative awareness, but also need to improve employees' dedication and loyalty through continuous performance feedback and career development planning, thereby forming an adaptive culture[20]. By building this culture, enterprises can more effectively reallocate resources, ensure that they can quickly adjust to market changes, and achieve long-term strategic success[21].

3. Construction of Dynamic Human Resource Management Model in Strategic Transformation

3.1 Dynamic Talent Allocation and Flow Model

In the context of strategic transformation, enterprises need to build a dynamic talent allocation and flow model to adapt to rapidly changing market demands and strategic adjustments. The dynamic talent allocation model aims to keep employees' professional capabilities highly consistent with the direction of corporate strategy through flexible job adjustments and diversified employment strategies. Specifically, enterprises can promote employee mobility through internal transfers, cross-departmental collaboration, project-based teams, etc., to ensure that key positions have the most suitable professional talents. In addition, the employment mechanism of external recruitment and internal promotion can improve employees' career development channels while ensuring talent reserves, forming a benign interaction between internal and external talents. This

flexible configuration model not only improves the adaptability of the organization, but also helps enterprises maintain efficient use of human resources during the strategic transformation process.

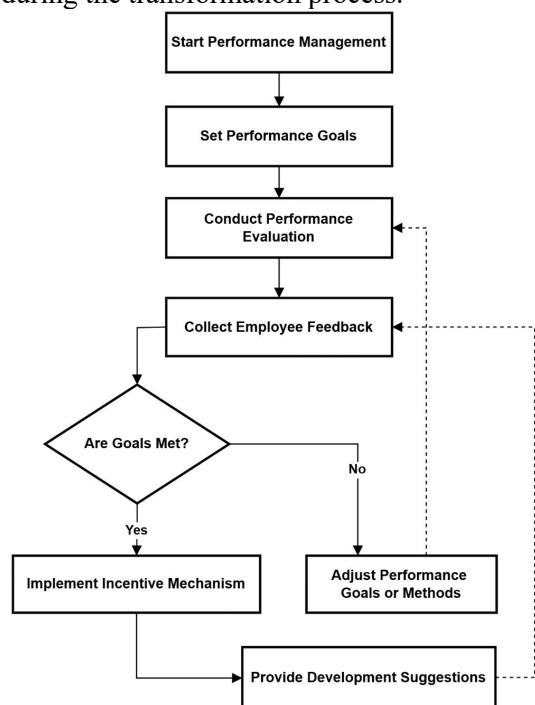
3.2 Flexible Employee Training and Development Mechanism

During the strategic transformation process, enterprises must provide flexible and efficient employee training and development mechanisms to meet the talent requirements of new business models and technological updates. The traditional unified training model can no longer meet the personalized development needs, so a more targeted learning and development plan is needed. This includes customized skills training, online learning platforms, and practical exercises based on job requirements to help employees quickly master new skills and adapt to new positions. At the same time, enterprises should encourage employees to actively participate in self-improvement and create a positive learning atmosphere by building a learning organizational culture. In addition, management should pay close attention to industry development trends and adjust training content in a timely manner to ensure that employees' capabilities are consistent with the future development direction of the enterprise. This flexible training mechanism not only improves employees' professional competitiveness, but also provides stable talent support for the company's strategic transformation.

3.3 Dynamic Adjustment of Performance Management and Incentive System

The dynamic adjustment of performance management and incentive system is one of the core links in the dynamic management model of human resources. During the strategic transformation, companies need to constantly adjust performance appraisal standards to ensure that employees' work goals are consistent with the strategic direction. A dynamic performance management system should be able to promptly reflect the company's core strategic changes and incorporate these changes into performance evaluations to motivate employees to actively participate in the transformation process. At the same time, the incentive mechanism

should be more flexible and diverse, such as through performance bonuses, equity incentives, and non-material rewards to enhance employees' work enthusiasm and innovation motivation. In addition, management should regularly feedback and communicate performance appraisal results to provide employees with improvement suggestions and development directions. This dynamically adjusted management model not only helps to improve employee work engagement, but also maintains the organization's continued competitiveness during the transformation process.



**Figure 1. Dynamic Adjustment of
Performance Management and Incentive
System**

Figure 1 represents the dynamic adjustment process in performance management and incentive systems. It includes a continuous feedback loop where performance goals and methods are revisited based on outcomes and employee feedback, ensuring alignment with evolving organizational objectives.

4. The Future of Dynamic HRM Models Under Strategic Transformation

4.1 The Driving Role of Digital Transformation on Dynamic Management

Under the wave of digital transformation, the dynamic human resource management model of enterprises has gained unprecedented

development opportunities. The popularization of digital technology enables enterprises to collect, analyze and use human resource data more efficiently, thereby achieving accurate decision-making in human resource management. Through artificial intelligence and big data analysis, enterprises can monitor employees' performance, job requirements and skill matching in real time, providing a scientific basis for talent allocation. In addition, the construction of digital platforms, such as online learning systems and performance feedback tools, has greatly enhanced employees' autonomous learning and career development. Digital transformation not only improves the efficiency of human resource management, but also enhances the ability of enterprises to respond quickly to market changes, providing technical support for the in-depth implementation of dynamic management models.

4.2 Innovation in human resource management under the background of sustainable development

Under the background of increasing attention to sustainable development, the human resource management model of enterprises is also constantly innovating to achieve balanced development of the environment, society and economy. Human resource departments gradually incorporate sustainable factors such as employee benefits, health management and working environment into management considerations to enhance employees' sense of belonging and job satisfaction. At the same time, companies began to encourage employees to participate in sustainable development projects, such as green offices, public welfare activities and energy-saving measures, and convey the values of sustainable development through employees' practical actions. In addition, companies have promoted employees to create dual value for the company and society by adding social responsibility indicators to performance management. This innovative human resource management method not only meets the requirements of sustainable development, but also strengthens employees' sense of responsibility and organizational identity.

4.3 Optimization and Implementation Suggestions for Dynamic Management

Model

In order to achieve the effective implementation of the dynamic management model of human resources under the background of strategic transformation, companies need to take a number of measures in optimization and implementation. First, establish a clear communication mechanism to ensure that management and employees have a clear understanding of the transformation goals and human resource policies. Secondly, companies should continuously optimize talent allocation and incentive systems, dynamically adjust management strategies through continuous data feedback and performance evaluation, and ensure the consistency of human resources with strategic goals. In addition, cultivate the digitalization and change management capabilities of management to adapt to the increasingly digital and rapidly changing market environment. Finally, companies can learn from the best practices inside and outside the industry, and regularly evaluate and improve the dynamic management model to ensure that it is always forward-looking and flexible in long-term strategic transformation.

5. Conclusion

In summary, in the face of the market environment of accelerated globalization and digitalization, enterprises need to adapt to the multiple challenges brought by strategic transformation through dynamic human resource management models. This paper explores the profound impact of strategic transformation on human resource management, analyzes the key role of dynamic capabilities and strategic human resource management theory, and proposes dynamic management models in talent allocation, employee training and performance management. By building a flexible and adaptable management mechanism, enterprises can not only adjust human resource allocation more effectively to support strategic implementation, but also maintain the competitive advantage of the organization in the transformation. Driven by digital technology and sustainable development, enterprises have the conditions to continuously optimize all aspects of human resource management and achieve long-term development goals.

In the future, enterprises should continue to pay attention to the innovation and optimization of dynamic human resource management models in the context of digitalization and sustainable development. By making full use of technologies such as data analysis and artificial intelligence, enterprises can further improve the management accuracy and efficiency of human resources and build a real-time responsive management model. At the same time, when building a dynamic management model, employee participation and organizational culture should be strengthened to enhance employees' sense of belonging and responsibility to promote the realization of the overall goals of the enterprise. Ultimately, the dynamic human resource management model under strategic transformation will become a key tool for enterprises to achieve sustainable competitive advantages, providing them with lasting support and guarantee in a rapidly changing market environment.

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