

Employment Analysis of University Students Majoring in Environmental Materials Based on Human Resources Information System

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Abstract. In modern business activities, information has become one of the important resources. Whoever obtains the latest information and pays attention to the development and utilization of information resources may obtain huge economic benefits. The intensification of talent competition is both a challenge and an opportunity for colleges and universities. The human resources management department can no longer be the role of the policy executor in the traditional planned economy era, but should change into a policy advisor while understanding the superior policies. An analysis of the existing contingent of environmental materials professionals requires a powerful platform, namely, the human resources management information system. Human resource management department can no longer be the role of policy executor in the era of traditional planned economy, but should be transformed into policy proponent while understanding the superior policy. Based on the human resource information system, this paper attempts to analyze the employment of environmental materials majors in China from the perspective of human resource development, using the relevant theories of human resource development, and puts forward relevant suggestions.

1. Introduction

The information age poses new challenges to human resources management. The application of information technology to human resources management is an effective means to improve the human resources management mode and the level of human resources management [1]. Vigorously promote innovation and entrepreneurship education, cultivate students' innovation and entrepreneurship quality and ability, improve students' comprehensive quality and social competitiveness, and gradually enter the field of vision of more higher education managers. In recent years, the enrollment scale of environmental materials specialty has continued to expand, but the demand has not increased synchronously, which has brought great pressure and challenge to the employment of environmental talents. It has also brought greater pressure and more severe test to the enrollment of environmental specialty, even to the school scale, running mechanism and level [2]. The intensification of talent competition is both a challenge and an opportunity for colleges and universities. The human resources



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management department can no longer be the role of the policy executor in the traditional planned economy era, but should change into a policy advisor while understanding the superior policies [3]. Today, computers have been widely used, and personnel file management systems based on computer systems have been everywhere. However, the management of human resources in modern enterprises is not limited to the use of computers to process records, save, retrieve, count, and report files some tedious business work. From a technical perspective, management information systems are a set of interrelated components that collect, process, store, and transfer information in order to support organizational decision-making and management [4].

Policy making cannot be done in an imaginary way, but must be based on a full understanding and analysis of the actual situation in order to make scientific and effective decisions that fit our goals [5]. How to understand the employment problem of college students and further explore the reasons behind it, so that the valuable human resources of college students can be developed reasonably and effectively is a problem we urgently need to consider [6]. In today's information age, the daily work of human resource management should be done as far as possible through information technology. Effective use of computer technology and network technology can improve the efficiency of human resource management tasks such as recruitment, training, performance management, and salary management [7]. The analysis of the existing professional team of environmental materials professionals requires a powerful platform. This is the human resources management information system. We can make full use of these data to achieve the dynamic management of human resources in enterprises, and provide a basis for the decision of corporate strategic goals [8]. Any management system is a dynamic and controllable system, which is generally composed of three elements: management organization, management object and information system connecting the relationship between them [9]. Based on the human resources information system, this paper attempts to analyze the employment problem of environmental materials major students in our country's universities from the perspective of human resources development, using the relevant theories of human resources development, and puts forward relevant suggestions.

2. The Performance of College Students' Employment Problem

2.1. Severe employment situation and imbalance of total supply and demand

Through the detailed investigation of the current business and system in Colleges and universities, as well as the analysis of the business process, it can be found that the current human resource management information system in Colleges and universities can no longer meet the existing work needs. At present, with the continuous development of society and economy and the severe employment pressure, the social demand standard for talents with higher education background is quietly changing dramatically, and the social demand for college students' intellectual dependence is gradually changing to practical type. The management of the existing system to the business is only limited to the management of results, without the information management of the business processing process, it is likely to lose the information that may be used in the future. The human resources management information system is an information system that collects and processes human resources information, uses the information to plan and predict human resources, and assists company leaders in making human resource development and management and personnel decisions [10]. Entrepreneurship awareness management education is based on the actual needs of human development and social development. In order to better study the influence of price competition on various factors, the demonstration part adopts the idea of normalization in the degree of price competition. The evaluation index of talent cultivation is divided. The specific division is shown in Table 1.

Table 1. Division of talent training evaluation.

Evaluation Parameters of Talent Cultivation	0-25	25-30	30-35	40-45	45-50
Normalized value	0.2	0.3	0.4	0.5	0.6

Some services in the existing system cannot be shared, which makes it very inconvenient for users and staff to accept routine business procedures. Due to the development of enterprise management theory, especially human resources theory, people have realized the key role of human resources in enterprise development and enterprise competitive advantage. Traditional personnel management has gradually been replaced by modern human resources management.

2.2. Structural Employment Problem Highlights

Due to the unbalanced development of China's regional economy, there is still a large economic gap between cities and rural areas, between coastal areas and inland areas, and between eastern and western areas. Under the current situation, the training requirements for students of materials science, which have outstanding requirements for practical ability and innovation ability, are constantly changing. After each department records the basic data into the basic database, the human resources management department should review the data, and the dynamic information management system can use the data to provide various services. The survey data show that in the past three years, the online recruitment channels are better than the traditional recruitment channels. The number of new recruitment channels on the mobile side has steadily increased. The proportion of recruitment websites far exceeds that of job fairs, and is increasing year by year. In 2018, the number of talent introduction channels for enterprises is as shown in Table 2.

Table 2. Proportion of talent introduction channels of enterprises.

Introduction channel	Proportion (%)
Professional recruitment website	61.3
Comprehensive network recruitment	51.1
Outsourcing headhunters	42.8
Campus recruitment	43.4
Talent market	31.2
Social media	27.3

As a subsystem of the company's management information system, human resources management information system is itself a larger system and can be divided into several subsystems. At present, China's national economic structure is undergoing strategic adjustment, and the development goal of traditional industrial enterprises is being adjusted from quantitative expansion to the pursuit of quality and efficiency. Therefore, it is necessary to transfer jobs and divert resources. The construction of a scientific training program for innovative talents in materials specialty, and the training of students' innovative and entrepreneurial abilities meet the requirements of social development, as well as the individual needs and employment trends of students [11]. Under the new situation, the traditional teaching and training mode causes the students majoring in materials to obviously feel inadequate when facing the graduation thesis. In the whole process of completing the graduation thesis, students majoring in functional materials not only need strong practical ability to obtain experimental data, but also have certain scientific research and writing ability.

3. Strategies and Suggestions on Employment of Students Majoring in Environmental Materials

China's human resources management has gone through a long process of development, but the traditional human resources management is mainly used to solve the business management problems of human resources departments. The cultivation, shaping and development of talents through the development of higher education are the main means for the country to carry out human resources development activities. The full participation and cooperation of the middle management as executors and business experts will undoubtedly greatly reduce the work pressure of the human resources department and promote the formulation and implementation of its strategies and plans [12]. It is the common wish of colleges and students to improve their quality and ability through teaching and

mastering professional knowledge in order to train talents to make contributions to the national society in appropriate positions. The determination of the training plan should be based on the actual situation, determine the necessary knowledge and ability structure according to the requirements of the post, and then design the professional course structure and teaching mode based on this structure, strengthen the practical links, and highlight the ability training. Once the organization can implement human resources management in accordance with the principle of full participation, the human resources department can focus on analyzing the needs of the members of the organization and continuously improve the ability to meet the needs of employees, and then provide better "products of human resources and services."

The concept of career selection is the product of the development of human society to a certain stage. After the emergence of social professions, people began to choose jobs, and then formed a view of choosing a job. From the perspective of its function, the employment concept of college students plays the role of an evaluation standard. It is a scale and ruler used by college students to measure the quality of their careers and weigh the gains and losses of employment. With the continuous development of social productivity, social division of labor is becoming more and more sophisticated. In addition to social and economic development conditions, employment policies, and other external objective factors, college students' career choices are also an important reason. Establish a risk index system for the undergraduate entrepreneurship team, and use the analytic hierarchy process to evaluate the risk. A weighted judgment matrix is constructed. The relationship between weight value and evaluation value data is shown in Figure 1. The relationship between financial status risk weight value and evaluation value data is shown in Figure 2.

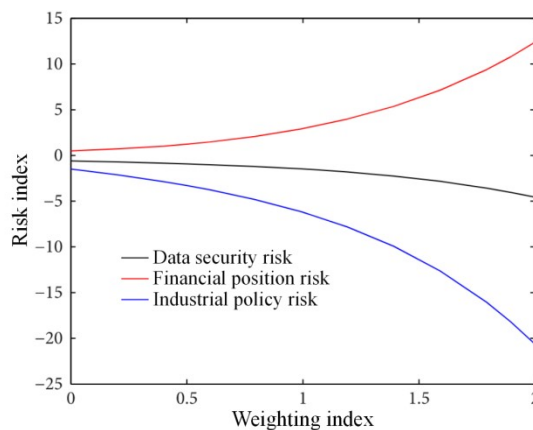


Figure 1. Relationship between weight value and evaluation value data.

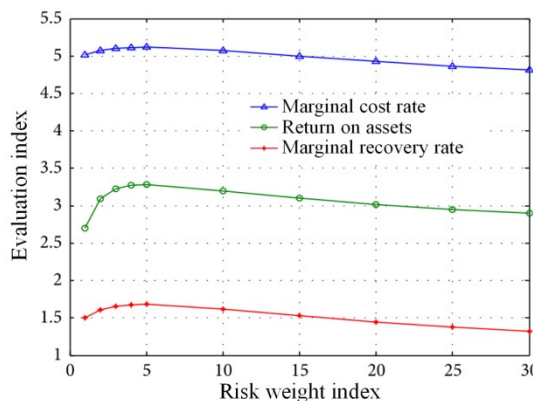


Figure 2. Relationship between financial status risk weights and evaluation data.

The concept of choosing a job changes and develops with the change of the environment of choosing a job. Only by knowing exactly the employment outlook of college students can the education and teaching management, ideological and political education and employment guidance in colleges and universities be more targeted. So as to better carry out employment concept education. Figure 3 shows the dynamic evolution of the evaluation system of college students' entrepreneurial awareness.

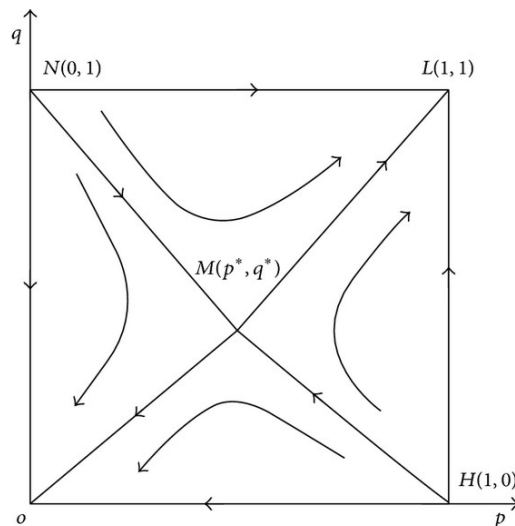


Figure 3. Dynamic evolution of the entrepreneurial awareness assessment system.

Under the planned economy system, the employment of college students is a unified national distribution. At present, the fierce competition in the graduate employment market is actually a contest between the ability and quality of individual graduates. However, with the establishment of the dominant position of the market economy, the employment system of "all-inclusive and all-divided" under the planned economy system has become a history. It can be said that the employment outlook of college students is an important aspect of their ideological, political and moral qualities. At present, China is in a period of economic transition and system transition. With the structural adjustment, certain industries will inevitably develop rapidly. In order to grasp the initiative in employment, college graduates must pay attention to the cultivation of their own abilities and the overall improvement of their quality. At the same time, changes in the employment situation require college students to update their employment concepts in a timely manner so that their thoughts can be freed from the shackles of old rules and regulations and actively adapt to the new situation. After learning how to carry out scientific research and team cooperation, students can think scientifically when encountering difficulties, and their organizational expression, thesis writing and practical ability have been significantly improved.

4. Summary

The problem of difficult employment for students majoring in environmental materials is a comprehensive and complicated one. Therefore, it needs the comprehensive efforts of our government, schools and college students to solve it. Through the investigation of the construction of enterprise information system, it will be found that many enterprises in our country have relatively perfect production, sales and financial information systems, but the human resources management information system is still lagging behind. Colleges and universities should strengthen the employment guidance for graduates so that the employment guidance is not only thematic, but also can permeate into teaching practice. The human resources management department of modern enterprises emphasizes to actively tap talents, but the personnel management in administrative and public institutions is mostly

passive management. The dynamic management of human resources in an enterprise concentrates the management wisdom of the enterprise managers, which is the penetration and embodiment of the management concept of the enterprise managers. Enterprises need high-level excellent technical personnel to undertake the research and development of new technology, new products and new processes, as well as senior management personnel with strategic vision and rich business experience to explore the market. Today, with the rapid development of computer technology, we should seize the opportunity to combine information network technology with human resource management in the new wave of human resource management, so as to realize the leap in personnel management.

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