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## Research on Human Resource Management Countermeasures of Slash Youth

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### Introduction and Purpose

Slash youth is a new generation group that breaks away from the traditional single career, and advocates multiple careers and diversified experiences. With the gradual expansion of the slash youth team, enterprises have to think about how to better manage such groups to attract and retain talents in the organization. However, there are few researches on how to manage slash youth at present, so this paper will conduct an in-depth analysis on their classification and the reasons for their emergence, so as to help us better understand and grasp this phenomenon. On this basis, it discusses what human resource management countermeasures enterprises can take to attract and retain such talents.

### Main Process

- The concept of slash youth
- The classification of slash youth
  - passive type
  - active type
- The cause of slash youth
  - objective cause
  - subjective cause

### Conclusions

Slash youth has become the trend of social career development. As a group with multiple work identities, whether they can keep a balance in several jobs and make contributions to the development of the enterprise is a problem that managers are currently concerned about. In fact, as long as managers can rationally treat this group, and give them proper guidance and help in the workplace, it can achieve a win-win situation between individuals and enterprises.

### Results and Analysis

**Innovative Human Resource Management Concept:** Enterprises should introduce new human resource management concepts and take human resource management as an important part of enterprise strategic management.

**Scientific Human Resource Allocation System:** Human resource allocation is to put the right people in the right positions. For enterprises, it is necessary to allocate human resources reasonably in order to maintain the normal operation of the organization.

**Scientific Human Resources Training System:** For enterprises, it is very important to establish a scientific human resources training system and realize a virtuous cycle of human resources.

**Perfect Human Resources Incentive Mechanism:** To achieve better development, enterprises should improve the incentive mechanism of human resources, so as to stimulate the enthusiasm and creativity of employees.