

Explore the Incentive Mechanism of Enterprise Human Resource Management

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Abstract

In enterprise human resource management, the necessary incentive measures are the prerequisite to improve the enthusiasm of employees and increase the vitality of enterprise business development, which is of great benefit to the development of the enterprise. So how to set up the appropriate incentive mechanism in human resource management, is one of the talent management direction of contemporary enterprises. This article through the analysis of the principles of enterprise talent management incentive mechanism, the implementation of the enterprise human resources management incentive mechanism measures are put forward, which aims at enhancing the comprehensive enterprise human resources management ability.

Keywords

Enterprise; Human resource management; Incentive mechanism.

1. The Principle of Human Resource Management Incentive Mechanism

To set up the incentive mechanism of human resource management, enterprise must respect the fundamental rights of every employee, to reward employees alike, refused to different positions to the Settings, partial type of motivation in order to fair treatment of employees. At the same time the incentive mechanism must reward staff actually, such as material rewards, rewarded opportunities for all staff, to dig dug enterprise employees' potential and enhance their business results[1].

Enterprise managers should strengthen contact and communication with employees, so as to fully understand employees, think about human resource management from the perspective of employees, and work out the incentive mechanism required by employees[2]. Only through effective communication and timely understanding of the different employees can enterprise management personnel optimize worker working environment, help them solve various difficulties in work and life, thus increasing their sense of belonging to the enterprise and making the incentive mechanism come true.

In the process of establishing the incentive mechanism of enterprise human resource management, other different management systems must be fully considered. Enterprise managers should be able to combine and apply various enterprise management systems instead of causing conflicts among them. Therefore, enterprise managers should strengthen their understanding of enterprise management system, take human resource incentive system as an effective supplement of enterprise management system, and then combine other management systems to carry out enterprise talent management.

In the process of enterprise development, it is not the power of one person to improve all the enterprise work, need effective cooperation of all departments and employees, through different personnel allocation to jointly complete the enterprise business, promote the development of the enterprise. Therefore, the harmony and stability within the enterprise is the key factor. In the application of talent incentive mechanism, managers must carry out

incentive activities on the premise of not affecting the harmony of the internal personnel of the enterprise, so as to ensure the stable operation in the development of the enterprise.

2. Implementation of Human Resource Management Incentive Mechanism

The performance appraisal system is one of the talent management systems widely used in today's enterprises. It plays a positive role in evaluating the daily work status and ability of employees and is a necessary measure for enterprises to manage employees. However, under the current performance appraisal system, the assessment standards of some enterprises are not unified, and the assessment attitude is not clear, so that employees cannot take the performance appraisal system as the standard of daily work, which affects the actual effect of performance appraisal[3]. Therefore, to improve the performance appraisal system, it is necessary to quantify the appraisal standards and publicize them within the enterprise, so that employees can have a clear appraisal cognition. Use assessment standards to guide the daily work of employees, so that the enterprise personnel can do their job, strict requirements on their work, improve the actual efficiency of the enterprise work. In the process of quantization of assessment standards, on the one hand, the assessment content and quantitative standards should be scientifically set according to different assessment objectives, and the theoretical assessment should be combined with the actual work status to make the assessment practical[4]. Only in this way can the staff of the enterprise better adapt to the quantitative assessment mechanism and improve their work efficiency. On the other hand, performance appraisal should be related to the development goals of the enterprise. The appraisal mechanism is to evaluate the work contents of all departments and employees of the enterprise, so as to provide data basis for the management personnel of the enterprise. Make good use of these evaluation data, help the enterprise to analyze the advantageous fields and outstanding talents in its own development process, so as to point out the direction of its development.

Job promotion is the main driving force for employees' work. In order to achieve higher achievements, enterprises must improve the promotion channels and give employees a development opportunity, so as to effectively improve their work enthusiasm. For the promotion of employees, enterprises must always adhere to the principle of fairness and justice. In the face of the whole enterprise employees, select excellent talents or qualified employees, and use the enterprise development spirit of competition to enhance the enthusiasm of employees, which is of positive significance to improve the business efficiency and promote the development and progress of the enterprise[5].

In the enterprise human resource management, the most core link is the compensation management, the level of compensation directly determines the enterprise's talent pool and the operation of the enterprise. It is the enterprise staff work enthusiasm fundamental. Facing the current phenomenon of most business salary immobilized, to retain more talents for the enterprise, the enterprise human resource management department have to improve the flexibility of compensation management, so that the enterprise's salary to comply with the ability of the enterprise personnel, improve the enterprise staff's sense of belonging. In the salary management reform, the company can adopt the broadband salary management system, which changes the traditional vertical salary increase system into horizontal salary increase system, so that employees can get higher salary as long as they constantly improve their performance, even if the post level is low. This is an effective means to motivate employees to improve their work enthusiasm. Enterprises integrate broadband compensation management into human resource management system. It can effectively change employees' work consciousness, transform promotion goal into improving work efficiency, and then make employees more thorough in self-promotion. It has a positive impact on the short-term

development of enterprises, and is also a necessary guarantee for enterprises to attract excellent talents and improve their competitive advantages.

In the face of the current demand for talents in various sectors of the society, enterprises can absolutely strengthen the training of their own employees, and develop targeted courses from the aspects of their business abilities, professional skills and other aspects to train employees with excellent performance in the enterprise. This is not only to increase the company's own talent reserve, but also to improve the skills of employees. Enterprises can take employee training as an incentive measure to improve the enterprise of all employees. In the establishment of employee training channels, the training plan should first be set up in the way of theoretical teaching and practical guidance to promote the use and absorption of new skills by employees. Secondly, different training methods should be set up according to different job, such as theory teaching and study abroad. Finally, the Internet technology of the new era can be effectively utilized and integrated online and offline training measures to enable employees to master more professional skills in a short period of time, paving the way for the improvement of their business processing ability.

3. Conclusion

In a word, the establishment of a scientific talent incentive system is one of the key tasks of human resources in enterprises. In the context of increasingly fierce competition among enterprises, the top management of enterprises must realize the role of talents in various fields in promoting the development of enterprises. In the human resource management of enterprises, the employment principle of functional matching is implemented, and the incentive mechanism such as salary and treatment is constantly improved, so as to enhance the attraction to talents, accelerate the integration of talents into the work of enterprises, and provide high-quality talent foundation for the healthy growth of enterprises.

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