

Construction of Human Resource Performance Management System Based on Competency Model

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Abstract: Human resources occupy a very important position and play a very key role in modern enterprises, and are one of the important components of the comprehensive competitiveness of enterprises. Competency provides a new management mode for the development of enterprises. From its perspective, it can make up for the deficiencies in the management system and inject new vitality into the development of enterprises. Based on the basic connotation of competency, it has good performance transformation performance, and it also has the potential to promote human resource performance management. It is an important component unit to realize the construction of human resource performance management system. Applying competency model to human resource performance management can arrange suitable jobs according to the specific conditions of employees, give full play to each person's ability and improve the work performance of the whole enterprise and group. This paper analyzes the construction of human resource performance management system from the perspective of Shengli Model, in order to provide assistance for the improvement of enterprise human resource performance management ability.

1. Introduction

With the accelerating pace of economic development, enterprises from other countries invest and build factories in China, which brings certain pressure to Chinese enterprises [1]. Nowadays, the market competition is more fierce. If enterprises want to be bigger and stronger in this environment, they must pay attention to the management of human resources [2]. At present, the construction of competency model has become a key factor to enhance the competitiveness of all walks of life, and the research in related fields is also deepening [3]. Today, with the increasing trend of globalization, the traditional human resource management system has not met the actual needs of the development of the times, but also has many contradictions and limitations [4]. As the core idea, competence is the most important. There are many kinds of social subjects, among which human being as an individual is the most basic unit, and human being is the supporter of competence. This is to understand competency from a small perspective. From the perspective of the basic connotation of competency, the effective improvement of performance transformation performance is conducive to enhance the enterprise's human resource performance management ability, and it is also the main content of the construction of human resource performance management system [5]. Enterprises attach importance to the existence of employees, which is a fact we must admit. As individuals attached to the existence of enterprises, the work and behavior of employees will have an impact on the interests of enterprises.

There are many ways to obtain talents, but the most important one is recruitment, which is not only the basic way for enterprises to seek talents, but also one of the channels for people to realize their own value [6]. In the process of implementing human resource management, many enterprises also begin to combine various shortcomings of human resource management mode, through in-depth analysis and research of competency theory to ensure the correct direction of their own human resource management [7]. Competency based human resource management system is a new management system, which can break the limitations of the current enterprise human resource management system [8]. This paper discusses the construction of human resource performance management system from the setting of performance management objectives, the construction of organizational core competency, the development and application of individual competency and the

evaluation of human resource performance management system. In order to effectively break through the shortcomings of traditional human resource performance management, enterprises need to combine the actual situation of human resource allocation, and actively promote the effective construction of management system by adopting creative management mode and management concept.

2. The Relationship between Competence and Performance

From the conceptual level, competency refers to the personal qualities and behavioral characteristics of employees directly related to job performance, which can make a reasonable distinction between employees with good and bad performance, and is an individual characteristic that can be effectively counted and measured, such as employee behavior, knowledge, values, work attitude, external image and work motivation. As an enterprise's evaluation of employees, performance is the most reasonable and scientific way. The strength of work strength can be answered from the employee's performance, and the work strength is also the most concerned issue for employees, which is also the emphasis of enterprises. For human resource management, the construction of competency model is very important, and some enterprises have taken it as an important means to promote human resource management [9]. The achievement of employee performance is within the scope of the human resources department. They determine the employee performance through a series of investigations and according to the usual records. To consolidate the performance management model, we must apply the competency model. Competency model, just like its name, highlights people's competency, focusing on people's competency and giving full play to people's talents in one aspect or in many aspects.

The construction of competency model can promote the realization of dynamic human resource management, provide a measure basis for the rationality of work tasks and working methods, and accurately describe the job competency of employees, thus improving the human resource management effect of enterprises. The theoretical framework of entrepreneurial team competence is shown in Figure 1.

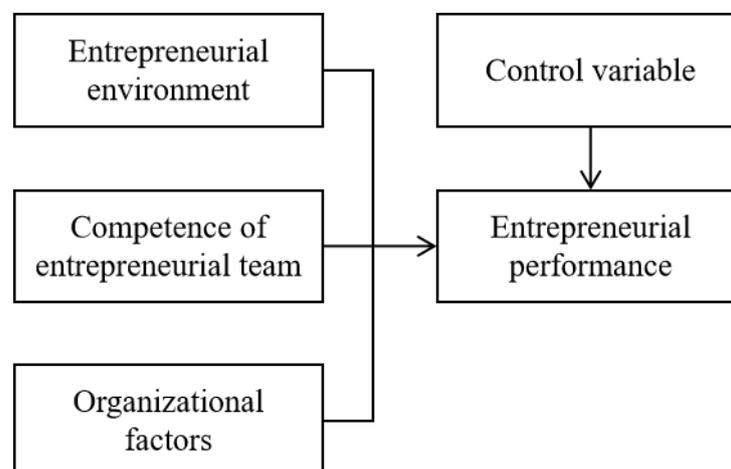


Fig.1 The Theoretical Framework of Entrepreneurial Team Competence

Combining with the in-depth analysis of competency characteristics and the specific presentation degree, competency can be divided into different categories, including explicit competency and implicit competency. Among them, explicit competence mainly focuses on the analysis and research of personal skills and knowledge, which can be obtained through acquired efforts and cultivation. Implicit competence mainly involves self-image, social role, individual need motivation and personality traits. If employees want to make a difference, they must constantly improve their work competence, endow themselves with various abilities and solve various problems. We all deeply understand that the development of an enterprise can't rely solely on one person's strength. The scientific decision-making of leaders is important, and the actual work under the decision-making can affect the development of the enterprise more. As an important part of the basic

elements of individuals, explicit competence is an essential factor in the operation of every profession, but this competence can not directly distinguish the difference between average performance and excellent performance. In contrast, implicit competence can be effectively measured, and it will also directly affect the level of performance, and directly distinguish those with excellent performance from those with average performance. The nature of enterprises is roughly the same, and their development goals are similar. The expected overall development trend is always upward, and the longer-term goal lies in the upgrading of enterprises, which is a great progress. Enterprises and various social organizations can make rational use of this management mode and promote their own development, which can pave the way and provide direction for their own transformation and upgrading.

3. Construction of Human Resource Performance Management System Based on Competency

3.1 Establishing Competency Model for Performance Management

The human resource performance management model was put forward before the competency model, but for these two new models, people should have a scientific understanding of it and grasp its connotation scientifically. In the process of establishing the competency model, the staff should first aim at the substantive requirements of the specific work and try to avoid the restrictions and influences of the general external environment. Different job functions and job contents will have certain differences, and the command level and organizational form will be quite different. Therefore, there are some limitations in the application scope of this competency model, which can not be effectively promoted [10]. The data mining process in HR management is shown in Figure 2.

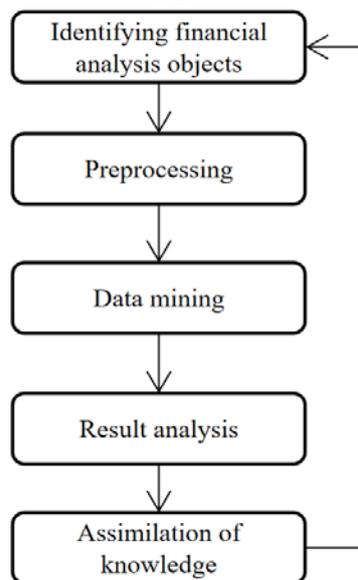


Fig.2 Data Mining Process in Human Resource Management

The combination of competency model and human resource performance management model is a wise choice. If it is well implemented, its disadvantages will be reduced and the goal of maximizing benefits will be achieved. Each employee can't hold the psychology of conflict, and should treat the combination of competency model and human resource performance management with a correct attitude. If the competency model is established with the ultimate goal of performance management, it is necessary to effectively define different competencies, actively describe individual behaviors, analyze the positions that individuals are competent for and specific performance goals, and ensure the rationality and pertinence of specific performance behaviors. In the application of competency model, we must combine it perfectly with human resource performance management model according to China's specific national conditions.

3.2 Building Core Competence of Organization

Competency, as an important standard, is the direction of employees' efforts and the expectation of enterprise development. Reaching this standard, enterprises can usher in a harmonious development environment, enter a stable development period, and make continuous progress in stability. Employees can also benefit from it, and accelerate the pace of self-improvement. The management concept expressed by organizational competence focuses on the in-depth analysis of employees' individual knowledge and special trip. The individual strength of employees will directly affect the effective development of organizational competence. The rational distribution of employees' individual resources can be better realized by optimizing the allocation and utilization of human resources. For enterprises, having more excellent employees is the potential of enterprise development. To increase this potential, we must unite everyone's strength, that is, unite every employee, and unite their creativity and imagination. It is difficult for every employee to be self-conscious and independent in his work. If he wants to achieve the desired results, he must supervise them and implement strict management to avoid unnecessary problems. After setting the goals of human resource performance management, it is necessary to enter the stage of setting development goals. At this time, the model of competency characteristics should be constructed and specific competency characteristics should be made clear. Through qualitative analysis, it is found that organizational competence can accurately describe the knowledge structure, skills and knowledge level of employees. Therefore, enterprises should analyze the employees' work attitude, knowledge and skill level and work motivation according to their own strategic development plan and the cooperation and communication among employees, and integrate these contents, so as to realize the reasonable construction of the core competence of the organization.

4. Conclusions

“Competency” refers to personal conditions or behavioral characteristics that have a direct impact on job performance, and can distinguish the deep-seated personal characteristics of ordinary people and those with outstanding achievements in a certain job. Competency can accurately describe the individual ability and behavior characteristics of employees, and then effectively distinguish employees with different competencies, and then achieve the job performance goals of enterprises. In China's socialist modernization, both state-owned enterprises and private enterprises should strengthen the management of human resources according to their own development reality, enhance their own competitiveness, and lay the foundation for their sustainable development. In the field of human resource performance management, the construction of competency model has become the main content of research, which can promote the development and progress of human resource performance management from a new perspective. Units and enterprises must comprehensively consider various influencing factors, understand the specific content and form requirements of competency model, and lay a solid foundation for the effective establishment of human resource performance management system. For an enterprise, employees, various departments and the development of the whole enterprise are inseparable. It is necessary to improve the work competence of each employee on the basis, so as to improve the strength of the department as a whole and promote the development and progress of the whole enterprise.

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