

# **The Optimization Research of Enterprise Salary System under the Strategy Background**

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**Abstract:** with the Continuous Development of the Times, the Operation Mode of Human Resources in Chinese Enterprises Has Undergone Great Changes. in the Process of Enterprise Human Resource Management, the Salary Management System is the Key to Motivating Employees' Work Enthusiasm. It is Necessary to Ensure the Personal Ability of Employees and the Salary They Receive. the Compensation is Proportional to the Quality of the Company's Overall Operation. under Normal Circumstances, the More Satisfactory the Salary of the Employees of the Enterprise, the More Representative the Development of the Enterprise At the Current Stage is Steadily Improving. This Paper Explores and Analyzes How to Construct a Salary Incentive Mechanism in the Enterprise Human Resources Salary Management Work under the Strategic Background of This Paper, and Gives the Author's Own Views, Hoping to Help the Development of Human Resources Management in Chinese Enterprises.

## **1. Introduction**

The Interests Are Always the Main Theme of Enterprise Management. in Essence, Both the Enterprise and the Laborer Are the Interests of the Community. Enterprises Should Actively Seek Solutions to Problems and Methods from the Perspective of Development, Further Build Internal Value Creation, Value Evaluation and Value Distribution System, Activate Internal Vitality through the Establishment of Compensation Strategy and Institutional System, and Seek Common Development with Employees to Build Harmonious and Win-Win Labor Relations.

Salary Management is the Core Content of the Unit Human Resources Management. over the Years, the Unit Has Been Continually Exploring the Scientific Salary Incentive System to Achieve a Win-Win Situation in Which Employees' Work Enthusiasm is Improved and Unit Economic Efficiency is Improved. This is Also the Focus and Difficulty of Compensation Management. as the Market Economy Has Become More and More Perfect, the Unit Has Changed and Developed, and the Salary of Employees Has Also Been Constantly Changing. Therefore, the Salary Management Personnel Must Have a Certain Professional Quality, Build a Scientific and Reasonable Salary Management System, and Truly Retain Talents through the Appropriate Salary Incentive Strategy to Ensure That the Unit is in an Invincible Position in the Fierce Market Competition [1].

## **2. The Constituent Factors of the Enterprise Salary System**

### **2.1 The Object of the Enterprise Salary System**

The basic salary is the basic salary of the contract signed with the employee based on the individual ability of the employee. It is the most basic and reliable salary of the employee and can be used to stabilize the workforce. Secondly, the basic salary based on employee ability includes market conditions and self-interest, and can provide additional services and rewards to enhance employees' loyalty to the company and maintain the safety of the company's staff team [1]. For the company, employees can continue to work hard to get additional rewards to motivate employees.

## **2.2 The Driving Force of the Enterprise Compensation System**

All companies have internal and external competition. The competition between employees is a very important factor. It is especially important when designing the compensation system. It not only improves the individual skills of employees, but also improves basic competitiveness [2]. In the compensation system, managers can use different salary combinations to allow employees to identify gaps and improve the quality of their work. For a company and a team, incentives are very important, and a good incentive system can make the company develop better.

## **2.3 The Goal of the Enterprise Compensation System**

Reducing production costs is a common goal of enterprises, and it is especially important for companies with limited resources and large production scale [2]. Therefore, it is necessary to use the correct cost control method to effectively reduce the production cost, in order to better organize the team construction. The compensation system of modern enterprises needs to consider the organic combination of institutionalization, legalization and transparency.

## **3. The Significance of Enterprise Human Resource Salary under the Strategy Background**

The key to remuneration is to be able to combine the specific development of an enterprise, formulate corresponding plans and systems, improve the enthusiasm of employees, and mobilize the competitiveness among employees. Therefore, enterprises must constantly support the supporting standards of the management process. We will improve and improve the development of human resources management to create a good development atmosphere. The initial work is to analyze and collect the employee's job position. This work is the premise of the salary implementation work. At the same time, the company must complete a detailed analysis of the employee position. The content specifically includes the work of employees in different positions, and it is necessary to list detailed performance standards and clarify the specific requirements for employees [1]. The future salary inspection and formulation can be regarded as an important basis for judging whether employees are qualified or not. Avoid unfair distribution of payroll. The second task is to do a good job evaluation of the employee, classify all the positions within the enterprise, and formulate different salary levels and salary levels according to the specific conditions of the post.

At present, the salary concept in the traditional enterprise management mode is relatively backward. As China's economic development is getting faster and faster, the salary concept is getting more and more attention, and it is constantly innovating in the original system, breaking the original management mode and creating new types of compensation. system [3]. Reasonable management of enterprise human resources remuneration can effectively attract and retain employees, enable the outstanding talents of the enterprise to fully play its role, help to shape a good corporate culture, improve the enthusiasm of employees, improve their performance, and give enterprises the development has brought immeasurable benefits.

## **4. Problems in the Human Resources Remuneration of Enterprises in the New Era**

### **4.1 The Phenomenon of Egalitarianism**

Egalitarianism generally means that employees have equal opportunities to receive corresponding remuneration within the scope of work of the same enterprise, rather than equal outcomes. Equality of results does not represent fairness. Enterprises can make rewards and punishments according to whether the employees work hard, whether they make effective suggestions for the unit, and whether they have made mistakes in the course of their work [3]. At the same time, in order to adapt to future competition, seek development, attract and retain the talents needed for the company's development, the company's salary distribution system must adapt to changes in market forms, and adapt to the company's development according to the specific requirements of the modern enterprise system. The

salary distribution system that responds to market competition should be rationally and purposefully divided to avoid problems in the distribution of salary.

#### **4.2 The Salary Concept is Backward**

Due to the neglect of grassroots employees by some senior leaders of the company, and maintaining the traditional salary concept, it is impossible to give employees reasonable salary and perfect welfare guarantee, which reduces the enthusiasm of employees for work, and the employee turnover rate increases year by year, so that the internal personnel management Chaos, business development can not be carried out in a long-term and orderly manner. Only by formulating a corresponding salary management system that is in line with the development of a company can it be developed to a corresponding new height. As China's economic globalization continues to accelerate, the concept of compensation must be innovated in real time [4]. It should be squandered in the traditional management philosophy, so that the management and ideology of the company's leadership can be updated and evolved. In addition, the innovative compensation concept will be maximized and the foundation of human resource management will be laid a solid foundation. The innovation of the salary concept can further enhance the enthusiasm and creativity of the employees. The traditional salary is too single and cannot meet the needs of non-employees. Only by continuously innovating the salary system can the employees be motivated and the company has a good development.

#### **4.3 Missing Compensation Incentive System**

Since the salary incentive system is a system built by the human resources department, there may be serious defects or loopholes in itself, and some enterprises often encounter some difficulties in implementing the system. However, in order to implement the compensation incentive system measures, it is necessary to focus on solving the two issues of fairness and differentiation, so that employees will have a sense of identity with the system [4]. However, in the implementation process of many enterprises, there are always problems such as low transparency of evaluation, subjective influence on evaluation, and more random evaluators. Some companies even require employees to keep their own pay secrecy, which is easy to cause mutual suspicion of employees, so that the behavior of black-box operations will be intensified, and the salary incentive system will be ineffective. The actual effect of the salary incentive system is greatly reduced, and it is difficult to achieve the expected goals.

#### **4.4 A Shallower Understanding of the Salary Incentive System**

Because of its advanced nature, the salary incentive system is highly praised by many companies. It is a popular management concept and method. In most successful enterprises, the salary incentive system is playing its due role [2]. This shows that the compensation incentive system is an effective and effective human resource management measure. Although the salary incentive system has blossomed in successful enterprises, some enterprises have many problems in the process of application. The source of the problem is that the management does not have enough understanding of the salary incentive system but only for the success of large enterprises. The salary incentive system is blindly concocted, but each enterprise has different levels of culture and different personnel [5]. In fact, many management methods are difficult to apply directly, and not only can not play the actual value of the salary incentive system, but it will become a burden.

### **5. Optimization of Enterprise Salary System under the Strategy Background**

In the process of reforming the enterprise salary system, relevant staff should strictly abide by the principle of salary distribution, and rely on the standard of salary division, based on the core work position and the importance of core staff, to ensure that they can fully play in the production and construction process of the enterprise [5]. Leverage, implement the duties of their own jobs, make a certain post contribution, in order to promote the stable and orderly development of enterprises.

### **5.1 Pay Attention to Job Performance Distribution**

When assigning corporate job performance, enterprises need to improve the planning post construction system, deal with the relationship between employee compensation, job responsibilities and job contribution, and better solve the problem of flat salary distribution. At the same time, based on actual industry needs and social salary level allocation standards, the existing staff salary standards will be effectively improved to ensure that employees' compensation levels can better meet their own development needs. In addition, control the proportion of performance, pay attention to the improvement of salary levels in important positions. Regularly organize employees to carry out vocational education and training activities, effectively improve the professional level and professional quality of employees, and ensure that the internal labor demand allocation structure is more reasonable [6].

### **5.2 Do a Good Job in Employee Performance Appraisal**

By doing a good job in employee performance appraisal, the company can better enhance the enthusiasm of employees to participate in remuneration activities. Based on the overall quality of employees, work attitude, actual work completion results, teamwork spirit, etc., the scientific and perfect performance appraisal level is formulated, and the bonus coefficient is formulated according to the level of the situation, so that the employee salary distribution is more standardized [7]. At the same time, pay attention to the openness and transparency of employee performance appraisal standards, requiring employees to consciously invest in performance appraisal work.

### **5.3 Establishing and Improving the Secondary Distribution System**

Combining the staged development characteristics and development needs of the enterprise, the work award is regarded as the secondary distribution content of the grassroots units, ensuring that the management department can formulate a more complete and scientific secondary distribution plan based on the actual production and operation of the enterprise. At the same time, performance and labor pay as the salary allocation standard, and increase the propaganda of it, fundamentally motivate employees to their own work positions, and effectively improve the production level of enterprises.

### **5.4 Basic Wage Reform**

The employee's basic salary structure is refined and quantified to ensure that the employee's salary level can better reflect the job and skill characteristics, and can reflect the employee's salary and allowances [6].

### **5.5 Employee Performance Appraisal Award Setting**

Based on the comprehensive ability of employees, the spirit of collaboration, and the completed work, the actual comprehensive level of employees is evaluated [8]. At the same time, according to the actual assessment results of employees, the employee performance is divided into different levels, and the salary distribution is based on employee registration to ensure that employees can consciously invest in self-improvement work.

### **5.6 Enterprise Award Reform**

In order to fundamentally improve the effectiveness of corporate salary distribution and fundamentally control the core brain drain rate, the enterprise management department should also do a reasonable allocation of grassroots teams and office bonuses to better regulate the distribution of benefits among various departments during actual production and construction. Standards to meet employees' own spiritual needs and material needs [8]. After the reform of the corporate award system, ensure that employees can actively participate in the actual construction activities of the enterprise, participate in the calculation and investigation of the company's reward coefficient; ensure that the awards should be tilted to the employees with comprehensive ability, to the professionalism, the degree of danger high project tilt.

## 6. Summary

The development of the company depends on the support behind the talents. Human resources are the core resources of the company. The establishment of the salary incentive mechanism is crucial to the company's production and operation and future development. Salary can motivate employees to create greater value and give them motivation. When incentive incentives are properly applied, they can greatly stimulate the enthusiasm and creativity of employees and create unlimited value for the company. On the contrary, enterprises will usher in the end and death. Under such a new normal, enterprises must take the courage to change their own governance model, raise the importance of the compensation incentive system to the height of corporate strategy, maximize the value of human resources and allocation efficiency, and lay the foundation for sustainable development of enterprises.

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