

The performance appraisal and incentive mechanism in human resource management of enterprises are discussed

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Abstract: In the long-term development of colleges and universities, its ultimate goal is to maintain the economic and social benefits of colleges and universities. And to support this development, is the university's management of human resources, the quality of human resources, determines the potential of the university in the development, in the human resources management, performance appraisal and incentive mechanism has always run through the management of human resources, this paper from the university's performance appraisal of human resources and incentive mechanism, to explore the management of human resources.

1. Introduction

Human resources in colleges and universities in the face of fierce external competition, plays a very critical role, the external environment, including the international environment in the context of the information age, has undergone fundamental changes, a university if it wants to develop in this highly competitive environment, we must develop human resources of high-quality professionals, in order to be invincible. In the management of human resources in colleges and universities, we should introduce and learn from some experiences and theoretical methods abroad, so as to be able to join the environment of external competition, the model of human resources management should be high performance, people-oriented model exists, performance appraisal is a means of talent management, it can carry out a systematic evaluation of talent, the work of cadres and workers in colleges and universities, political quality assessment, in order to follow up on the work of employees to make a basis. And incentive mechanism is also an important means of talent management in colleges and universities, it can be through performance reward, spiritual reward as a way to mobilize the enthusiasm of employees, in human resources management has a more common application.

2. Human resources management and performance appraisal measures

2.1 Improve the professional quality of employees

In order to make the content of the university staff in professional skills are not abandoned by society, the university must be the content of the staff of the university business quality training, in order to pull the professional quality of employees. To staff professional quality training, we should pay attention to the following three points, one is to have effectiveness in training, for the training of staff, to learn to use, rather than do formalism, the trained staff assigned to the corresponding posts, so that they will learn theoretical knowledge into the results of practice.^[1] Second, training should be comprehensive, training content should have a certain degree of representativeness, at the same time to have a certain degree of universality, so that employees in different areas of understanding, even in different areas can play, in order to create comprehensive talent preparation for colleges and universities. The third pair of talent training to be refined, in the university, to the training and utilization of talent, the formulation of relevant topics, so that talent to participate in the publication of papers, re-education, so that talent go out, but also invite talent to come in, talent arrangements to participate in training courses, so that more expert

professors into the university staff training and guidance, so that the overall quality of staff improve.

2.2 Standardization of system construction

For the performance appraisal of college employees, we must standardize the construction of various systems, otherwise it is difficult to achieve the fairness of performance appraisal, and after standardization, to strengthen this system, so that the management of human resources more orderly, so that the organizational structure is more clear, in the personnel arrangement, to do three fixed work, that is, to set the post of staff, so that the staff positions clearly divided, so that in the transfer of personnel, assessment and training, the formation of a documented management mechanism.

3. The incentive mechanism in human resources management is discussed

3.1 Material incentive mechanism

By 2020, China has become the world's second largest economy, the people's lives are better, material life has improved, but as the most basic guarantee of life, for many employees, material needs are still people's first pursuit, because it can fundamentally change the people's living conditions and the pursuit of a happy life, at the same time, the pursuit of material is also the most basic reason for most workers, only because of the pursuit of material, is the driving force of social work workers. Therefore, in human resources management, material stimulation is one of the most commonly used and effective means of incentive mechanism, this method, whether from the university or from the staff, can get their own benefits, such as employees get the desired material, and for colleges and universities, get more active work efficiency of employees, is a win-win situation. Spiritual reward is also a kind, but if there is no material reward, all the spiritual reward is just an empty word, did not go for a slogan without substance and pay their own labor, and even too much spiritual reward will cause employees' antipathy, which is not conducive to the management of personnel in the human resources department of the university. There are many categories of material rewards, including bonuses, working environment, insurance, housing, welfare benefits and so on, can be reflected in the material incentives for workers. In a university, the material reward for employees to establish a fair and just position to implement, here said that justice is not a unified distribution, in accordance with the size of its contribution to the company and the implementation of a fair distribution, so as to stimulate the enthusiasm of employees, otherwise, if the material reward is equal above, it will greatly frustrate the enthusiasm of some employees, so that the contradictions between employees will increase, not only is not conducive to the unity of university workers, the development of colleges and universities is also hindered. In material incentives, it is strictly prohibited to carry out a single incentive, such as some colleges and universities simply to the end of the year bonus as the only material incentive means, the lack of more humane arrangements, through a variety of material incentives, such as joint stock system, so that employees also have a certain share, so that employees have a sense of pride in ownership, which will greatly improve the enthusiasm of employees, the life of the university also has many positive significance^[2].

3.2 Spiritual motivation

After material satisfaction, the pursuit of the spirit is inevitable, the same is true of the staff of colleges and universities, the spiritual reward is in a sense higher than the material reward, it has a certain effect on the long-term benefit of the employee's incentive, the university should make good use of the method of spiritual incentive to give the staff the spiritual incentive. People's needs in life are divided into five levels, they are physiological, safe, social, respected, self-worth. In these five levels, the needs of employees according to their own situation is constantly changing, it is a ladder change process, the current four have been recognized by others or they have been recognized, it will naturally require recognition of self-worth in a certain area, human resources management if you can meet the recognition of employees' spiritual self-worth, will to a certain extent stimulate the enthusiasm of employees, employees' needs in these five levels are constantly satisfied by colleges

and universities, will make employees satisfied with the university. On the other hand, it also increases the cohesion of colleges and universities. Spiritual reward includes many aspects, such as excellent talent, awarded a certain honor, rated as a certain expert and so on, on the one hand in the company for rewards and publicity, on the other hand, has also been recognized by the community.

The sustainable development of colleges and universities can not be separated from talent, in order to retain talent must have a long cycle of incentive mechanism, the general university will use the form of combination, to wages plus equity to attract talent for long-term service, especially in the form of equity for long-term incentives, can make employees and colleges more bonded, but also increase the awareness of the hero of employees, so that employees in the subconscious to do their best for the university, because in the eyes of employees, only the company to create more benefits, they will have more benefits, not so much for themselves. For employees, if they do not want to be eliminated by the company, only constantly improve themselves, so that they have more competitiveness, for colleges and universities, in order to retain talent, we must have a long-term strategic vision.

3.3 The remuneration system should be in line with the market

The establishment of a pay system in line with the market is very necessary for a university, first of all, from the aspect of fairness is an advantage, if the university's salary system is significantly lower than the market, there will be many obstacles to attracting talent and its own development, research and analysis of market pay, to have a certain degree of comprehensiveness and accuracy, but also to analyze a trend of post-salary development, and finally give a consistent with the market pay, at least from the outside to achieve policy fairness.

4. Conclusion

The development of colleges and universities can not be separated from the management of human resources, in the management of human resources, the performance appraisal of employees and incentive mechanism management, in the performance appraisal, we should pay attention to the training of staff's professional quality, at the same time, we should strengthen the mechanism of human resources management reform and innovation, in the incentive mechanism of colleges and universities, from two aspects, one is material reward Second, spiritual reward, in the material reward, to pay attention to can not use a single means, but to comprehensive use, in addition to the company benefits, should also include company shares and so on, in the material reward, to pay attention to the principle of fairness and fairness, according to labor distribution rather than on demand distribution. At the same time, in the incentive mechanism should also be added to the spirit of reward law, spiritual reward to the incumbent and retirees should be included in the object of human resources management. Talent is the first productive force of colleges and universities, only if the staff meet the needs of employees, will make the cohesion of colleges and universities strengthen, and ultimately can retain talents, create more value for colleges and universities.

Reference

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