

企业人力资源绩效考核系统的应用

林庆津

(澳大利亚国立大学)

摘要:绩效考核体系作为企业人力资源管理的重要组成部分,为企业提供了强有力的支持.本文研究了绩效考核系统在企业人力资源管理中的积极意义,结合其主要问题,提出了相应的解决方案,并展望了该系统在企业中的发展前景.

关键词:企业;发展;员工

Research on the application of performance appraisal system in enterprise human resource management

【 Abstract 】 As an important part of enterprise human resource management, performance appraisal system provides a strong support for enterprises. This paper studies the positive significance of the performance appraisal system in the enterprise human resource management, combines its main problems, puts forward the corresponding solutions, and looks forward to the development prospect of the system in the enterprise.

【 Key Words 】 Enterprise; development; employee

I. The significance of performance appraisal system

The enterprise's interest-driven nature links the employee's salary with the result of performance appraisal, which encourages the employee to work harder and get the benefit feedback from the enterprise. Also, performance appraisal is a PDCA cycle process, which is conducive to enterprises to find and solve management problems.

II. The main problems of performance appraisal system

(1) The evaluation indicators are not designed reasonably

Some enterprises set the indicators too high or too low, which is not conducive to the implementation of employee performance appraisal. Besides, the indicators are set to be comprehensive and detailed, resulting in the low efficiency of the relevant work of the enterprise.

(2) The performance appraisal system lacks a strict supervision mechanism

Most enterprises do not have a strict supervision mechanism to guarantee the scientificity and rationality [1]. Generally, the results of performance evaluation may be subjective, so it is tough to have a certain reference value, which will seriously affect the normal operation of relevant departments.

(3) The results of performance appraisal have not been effectively utilized

Some enterprise managers ignore the scientific analysis of the assessment results, resulting in the assessment results in the effectiveness of enterprise management. Also, some enterprise managers may falsify the assessment of the results of the operation, seriously affect the authenticity of the assessment results.

III. Countermeasures for enterprises to improve the performance appraisal system

(1) Formulate scientific and reasonable performance evaluation indicators

The indicators of performance appraisal should be operated and implemented based on the ability of employees. On the other hand,

according to the Pareto 's principle, enterprise should focus on the key indicators, then they will be able to achieve the overall goal.

(2) Building a supervisory mechanism for performance appraisal

Enterprise should let the employees and examination team to supervise each other. Besides, these examination members should be assumed by those who are disinterested to the evaluation results [2], which will ensure the objectivity and fairness of the examination process to a large extent.

(3) Focusing on the feedback and publicity of the assessment results

The result of performance appraisal is not only related to the salary of employees, but also as an important reference for the enterprise's position transfer. Besides, enterprises can also work out the next skill training plan according to the results of employee performance appraisal and improve their work efficiency.

IV. Prospect of performance appraisal system

Enterprise managers should look ahead and visionary, able to clearly recognize the limitations of performance appraisal system being and outdated, and establish information gathering feedback mechanism to ensure the advice of employees can fully considered by the management [3]. Also, how to ensure that employees can complete the production target of the enterprise on time and last effectiveness of the performance appraisal system is also a question worth pondering.

V. Conclusion

Performance appraisal system is an effective management mode for enterprises to carry out human resource management and achieve their strategic development goals. Although the system will encounter some inevitable problems in the actual implementation process, enterprises should also promulgate relevant measures and means for targeted adjustment and supplement. The enterprise performance appraisal system is the product of the management in the process of effective management of human resources, it is a continuous development of the system.

Vi. References

[1]Z. Zhong, Q. Meng and J. Liu, "Control system comprehensive performance assessment," *Proceedings of the 33rd Chinese Control Conference*, Nanjing, 2014, pp. 6268-6272.

[2]Jie Li, "Study on enterprise comprehensive performance assessment mechanism," *2012 International Conference on Information Management, Innovation Management and Industrial Engineering*, Sanya, 2012, pp. 197-200.

[3]Z. Tong, S. Yan-Nan, L. Chang-Xian and W. Qing-Lin, "Integrated multivariable model prediction system performance assessment, monitoring and diagnosis method," *Proceedings of the 31st Chinese Control Conference*, Hefei, 2012, pp. 107-111.