

Analysis of Employee Plasticity in Enterprise Human Resource Management

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Abstract

In enterprise human resource management, employees play an important role in the development of enterprises. Excellent employees are the basis for an enterprise to remain invincible in the fierce market competition. Based on this, starting from the important significance of employee enthusiasm in human resource management, this paper makes an in-depth analysis of the problems such as imperfect incentive mechanism, imperfect assessment system and formalization of incentive means, which are common in many enterprises at present, and puts forward targeted suggestions, so as to fully stimulate the enthusiasm of employees and shape them to work better for enterprises. Achieve the common development of individuals and enterprises.

Keywords

Human Resource Management; Employee Motivation; Stimulate.

1. Introduction

With the deepening of economic globalization, today's business society can be said to be extremely competitive. Not only the survival and development of the enterprise is facing huge challenges, but also the managers and ordinary employees in the enterprise can feel the pressure from society, family and colleagues in the workplace. However, the implementation of incentive mechanism in enterprise human resource management can not only improve employees' own work quality and efficiency, but also effectively strengthen employees' sense of identity and cohesion among employees in the process, which helps to establish a good relationship between individuals and enterprises and enhance competitiveness.

2. The Importance of Stimulating the Enthusiasm of Employees in Human Resource Management

(1) Stimulate the potential of employees and mobilize the enthusiasm of employees

In the current process of enterprise development, incentive mechanism is gradually becoming an important means of human resource management. The correct use of incentive strategy has become an important index to measure the level of enterprise leadership. The implementation of incentive mechanism in human resource management can mobilize the enthusiasm of employees, improve work performance, and then effectively improve the production efficiency of enterprises, improve economic benefits, and promote the development of enterprises. At the same time, through the continuous guidance of employees, constantly improve the moral quality of employees, create a good atmosphere, so that employees can achieve their own goals at the same time, better achieve the objectives of the enterprise and promote the development of the enterprise.

(2) Create a good collective atmosphere to achieve common development of employees and the collective

To provide employees with a more equitable working environment, so that employees in the work and learning and communication more convenient, and then stimulate the enthusiasm of employees, and constantly shape a good working atmosphere. Under the scientific and reasonable incentive mechanism, employees can perform and complete tasks more intensively according to their own performance goals, and effectively improve their own work efficiency. The establishment of a scientific and reasonable incentive mechanism can satisfy the desire of employees to pursue themselves better, and put forward higher requirements to themselves through the gradual improvement of their abilities, so as to meet the needs of human resources departments for talent standards. The incentive mechanism takes the specific needs of employees as the fundamental starting point, so that employees can clarify their roles and responsibilities in the enterprise, and constantly improve their shortcomings in order to achieve performance goals, so as to unify individual and collective goals to a certain extent, and effectively promote the common development of individuals and collectives.

3. Current Situation and Reasons of Stimulating Employees' Enthusiasm in Human Resource Management

(1) The employee incentive mechanism is not perfect

At present, the incentive mechanism of many enterprises for employees is often pure salary reward, mainly based on the incentive system, taking into account the individual needs of employees, and obtaining more benefits and better development channels through the efforts of employees. This incentive mechanism is also the most valued and accepted by most employees. However, due to the influence of traditional human resource management system, it is difficult for the incentive mechanism to really play the role of motivating employees. In many enterprises, according to the seniority of the years of entry, even ordinary employees or young employees in a specific job outstanding performance, make significant contributions to the enterprise, but also because of the lack of incentive policies and can not enjoy the incentive policy, which leads to many young talents lost innovation and ambition, inhibit the enthusiasm of employees, so that some pessimistic, depressed mentality.

(2) The staff performance appraisal system is not perfect

In an enterprise, a set of scientific and perfect performance evaluation system can not only protect the basic interests of employees, but also stimulate the enthusiasm of employees. At present, the role of incentive mechanism has been recognized by human resource management in many enterprises. However, the specific effect is not significant, and the problems are mainly reflected in two aspects: first, the evaluation system is unreasonable, the system does not produce the incentive effect expected by the human resource management evaluation system, and the working attitude of employees is not much different from the past; Second, the evaluation system is not implemented in place during the implementation process, the salary does not match the performance of employees, and the actual assessment lacks specific implementation rules. Therefore, the salary difference of employees with different performance is not large, which affects the enthusiasm of employees to a certain extent.

4. Measures to Shape Employees in Human Resource Management

The construction of harmonious employee relationship management system is conducive to improving the market competitiveness of enterprises, enabling enterprises to achieve long-term and stable development, escorting the career planning of employees, improving the management level of enterprises, and encouraging employees to work actively, which is conducive to the realization of long-term goals of enterprises.

(1) Establish a bridge for effective communication between managers and employees

Ineffective communication between managers and employees will delay the process of work, affect the realization of project objectives, and hinder the development of enterprises to a certain extent. In order to break this communication barrier, the enterprise should first cultivate the core values of the employees, so that the employees can identify with the development of the enterprise, so as to promote the normal realization of the enterprise plan and goals from themselves. The enterprise should also fully understand the work plan and work goals of the employees, and support the reasonable demands of the employees in terms of personal development. Build an effective communication bridge between managers and employees to solve the confusion and incomprehension of employees at work. On the one hand, it can have a deeper understanding of the development needs of employees and promote better development of staff team building; On the other hand, you can understand the personality of employees, fully tap the value of each employee, is its maximum loyalty to the enterprise, and contribute to the development of the enterprise.

(2) Systematic and perfect human resource management system

Enterprises should have a set of reasonable, perfect and feasible human resource management system, so as to fully mobilize the enthusiasm of employees, conducive to the construction of good employee relations, and promote the normal operation of enterprises. The following methods can be adopted to continuously improve the human resource management system: First, performance appraisal is adopted to reflect the work situation of employees, and performance appraisal is integrated into the management of employee relations. Effective performance appraisal can promote the initiative of employees, provide standards for healthy competition among employees, create a positive atmosphere of evaluation and competition in the enterprise, and promote the progress of employees; The second is to adopt appropriate employee incentive methods, use incentive mode to improve the initiative of employees, promote their enthusiasm, create a good employment atmosphere, build a combination of employee incentive mechanism and performance, and implement a reward mechanism for employees with excellent performance, and formulate rewards according to different needs of employees.

(3) Actively building a harmonious corporate culture

To promote the formation of corporate values, we must actively build a harmonious corporate culture. When every employee agrees with the values of the company from the heart, the company can hold the key of cohesion, open the door of benign employee relations, and lead employees to develop in a better direction. It is also possible to organize employee activities to increase the closeness between employees, so as to promote the establishment of friendly relations between employees, encourage employees to actively participate in corporate activities, and actively build a harmonious corporate culture is conducive to the close communication between employees, on the one hand, improve employees' identification with the cultural values of the company, and on the other hand, help employees develop in a better direction.

(4) Do a good job in staff training and career development planning

The relationship between enterprises and employees should complement each other, which not only promotes the development and progress of enterprises, but also plays an important role in the personal development of employees. Enterprises should provide better promotion conditions and welfare system to meet the needs of employees. Employees should also learn more technologies to promote the development and progress of enterprises and constantly improve their professional quality. Make use of this mutual promotion relationship to achieve win-win situation between enterprises and employees.

(5) Fairness and equality of performance management

Fairness and equality are very important, especially in various organizations, which require equal treatment of every employee. Only in such a fair and equal environment can employees recognize the various systems of the enterprise from the heart. Performance management is closely related to every employee, and enterprises need to attach great importance to it.

(6) The fairness and incentive of the compensation system

In order to build a fair and incentive salary system, enterprises should share profits with employees and pay attention to the interests of employees, rather than only pay attention to the profits of enterprises while ignoring the interests of employees. Employees should be encouraged to devote themselves to their work with full enthusiasm and enthusiasm. It is to make employees expect the job position, the embodiment of personal value corresponding; In order to stimulate the work enthusiasm and subjective initiative of employees, it is necessary to establish an incentive salary system.

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