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An Analysis on the Construction of Enterprise's Human Resources Incentive Mechanism

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Abstract: In a modern enterprise competitive environment, incentive mechanisms can stimulate the tenacious fighting spirit of enterprise employees. Brace for the challenge itself is the primary manifestation of the competitive incentive mechanism, and this competitive incentive spirit directly promotes the competitive incentive work system. An effective competition incentive mechanism will naturally not arise from the psychological pressure of competition. The psychological pressure from competition has evolved into a competitive mechanism in society for a long time. Facing the pressure of this competition, employees naturally produce a competitive atmosphere of mutual competition and comparison and a mutual pursuit of improvement and transform the competitive pressure into competitive power, to finally improve the performance of the enterprise in the overall competitive work, to finally achieve the ideal competitive incentive effect.

Keywords: Human Resource Management; Incentive Mechanism; Substances; Spirit

1. The Important Role of Human Resource Incentive Mechanism

The human resource incentive mechanism has great subjective initiative and fluidity. Enterprises themselves often lack subjective motivational opportunities, or existing enterprise incentive mechanisms are not sound and cannot effectively motivate and proactively promote the healthy development of various human resources in existing enterprises. To a large extent, this cannot effectively meet the different needs of enterprise human resources and cannot effectively promote the sustainable and healthy economic development of an enterprise's human resources. In addition, this will also inhibit the different user needs of enterprise human resources for a long time and cannot achieve adequate satisfaction. It will directly affect the existing enterprises' confidence in human resources and staff satisfaction and then directly lead to a large number of choice loss of enterprise human resources. They often can only meet the different needs of various enterprise human resources based on the existing scientific and reasonable planning and design of human resources. Then stimulate their enthusiasm for work, improve the satisfaction of the existing enterprise staff to the enterprise, and enhance the confidence of the staff who enter the existing enterprise. While preventing the loss of a large number of enterprise human resources, it will attract more mid-sized and high-end high-tech enterprise talents to enter existing enterprises and provide critical human resources guarantee for the future to promote the sustainable economic development of existing one's enterprise.

2. Present Construction of Enterprise Human Resource Incentive

Mechanism Existing Problems

2.1 Lack of institutional norms for employee incentive

Many enterprises have not fully established a scientific, standardized, and practical reward and punishment management mechanism. When the performance of all employees is rewarded and punished effectively, there are no corresponding rules and regulations that can be strictly followed. Therefore, it is inevitable that the phenomenon of "nepotism

and cronyism" will inevitably occur, and it is generally more inclined to implement minor punishments of severe crimes. In addition, although some large-scale private enterprises have established a new set of reward and punishment management systems, their specific implementation work is often severely affected by the family system and management characteristics of some private enterprises' social entities. Compared with family ties, the same social contribution often leads to severe management damage to the construction of the reward and punishment system, which becomes a dead letter. In this way, employees who are not members of the family relationship feel that their vital interests cannot be effectively protected and do not have a sense of belonging. Furthermore, employees are passively sabotaged, do not seek merits but have no-fault, and even are forced to resign collectively and change jobs, which is detrimental to private enterprises' regular operation and development.

2.2 Lack of modern human resource management awareness

At present, the education system and education level of Chinese enterprises and their founders are not high. Therefore, they have little knowledge of various modern management professional theories, including modern human resource management, and they have not formed a modern professional consciousness of human resource management. Correspondingly, the enterprise has no specialized modern human resource management organization at all. Although senior leaders of enterprises can insist on being enterprises with their own professional experience and management ability, when they develop and reach a particular maturity, they often cannot effectively make full use of plausible enterprise incentive mechanisms and measures to fully stimulate the daily work enthusiasm and work initiative of employees. This undesirable phenomenon is widespread in many minor and large enterprises, making it more challenging to develop healthily under the current fiercely competitive enterprise market economy environment.^[1]

2.3 Lack of talent attractiveness

In recent years, due to the dual factors of internal and external market competition and the general environment, coupled with the particularity and historicity of enterprises' rapid and healthy development, many enterprises generally lack the ability and attraction to have long-term and sufficient long-term education and training of relevant professionals. In the early stage of rapid and healthy development, it is tricky for enterprises to fully and effectively absorb and adapt to the relevant professionals urgently needed by all enterprises. After the rapid development of enterprises, they must reach a specific business scale of large enterprises. There are still apparent deficiencies in attracting professional talent training to promote the enterprise economy's sustainable and healthy development.^[2]

3. Path Selection for Establishing Human Resource Incentive Mechanism

3.1 Create a scientific and reasonable incentive structure

Scientific and reasonable career incentive method Structural incentive is a way of organic coexistence of direct interactive incentives and indirect, interactive incentives. That is, according to the professional contribution and workability of all employees, the corresponding labor compensation is given to employees, including basic salary, bonuses, allowances, subsidies, and benefits; at the same time, it provides employees with a variety of suitable working and living environments that meet their own development requirements and actual work needs, as well as various skill training that may help their career planning. Only when the various career needs of enterprise employees are fully met, can they be full of confidence in their own career development, the realization of values and the future development direction of the enterprise in time, stimulate the initiative of all employees, take the implementation of the enterprise's development concept as an essential carrier of their career planning, and have a strong sense of ownership, career awareness, and social responsibility. In addition to these professional incentive management methods, it is also closely integrated with other methods such as interpersonal emotional interaction incentives. The enterprise should attach great importance to the career development of other employees so that other employees can feel deeply in time and receive the enterprise's cordial care and heartfelt encouragement. They

can be heartily grateful for the development of the enterprise and establish good interpersonal and emotional interactions with other employees.

3.2 Create a fair and just competitive environment

Fair treatment means placing the right staff in the right jobs and giving them corresponding rewards. The evaluation criteria for fair treatment of position employees are measured according to various factors such as each employee's outstanding position and performance. Employees in positions with the same outstanding position and outstanding performance can enjoy the same treatment. For those employees who have made outstanding contributions, special rewards should also be given to help stimulate their work enthusiasm and initiative. Incentives, rewards, and punishments should be fair. Rewards and punishments are usually used to restrain each employee's bad behavior. Praise and promotion can be a strict affirmation of each employee's outstanding contribution, and punishment and expulsion can be severe punishments for each employee's mistakes. Fair rewards and evaluation fairness is to give a fair evaluation result for each employee's outstanding contribution and ability to correct mistakes so that employees are full of confidence in the enterprise, and at the same time, it has a deterrent effect.

3.3 From demand to incentive

The effective establishment of the incentive mechanism must be highly recognized and fully satisfied by all employees. The incentive mechanism must be based on each employee's actual work needs, according to each employee's different needs, according to the distinct differences of each employee and each person to formulate the incentive mechanism. For example, high-tech and high-level management talents pay more attention to their personal career development needs, while low-level management talents pay more attention to employee compensation. A complete and accurate understanding of the actual needs of the employees, and reasonable compensation and incentives based on the actual work needs of the employees, can truly fully meet the actual needs of the employees. If the employee's psychological satisfaction with the entire enterprise is improved, the psychological satisfaction of the entire enterprise and the degree of self-psychological satisfaction will be transformed into positive motivation for the work of the enterprise. This will improve the enthusiasm of enterprise workers, contribute to the sustainable development and growth of enterprises, and give full play to the positive role of salary incentives.

3.4 Focus on construction of enterprise culture

Excellent internal cultural environment construction facilities for small and medium-sized enterprises can be effectively used to enhance the solidarity and social cohesion of small and medium-sized enterprises and promote the standard progress and harmonious development of small and medium-sized enterprises and all employees. The initial development stage of the establishment of the internal culture of the enterprise is short, and the traditional culture of the enterprise has not yet fully developed and matured, and it has a certain degree of plasticity. Therefore, the internal culture of the enterprise should attach great importance to the construction of the internal cultural environment of the enterprise, create an excellent internal cultural atmosphere, make it highly universal and widely recognized by all employees in the construction of the internal cultural environment of the enterprise, and make standard progress and harmonious development with other enterprises.

Conclusion

In recent years, the rapid prosperity and development of enterprises have made it increasingly prominent in promoting the economic and social development of the domestic market and enhancing the competitiveness of the international market. Large enterprises such as Lenovo and Huawei have also successfully stepped out of overseas countries and become a group of well-known world-class enterprises. It is true that while enterprises have achieved specific results, the current human

resource management bottlenecks faced by enterprises, such as low level of talent management and lagging in the construction of talent incentive mechanisms, also need more attention. Only by researching and establishing a set of human resource incentive mechanisms suitable for our actual situation as soon as possible can we effectively guarantee the sustainable survival and healthy development of Chinese enterprises.

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