

On the Application of Performance Management in Human Resource Management of Modern Enterprises

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Abstract: Entering the stage of social and economic construction and development in the new era, the market competition of modern enterprises is becoming more and more fierce, so it is necessary to strengthen the scientific management of enterprises. Using performance appraisal methods to manage enterprise human resources needs to specify the necessary performance appraisal contents, establish appraisal standards, allocate necessary staff and implement responsibilities, so as to reflect the actual effect of performance appraisal management.

keywords: Performance management; Modern enterprise human resource management; Application

Modern enterprises use good performance management mode to strengthen management, which is of great practical significance to tap the work potential of all employees and enhance the core competitiveness of all employees. This is a method for modern enterprises to realize innovative management, which is conducive to promoting the sustainable development of enterprises. However, in the actual management process of modern enterprises, there are still some problems in using the performance management model to manage human resources. The existence of these problems affects the effectiveness of human resource management in modern enterprises to a certain extent, which needs to be solved.

1. Problems in the application of performance management in modern enterprise human resource management

Modern enterprises need to realize management innovation, promote the improvement of economic benefits and help enterprises achieve sustainable development through innovative management. The application of performance management mode is a method for modern enterprises to implement management innovation. However, some enterprises have some problems in practical application. The existence of these problems affects the healthy development of enterprises to a certain extent.

1.1 Performance appraisal is often a mere formality

In some modern enterprises, when applying performance management to human resources, only some simple forms are sent to each department or front-line management unit, a time for filling in and reporting is specified, and then centralized submission is implemented. It turns the human resource process of performance management into a form, which neither makes necessary investigation on the actual situation nor organizes necessary evaluation, resulting in the lack of understanding or communication of necessary evaluation contents between the appraisers and the evaluated personnel. At the same time, the standard of the evaluation content of the standard evaluation form is not only dogmatic, but also unnecessary flexibility. In particular, it is seriously lack of the evaluation process of mutual evaluation and evaluation among personnel, which is difficult to show the real effect of human resource performance management. This performance management mode of human resources in enterprises, on the contrary, affects the implementation of other management methods, resulting in the confusion of management.

1.2 There are many unreasonable phenomena in performance appraisal

In the process of applying performance management to human resources in modern enterprises, some enterprises have not implemented more rigorous management, resulting in many unreasonable phenomena of assessment. The main manifestations are as follows: first, it has not yet started from the actual situation of enterprise human resource management. It should be said that the market environment of different enterprises is different, and the production or service business environment of enterprises is also different. However, the performance management standards in the process of human resource management are the same, which can not reflect the personality problems of each enterprise. The wrong number of performance appraisal standards will naturally lead to the differences of performance appraisal results; Second, there is a serious lack of content information to support assessment. Any modern enterprise with a family rule model often has more employees. Some enterprise performance appraisal departments are unwilling to spend time and effort, and use the necessary performance appraisal procedures to implement performance appraisal. Simply fill in the form instead of all assessment procedures, without the support of assessment content information, which compromises the objectivity and effectiveness of performance assessment; Third, performance appraisal has serious subjectivity and randomness. Because some modern enterprises have not established the necessary supervision mechanism of human resource performance management, that is, the Department in charge of performance management, according to their subjective will, will carry out performance appraisal as much as they want, which is very arbitrary. As a result, it still can not show the performance appraisal in human resource management, which is fair and reasonable, and has no real objectivity. It has lost the effectiveness or reliability of performance management, and is difficult to promote the improvement of human resource management level of modern enterprises.

2. Application measures of performance management in modern enterprise human resource management

2.1 Establish a firm performance management concept

The concept is very important for enterprises to implement management strategies. Only by changing the management concept can we improve or innovate the management strategy. At present, modern enterprises are paying attention to management innovation and asking for quality and efficiency from management. This requires that the enterprise decision-making or management must pay attention to the innovation of enterprise management methods.

2.2 Strictly implement the performance appraisal management system

When applying the performance management mode to manage the enterprise's human resources, the evaluation results of each employee should be published to all employees in the enterprise during the annual evaluation process, so that each employee can know their own evaluation results, and make them understand their problems or deficiencies in their work from the evaluation results, so as to urge employees to continue to give full play to their strengths and solve problems in their future work, Make up for deficiencies and promote the personal growth of each employee.

2.3 Straighten out the relationship between performance management and evaluation

If we want to do a good job in modern enterprise performance management, we must establish a good performance appraisal relationship. In general, the performance appraisal process of modern enterprises mainly includes superior appraisal and two-way appraisal. The superior assessment is generally a comprehensive assessment of the assessed object by introducing a more reasonable self-assessment according to the personal wishes of the leader in charge. In the assessment and evaluation process of this mode, the examiner should combine the rationality of the assessed object with self-assessment, then implement a more comprehensive evaluation or summary, and come up with a final evaluation opinion. However, it is a one-way performance appraisal model, with strong human subjectivity and some unfairness. The two-way performance appraisal mode is to conduct performance appraisal on the assessed object through the cooperation between the competent leader and the staff responsible for performance appraisal. At the same time, the leaders in charge should also accept the assessment from the grass-roots employees, reflecting the two-way interaction of the performance assessment of the upper and lower levels, so that all employees are at an equal level of performance assessment. This performance appraisal model is not only equal, but also objective and fair. It can also build a friendly and close cooperative relationship between leaders and employees, and create a spirit atmosphere of unity and cooperation, which is conducive to building a harmonious enterprise.

At the same time, we also need to build a performance appraisal relationship between teams. In the construction of modern enterprise performance management system, we should not only carry out necessary performance appraisal for each individual, but also carry out performance appraisal for some teams.

2.4 Establish and optimize performance appraisal standards

Whether the established performance appraisal standard reflects a rationality can be directly related to the quality of human resource performance management in modern enterprises. Therefore, when modern enterprises use performance appraisal methods to manage human resources, they must establish and optimize performance appraisal standards, and rely on the scientific rationality of performance appraisal standards to ensure the objective authenticity of performance appraisal results.

Concluding remarks

In the new era of social and economic construction and development, it is very important for modern enterprises to strengthen the management of human resources in the process of development. It requires the decision-making or management of modern enterprises to fully recognize the management role or management value of using performance appraisal methods to manage human resources, attach great importance to human resources performance appraisal management, construct human resources performance appraisal management system, and allocate institutions or personnel specially responsible for human resources performance appraisal management, Establish necessary performance appraisal contents, formulate scientific and reasonable performance appraisal standards, implement performance appraisal responsibilities, and use two-way performance appraisal methods to reflect the fairness and objectivity of performance appraisal, ensure the effectiveness of performance appraisal, and promote the stable and healthy development of modern enterprises.

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