

The Application of Talent Incentive Mechanism in Human Resource Management of Public Institutions

Shiyu Qiu

Chongqing Changshou District Mental Health Center, Chongqing 401220, China

Abstract: In the process of human resource management in public institutions, the application of talent incentive mechanisms is an important measure to ensure the effectiveness of human resource management in public institutions. Through the talent incentive mechanism, it can stimulate the work enthusiasm of employees in public institutions, enhance their work enthusiasm, and provide high-quality services for public institutions. This article analyzes the application of talent incentive mechanisms in human resource management of public institutions, in order to provide reference for relevant personnel.

Keywords: Talent incentive mechanism; Public institutions; Human Resources Management

Introduction

The talent incentive mechanism plays a crucial role in the overall human resource management of public institutions. Can public institutions use scientific and reasonable incentive mechanisms to implement effective incentive mechanisms for internal employees, which is conducive to mobilizing the work enthusiasm of every employee within the unit. At present, many public institutions, including hospitals, have begun to realize the importance of incentives in the entire human resource management, and have formulated corresponding incentive measures based on their own development status. Therefore, a profound understanding of the impact of incentives on human resource management in public institutions is of great significance, both theoretically and practically.

1. Problems in Human Resource Management of Public Institutions

1.1 The incentive mechanism and means are relatively single

In human resource management, incentive mechanisms are the process of forming a one-way force for a group based on meeting the diverse needs of individuals. In public institutions, incentive systems for the majority of talents often exhibit a fixed characteristic, with poor overall mechanism mobility and a disconnect between incentive content and employees at all levels. It is difficult for employees to obtain satisfaction from the fixed incentive system, resulting in the majority of employees treating the incentive mechanism of the unit as meaningless. In addition, the traditional human resource management concept formed in the early stages places more emphasis on effectiveness, with most of the work focused on enhancing short-term core values^[1].

1.2 The construction of incentive and punishment mechanisms is not ideal.

At present, the talent assessment and reward and punishment mechanisms within some public institutions in China are too traditional and arbitrary, using only “good to poor” to evaluate employees’ work performance, without using quantitative data and points^[2]. This lack of effective incentive mechanisms and unclear reward and punishment assessment system naturally makes it difficult to achieve the expected effect, and sometimes even has a counterproductive effect, dampening employees’ work enthusiasm. At the same time, the salary structure of public institutions is generally relatively single. Long term use of salary as a reward and punishment standard not only dampens the enthusiasm of outstanding talents, but also is not conducive to improving their sense of professional belonging and identity.

1.3 The incentive system lacks standardized performance evaluation methods

Assessment is the main basis for implementing incentive measures, which can clearly reflect the overall work status of employees