

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

Shiyu Qiu

Chongqing Changshou District Mental Health Center, Chongqing 401220, China

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**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

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## 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<sup>[1]</sup>.

### 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<sup>[2]</sup>. 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

during the operation of the unit and ensure appropriate rewards and punishments. Currently, most public institutions mainly focus on phased assessments, calculating assessment results based on established standards, and then adjusting individual salaries and job changes based on the assessment results<sup>[3]</sup>. Therefore, the assessment system and incentive system are important means for enterprises to implement management, and there is a close connection between the two. At present, some public institutions have introduced incentive mechanisms in their assessments, but the lack of a basic assessment index system for departmental work content has made it difficult for some staff to be recognized and their work enthusiasm has significantly decreased. From this, it can be seen that the assessment system of public institutions has not reached standardization in terms of assessment, often focusing only on the form of assessment work and neglecting the actual work of employees.

## **2. The important role of talent incentive mechanism in human resource management of public institutions**

### **2.1 Strengthen human resource management within public institutions**

For public institutions, the fundamental purpose of implementing human resource management is to fully and effectively mobilize the enthusiasm of all employees and enable them to fully devote themselves to the development of the unit. To achieve this goal, it is necessary to play the role of incentive mechanisms, take appropriate measures, and introduce effective measures. Specifically, the personnel department should assign the most suitable positions for different talents based on their characteristics, allowing them to leverage their strengths in the positions they are responsible for. In this process, the internal human resource allocation of public institutions is optimized, and the overall operational efficiency is further improved.

### **2.2 Attracting high-quality talents for public institutions**

At present, in addition to spiritual incentives, providing attractive salaries to various high-quality talents is also an important incentive measure for public institutions to attract and retain talents. Therefore, public institutions should introduce a corresponding compensation system into their talent incentive system. Only in this way can the unit create a better material living environment for high-quality talents in the process of development, alleviate their worries at work, and enable them to focus more on their daily work. At the same time, under the influence of salary incentives, employees within the unit will also work more actively, hoping to shine in more important positions, make greater contributions to the development of the unit, and receive more material returns.

### **2.3 Strengthen the organizational and coordination capabilities of public institutions**

Although public institutions are non-profit organizations, they often face many conflicts of interest in their work process. Therefore, in the workplace, conflicts of interest often arise, and in severe cases, they may even evolve into personal grievances. If corresponding solutions are not obtained, management risks will arise in the organization. Therefore, proactive measures should be taken to effectively resolve and resolve social contradictions and conflicts. A sound talent incentive mechanism can promote the generation of internal synergy within the team, allowing employees to always work around common goals, providing necessary guarantees for internal collaboration within the organization, and also helping to eliminate various work obstacles within the organization's departments.

## **3. Application strategies of talent incentive mechanism in human resource management of public institutions**

### **3.1 Ensure that institutional means have diversified characteristics**

In the specific work process, it is necessary to continuously improve the innovation, application, adjustment and other aspects of the incentive system, and gradually optimize the system structure, in order to fully stimulate the work enthusiasm of the staff and improve the efficiency of the organization. In the implementation process, it is necessary to combine with the specific situation of the institution, introduce various incentive methods such as goals, participation, and initiative, in order to achieve full coverage of the incentive system. And "goal" refers to the method of setting appropriate individual goals for each department employee based on the overall goals of the company, in order to stimulate employee motivation. In addition, employees can adjust their own development direction according to the company's development direction, so that they can better play their role and carry out specific work. Participation motivation refers to providing staff with a channel for feedback and opinions, thus constructing a simple and efficient communication channel, which can enhance their sense of participation and create a sense of belonging to the organization, thereby enhancing the overall work enthusiasm of the business unit.

### 3.2 Adopting Multiple Incentive Methods

At present, there are two commonly used incentive methods in public institutions in China:

① performance evaluation: evaluating employees' work performance, work attitude, work ability, and other aspects, measuring their performance, and using this as the basis for salary adjustment and rewards.

② Reward system: By setting up a reward mechanism, employees' enthusiasm and creativity are stimulated, encouraging them to perform better in their work.

After completing performance goals, they should summarize and summarize them, and clarify the overall goal of mandatory incentives in the next stage. Most people have innate laziness, and in real life, laziness has always been an important factor restricting the career development of individual employees and institutions, and continuous mandatory rewards can effectively suppress employee laziness. When implementing mandatory incentives, it is necessary to comprehensively consider the spiritual qualities of employees and ensure that they possess basic work abilities.

### 3.3 Improve the assessment mechanism of public institutions

At present, China's public institutions have not yet introduced a scientific and standardized evaluation mechanism system. For some multi departmental collaborative work tasks, there is a lack of appropriate evaluation methods, which makes it difficult for performance evaluation results to match actual job content and positions, and the performance evaluation system is only a superficial phenomenon. To address the above issues, public institutions should recognize the importance of human resource management from a high ideological level, incorporate evaluation mechanisms into their daily work management plans, actively invest relevant resources, optimize the evaluation mechanism, and ensure the fairness and impartiality of the evaluation mechanism. In terms of evaluation mechanism, reasonable planning of evaluation indicators is the key to ensuring the effectiveness of the evaluation mechanism. Institutions should be based on the scope of departmental job responsibilities, allocate assessment indicators accordingly, ensure that the content of the indicators is practical and feasible, do not overly emphasize individual abilities, and ensure that performance incentives are always within the personal abilities of the staff.

## 4. Conclusion

In summary, under the current situation, China's public institutions must improve the quality of human resource management and make it a key force in promoting the development and progress of public institutions. Therefore, in the daily work of public institutions, motivation theory should be applied to help employees better plan and design work goals and content. More importantly, after achieving work goals, corresponding rewards should be given to employees to maximize their work enthusiasm and sense of job responsibility. Therefore, human resource managers of public institutions should fully realize the importance and necessity of Talent management, improve the way of talent introduction and assessment according to the specific situation of the unit, systematically and scientifically conduct talent performance assessment, and combine the application of diversified talent incentive mechanism to ensure the improvement of Talent management quality of public institutions.

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