

Application analysis of salary management in enterprise human resource management

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Abstract: At present, many enterprises in the human resource management of enterprises ignore the importance of the compensation management, and there are many problems in the compensation management, which seriously hinder the development of enterprises. Based on this, this paper explores the application of salary management in enterprise human resource management, and puts forward relevant application strategies, in order to provide reference for enterprise human resource management, and promote the development of enterprises in a healthy and sustainable direction.

Key words: compensation management; enterprise; human resource management; application strategy

1. The significance of salary management in enterprise human resource management

1.1 Mobilize the enthusiasm of the employees

Salary is the most concerned topic of enterprise employees, which is closely related to their own interests. Salary management is not only the embodiment of the value of enterprise employees, but also the affirmation of enterprises to employees. The formulation of scientific and reasonable, fair and just salary management system and reasonable salary and reward system is of great significance to mobilize the enthusiasm of employees, tap the potential of employees and give full play to their maximum value.

1.2 Help enterprises to absorb and retain more outstanding talents

Human resources is the most important wealth of the enterprise, and excellent talent is the most precious resources in human resources, high quality, high technology talent is the core competitiveness of enterprise development, enterprise only by making scientific and reasonable compensation system, establish an effective salary reward system, can enhance the employees of enterprise trust and identity, improve the sense of belonging, retain more talents, and improve the enterprise image and visibility, attract more talents, improve the competitiveness of the enterprise.

1.3 Improve the efficiency of enterprise human resource management

Salary management is an important content of the enterprise human resource management, compensation management quality can reflect the implementation of the enterprise human resource management, scientific and reasonable compensation management, can realize the reasonable allocation of human resources, ensure that each employee is able to find more suitable for their own development, and give full play to their own advantages, ensure the effective development of the enterprise internal professional positions, promote the enterprise internal human resource management mechanism effective operation, so as to help enterprises to achieve high efficiency, high quality of human resource management.

1.4 Promote the sustainable development of enterprises

Enterprise compensation management in the application of human resource management, can help enterprises to establish a scientific and perfect compensation system and system, the vital interests of the employees and the interests of the enterprise organic unity, to promote the harmony and stability of the relationship between enterprises and employees, improve the cohesion of employees, achieve win-win situation of enterprises and employees.

2. Problems existing in the application of compensation management in enterprise human resource management

1. The compensation management concept is backward

At present, in the process of enterprise development, many enterprises ignore the importance of salary management, lack of cognition of the concept and significance of salary management, the concept of salary management is backward, resulting in the relatively single salary system, and the lack of fairness and science.

2. There is a gap between compensation rates and market development

With the continuous development of society and economy, many enterprises have realized the importance of compensation management of human resource management, also improve the enterprise compensation management structure, but with the advancement of market economic system reform process, some enterprises did not correctly realize the close relationship between compensation and market, not follow the trend of the market, from the market development, lead to enterprise salary level and the market average salary has a larger gap.

3. The compensation system lacks science

In the environment of constantly changing market, the market competition of enterprises is becoming increasingly fierce. The continuous reform and improvement of the salary system is an important means to improve the competitiveness of enterprises and promote the sustainable development of enterprises. However, due to the influence of various factors, some small and medium-sized enterprises have the phenomenon of directly moving other enterprises, resulting in the salary system can not meet the needs of enterprise human resources

management, can not play the role of the salary system, affecting the development of enterprises.

4. One-sidedness of performance appraisal

Scientific performance appraisal can not only urge employees to complete the work, but also play an incentive role for employees, mobilize their work enthusiasm, improve their work efficiency and quality, so as to achieve the strategic development goals of the enterprise. It is important to note that enterprises should be according to the internal positions and responsibilities, scientific and reasonable performance appraisal standards and compensation level, but many enterprise performance appraisal is one-sided, performance appraisal indicators and index content from employees and work reality, incentive effect is unable to play, affect the application of salary management in the enterprise.

5. The compensation system lacks incentives

In enterprise human resource management, many enterprises adopt many incentive ways for compensation management, such as compensation incentive and target incentive, so as to achieve the purpose of motivating employees. However, in some enterprises, there are still unfair salary distribution and different salaries at the same post, which leads to unbalanced psychology among employees and affects the healthy development of enterprises.

3. The application strategy of salary management in enterprise human resource management

1. Keep pace with The Times and update the concept of salary management

In order to achieve healthy and sustainable development, enterprises should strengthen the attention to salary management, strengthen the application of salary management in human resource management, so as to play its role to improve the economic benefits of enterprises. First of all, enterprise leaders and human resource managers should keep pace with The Times, constantly update their salary management concept, and effectively apply it. In addition, the enterprise should be combined with the actual operation and development situation, the construction of the salary system and system should be unified with the development strategic goals of the enterprise, give full play to the value of salary management, stimulate the enthusiasm of employees, so as to promote the sustainable development of the enterprise.

2. Focus on the connection between the compensation system and the market

Enterprises should pay attention to the connection between their own salary system and the market to ensure the unity of their own salary system and the market salary level. First of all, enterprises should do a good job in advance market research, timely grasp and understand the salary standards of the same peers in the market, so as to develop a scientific and fair salary management system. Secondly, the market is in a state of continuous development and change. Enterprises should timely grasp and refer to the salary management system and system of the same peer post, constantly adjust and reasonably carry out the salary management work according to their own actual situation, so as to help enterprises to absorb and retain more excellent talents. Again, the enterprise should be timely combined with market demand to establish a scientific and perfect internal competition mechanism, effectively to employees development goals and enterprise strategic development goals, not only can arouse the enthusiasm of employees, improve employees responsibility consciousness, but also to form a harmonious and healthy competition atmosphere, improve staff work efficiency, promote enterprise economic benefits.

3. We will improve the salary management system and the assessment system

The perfect salary management system and assessment system are the key to play the role of salary management and improve the management effect. The human resource management department needs to fully understand and master the actual work situation and development needs of the employees, gradually establish and improve the fair competition and reasonable elimination mechanism, survival of the fittest, and build and improve the salary distribution system based on this. In addition, a perfect assessment system and restraint mechanism is an important guarantee to promote the effective implementation of salary management. In order to ensure the effect of employee performance appraisal, enterprises should establish a set of scientific performance appraisal system, and regularly assess the employees. Finally, enterprises should strengthen the compensation management system and appraisal system to implement the supervision work, enterprises can distribute the initiative to each departments, give full play to the management functions of each department, strengthen management, supervision, to ensure the effective implementation of compensation management system, improve the enterprise compensation management, supervision, distribution efficiency and quality.

4. Build and improve the salary system

The construction of the enterprise salary system needs to comprehensively consider the various factors such as the company strategy, market salary, performance correlation, fairness, openness and transparency, legality, employee participation and so on, and regularly evaluate and optimize the salary system, so as to ensure the scientific and timeliness of the salary system. First of all, enterprises should develop a set of scientific and reasonable compensation strategies based on their own actual development characteristics and market competition. Secondly, enterprises need to conduct investigation and data collection on the market compensation, to understand and master the salary level of the same position in the market, to ensure that the salary of enterprises can be competitive in the market, and to attract and retain enterprise talents. Finally, enterprises should pay attention to the correlation between the salary system and employee performance, and establish a clear performance evaluation and reward mechanism.

5. Formulate the post incentive measures in the salary management

Talent is the key to improve the economic benefit and development of enterprises, and the compensation incentive is very important. First of all, enterprises should formulate different salary systems and standards according to the different internal positions to ensure "equal pay for equal work" and ensure that they play an incentive role. Secondly, enterprises should emphasize humanistic care in the salary system

management, pay attention to the life and spiritual needs of employees, enhance the sense of belonging of enterprise employees, and help enterprises to retain and absorb more talents.

4. Epilogue

To sum up, salary management is an important part of enterprise human resource management. Scientific and reasonable salary management is of great significance to improving the work enthusiasm of employees, core competitiveness and economic benefits of enterprises. Enterprises should strengthen the attention to salary management, keep pace with The Times and constantly update the concept of salary management, based on their own actual situation and development needs, constantly improve and optimize the salary management system and system, improve the application effect of salary management in human resource management, and escort the sustainable development of enterprises.

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