

Research on Enterprise Human Resource Management Strategy Based on Performance Appraisal

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Abstract: Performance appraisal is in the modern enterprise fully guarantee established strategic goals of an effective way of enterprise management, he can accurately identify the actual contribution to the enterprise, to fully support the development of enterprise action, make full affirmation, or not to contribute to the actual development of the company behavior give negative. It can also effectively distinguish different grades in the behavior process of enterprise development. In such a performance appraisal method, the contribution level of individuals to the enterprise is also clear at a glance. In the enterprise of human resource management is actually on the basis of the original personnel management upgrade, the upgrade contains the existing goals and future positioning accurate planning, also contains the actual contribution to the enterprise, through the way of performance appraisal, for specific promoting behavior incentive, negative part for the adverse behavior of the enterprise, so as to realize the positive effect of performance management of human resource management. In the actual operation of the enterprise, fully arouse the enthusiasm of employees, has the very positive effect to the development of the enterprise, and performance appraisal is able to fully mobilize, employees work enthusiasm fully adjust a means of benign competition and way, so this paper mainly research analysis performance appraisal in the real problems of human resource management and application strategy.

Keywords: Performance Appraisal; Enterprise Human Resource; Management Strategy

Introduction

In the modern enterprise human resource management, performance appraisal occupies a large part of the appraisal proportion, enterprise demand for talent rational allocation will only be higher and higher, there will be no weakening trend, and performance appraisal in the enterprise in the core of the reasonable allocation of human resources, nature, in the actual management of the enterprise, has become an important judgment component is also an important medium in the enterprise human resource management. In fact, the core of human resource management under the enterprise performance appraisal management is to fully mobilize the enthusiasm of employees, including the assessment of employees covering all positions, as well as the completion of specific work behavior tasks of the employees and the completion progress of the company's goals. In other words, if we can make full use of performance appraisal, it will provide a more clear quantitative standard for the manpower management and capital pooling of the enterprise, because performance appraisal is a quantitative standard based on the progress of the enterprise contribution task by employees, which is a salary pooling tool that is really conducive to the development of the enterprise.

1. Performance appraisal is used in human resource management

1.1 The employee salary is directly linked to the performance appraisal

On the distribution of employee compensation, performance appraisal is an important reference standard, because the

performance appraisal directly linked to employee compensation, to a certain extent, improve the enthusiasm of employees, enterprise employees to get more benefits and compensation, will do their best to improve their performance appraisal result is strengthening employee enthusiasm after the enterprise positive incentives. Enterprise performance of the most two situations is to stay on the positive or negative factors, and performance appraisal is as far as possible to keep the enterprise productivity development level, let employees to form a more positive work attitude and working method for the enterprise production into a virtuous cycle, and adhere to the same development direction. In employee compensation and performance appraisal system, employees in order to make their salary space and salary benefit maximization, will be in their position to their greatest ability, let their job performance evaluation optimization, as a result, the position for the enterprise economic benefit is increase, and enterprises can use the glass cost benefits for employees more performance pay, this is what we mentioned the virtuous cycle. Under the standards of performance appraisal, The value generated by employee labor will be clearly and explicitly quantified, Not only to quantify the labor value of different employees in the same position, It also considers the value embodiment of the labor generated by the same employee in different positions, In the face of the quantitative data, Can more intuitively reflect the benefit value brought by employees to the enterprise, And the enterprise itself, as a complex of interests, To absolutely guarantee that the value-generating employees will receive the corresponding compensation return, At this time, the performance appraisal under quantitative conditions is a good yardstick for employees, The relevant departments of the enterprise will issue corresponding compensation rewards to employees according to the results of the performance appraisal and the performance of employees in the assessment process.

1.2 The reference standard for talent promotion is performance appraisal

Performance appraisal plays the primary role in the allocation of human resources, is the quantitative processing of talent is the main performance in the enterprise staff promotion, demotion, resignation and transfer the functional performance and performance appraisal behind the results, reflects the employees post practice ability and responsibility for the work. On this basis, the enterprise human resource management can according to the performance appraisal situation to realize the rational allocation of personnel, considering the actual ability of employees and the degree of job matching, make resources achieve benign configuration, so as to better promote enterprise human resources development and productivity, to ensure that the enterprise goals can be in the direction of sustainable development. For the reasonable allocation of employees is also the important measures of enterprise benefit maximization, and this, also just and the talent promotion, the performance appraisal and talents to promote, in one aspect, is also a reasonable allocation of employee resources, through the means of performance appraisal to achieve the above to the internal virtuous cycle of the enterprise, how to keep the virtuous cycle healthy and effectively run effectively, the key lies in the reasonable configuration of enterprise employees. As mentioned above, performance appraisal can intuitively quantify the benefit value of employees in a certain position for the enterprise, And in order to maximize the best way to do your interests, Is let every department of the business, Maximize the benefits achieved for each position, The most direct way is to do the corresponding work for the employees who can maximize the benefits of each position according to the performance appraisal results, so, In the production process of enterprises, it is very necessary to link talent promotion with performance appraisal, one side, While allowing employees to create high profits in the corresponding position, Confidence in your work, Improve the work enthusiasm, on the other hand, Companies can also reap high profits, Rize internal relationships, This creates a virtuous cycle, if things go on like this, Benefit to the long-term strategic development of the enterprise.

1.3 The basis of post salary distribution is performance appraisal

In the development of enterprises and talent allocation, Human resources is a fluid resource, In today's context, Employee job compensation is often linked to employee labor effects, And the best benchmark to judge employee labor results is performance appraisal, Employees in the labor of the enterprise, Not only have fixed job pay, And his final salary distribution plus the final performance review distribution, Because the enterprise itself is a large benefit effect of the storage box, And employees are an important guarantee for continuing to create wealth for this storage box, So companies must pay their employees with good quality and quantity on time, So the performance appraisal has become an important basis for the compensation payment. Under the regulation of the enterprise comprehensive benefit, each position will still have the corresponding performance appraisal, in order to form the

benign competition within the enterprise, keep the vitality of enterprise earnings, under the performance appraisal of post salary distribution is also an indispensable part of the modern enterprise post salary distribution, enterprise according to the results of the performance appraisal to make the decision to add or cut, and the jobs of post pay increase or decrease, ensure that enterprises can in the benign competition environment to keep sufficient momentum to create more profits. If, among the elements linked to performance appraisal, The two points mentioned above belong to the micro role of enterprise human resource management, Then the link between post salary and performance appraisal is used as a macro-control in the process of enterprise operation, Once the pay and performance appraisal are linked in different positions, it means that the pay for different positions is different, If employees want to work in well-paid positions, I will do my best to improve my performance performance, In order to match your ability with the job ability, one side, Ensure that enterprises can continue to efficiently obtain profits, on the other hand, It can also play a certain role in the regulation and allocation of human resources.

2. Problems in combining performance appraisal and enterprise human resource management

2.1 Devin understanding of performance appraisal management concept

Performance appraisal plays an irreplaceable role in human resource management, Because of this, Whether it are businesses or employees, We should have a clear and correct understanding of performance appraisal, and now, Most companies still have significant errors in their understanding of performance appraisal, I directly connected with the performance appraisal in the work ruling and salary division of employees, Ignoring the performance of the employees in the assessment process, effectively, Performance appraisal is only a final evaluation component in the whole human resource management, In the actual work process, The post salary award of employees should also be combined with the comprehensive performance in the actual work process, And blindly emphasizing that the assessment results can not achieve the purpose of the performance appraisal expected to achieve. Whether to the employee performance evaluation, or in the position of performance evaluation, need to comprehensive overview of the whole evaluation process is divided into three sections, respectively is the evaluation process and evaluation results, the three parts are indispensable must each contrast, which can be divided into two categories, a category is the other category, and the evaluation performance across degree, the final result should be the two types of comprehensive evaluation of the ruling content. It is completely undesirable to completely replace the part of performance appraisal results, The assessment process to simply consider the results is unscientific, Before the final conclusion of the assessment results, The performance of the assessment process and the knowledge of the assessment process and assessment items before the start of the assessment, As also mentioned above, Performance appraisal has an extremely important impact on the development of enterprises, So you must be very careful when determining the results, If the performance appraisal results as the final performance management is a distortion of the scientific management concept to some extent, It is very unfriendly to the development prospects of the enterprise.

2.2 Lack of perfect system and norms in the process of performance appraisal

In the implementation of the performance appraisal process, also need a complete system standard to the process of performance appraisal norms and constraints, but now most of the enterprise on the performance appraisal standards is still the relevant human resources management department, lack of advice from other enterprise departments, as a whole steps, subjective too serious this makes some assessment is not reasonable, often in the actual work, affect the final evaluation fairness and the assessment results of persuasive weak, affect the comprehensive development of the enterprise. Therefore, the establishment of a perfect assessment system and reward and punishment mechanism is the key to the integration of performance appraisal in human resource management. The lack of sound institutional norms, Not just the lack of institution-making departments, Also includes the lack of institutional comprehensiveness and personalization, In the formulation of the modern enterprise performance appraisal system, Not only is there the problem of single departments, what is more, The formulation content is not comprehensive, The rules and regulations are too rigid, To balance one, not the other, This has changed the original purpose of making the rules and regulations, The appraisal system in the enterprise performance appraisal is formulated for better service, The root causes of the contradictions and problems arising in the performance appraisal, If the system is too one-sided, Will exacerbate the conflict, And constantly create new contradictions,

Such performance appraisal will only have negative effects in enterprise human resource management, It will not have any positive effect. Besides, There is also a most important link in the lack of a performance appraisal system, That is the long-term process of improving the performance appraisal system, Now most enterprises lack such a long-term system, Most performance appraisal systems are done overnight, But under such institutional rules, The standard of performance appraisal cannot be upgraded with the development of the enterprise, Once the performance appraisal criteria do not match the current development situation of the enterprise, According to the above mentioned above, Not only will it bring down the pace of profitability in the enterprise, And it will also affect the allocation of talent resources of enterprises, Destroy the original virtuous cycle of enterprises, Or slow the pace of earnings, Pull down the competitiveness in the market.

2.3 Interpersonal relationship problems in the process of performance appraisal

In the whole process of performance appraisal system, the processing of interpersonal relationship and staff and management communication is the key to the success or failure of the enterprise human resource management, whether in the performance appraisal system during the discussion, or in the performance evaluation process, for results and standard evaluation and communication, these are inseparable, effective communication between staff and management, only under the good and effective communication, enterprise human resource management work can better. Because the main body in the process of performance appraisal is still people, so within the scope of responsibility of the assessment leaders, they may make a similar assessment choice due to the situation, and the employees who have good relationships may get high marks. Some potential unfair phenomena of enterprises are bred, and in the long run, an internal atmosphere will be formed, hindering the effective use of talents by enterprises. The most important thing is that the leaders of the enterprise leaders and the grassroots employees to fully communication, to make human resource management work cannot want under the background of performance appraisal, which is not conducive to the benign development of the enterprise, and may intensify the contradiction between employees and management. Because the main body in performance appraisal is still people, So, along with the process assessment and the result formulation, Still unavoidable are interpersonal relationships, In the assessment process, Whether the examiners can adhere to the assessment principles and assessment standards of all employees equally, Whether his target is close to him or not, This is in the specific assessment personnel arrangement needs to be considered emphatically, In addition, in the publicity of the assessment results, Some enterprises choose to make the assessment results public, But most enterprises, in order to avoid unnecessary interpersonal relationship trouble, Choose to keep the final results secret, And in the specific assessment process, The weight of each item is strongly evaluated by artificial subjectivity, Quantified criteria can also be influenced by artificial subjectivity, And these subjectivity will become the key loopholes in the school-level assessment system, The final criteria will be influenced by human preferences, Once the enterprise atmosphere of human management rather than institutional management is formed, It will bring great challenges to the standard of school-level assessment.

3. The application strategy of the performance appraisal in the enterprise human resource management

3.1 Enterprises shall strengthen the learning and promotion of performance appraisal

We try to think about this problem from the standpoint of the enterprise, You will find that the human resource management strategy in the context of performance appraisal, Still have to start with the basic theoretical education, in other words, Enterprises should use all the means of publicity, Let employees fully understand the correct values of performance management and the performance appraisal methods in performance management, Should be refined to every aspect of human resource management, From the development of the management plan, Until the performance appraisal, Until the payment, Every aspect of detail should be interlinked, And to let the employees clearly understand the management system of the enterprise, On the one hand, it can show the importance of attach to performance management, on the other hand, It can also ensure the enthusiasm and development prospects of employees themselves, Let the employees with a positive and accepting attitude to understand the management of the enterprise, Build a virtuous circle of development. In the specific practice, enterprises should learn from each other's advanced experience to make up

for each other. Before employees into the performance appraisal system is fully told, in the specific implementation process, for the appraisal personnel should be regular training, to always inform the correct performance appraisal concept to employees, whether employees induction before assessment, or the appraisal of the whole performance management norms and associated, and the final for the end of the assessment results, should have a correct understanding. For employees, should fully pay attention to the performance appraisal results, because this ability to maximize the value of self, take seriously in work each task, in the process of reflect their positive attitude to the enterprise, for appraisal personnel, should be overall evaluation of the whole performance management process, not just to focus the results on the performance appraisal results, more should pay attention to the performance in the process of work and positive attitude to work, with fair attitude to treat every employee, do it alike. For enterprises, they should properly handle the results of performance assessment in the light of their own conditions. Otherwise, the assessment process should be transparent, open and fair. The most important thing is to make all employees accept the final assessment results, so that the enterprise can enter a virtuous cycle of development.

3.2 Constantly improve the enterprise assessment system in practical work

If an enterprise wants to have a set of human resource management mode, it must constantly improve the performance appraisal system and use the system to standardize human resource management. In the process of making system, not only rely on the intervention of human resources management department, more important is to combine the actual work of each department to develop suitable for the development of appraisal system, through a variety of rewards and punishments to improve the enthusiasm of employees, in the process of constantly involved, improve the post system, constantly development appraisal system, finally improve the human resource management system. In the process of improving the performance appraisal system, Not only should we improve the formulation body of the system, More important to improve the content and main body of the system, first, In the subject of institutional formulation, Including the above mentioned combination of other departments of the enterprise to jointly complete the formulation of the performance appraisal system, besides, We should also learn more from the relevant excellent enterprise system cases to constantly improve the enterprise performance appraisal system, To combine wisdom fully together, The perfect system improvement in the content should also be more flexible, Don't stick to the rules, And don't do it overnight, Have constantly summed up the experience, Constantly improving the institutional content, Abandon systems that hinder the development of performance appraisal, Increase is conducive to the development of the performance appraisal system, conducive to the healthy and stable development of enterprises, A performance appraisal system that is conducive to the active work of employees. Not only that, in the process of system, the perfection of the performance appraisal system of long-term sex, also enterprises need to consider, performance appraisal advancement and the speed of enterprise development, must match each other to reflect the performance appraisal system for the enterprise development, and in the process of long-term perfect, also can strengthen the communication between various departments, consolidate the enterprise of human resource management of interpersonal relations.

3.3 Provide multiple channels and multiple ways to strengthen the connection between employees and leaders

In the specific performance appraisal process, The core issue remains the communication between people, When it comes to the business, Communication between the employees and the leadership, Employees pass the performance appraisal, Create benefits for the business, Be appreciated by the leadership, And enterprises to achieve rapid development through performance appraisal, Leadership transfers and changes through performance appraisal, Throughout the human resource management process, changes are always greater than planned, And at this time, the enterprise, It is necessary to pay more attention to the communication and contact between employees and leadership to transform problems into the motivation of the company through communication and make solutions a valuable experience in the enterprise management system. In order to establish a sound institutional system, And correctly understand the connotation of the performance appraisal system, The key is still communication and communication, In the formulation of the enterprise's performance appraisal system, The connection between the employees and the leadership is particularly important, first, Leadership needs to develop performance appraisal standards suitable for their own corporate development, Employees need to understand these systems, And, under the constraints of these systems, Bring benefits to the business, Specific

measures can be adopted through offline meetings, petition letter, A series of various means, such as online notification, Establish staff and leadership connections, one side, Can more effectively issue the performance appraisal system notice, on the other hand, It can also greatly improve the relationship between the employees and the leadership.

4. Concluding remarks

In the human resource management of the enterprise, the most important part is to mobilize the enthusiasm of employees, and arouse the enthusiasm of employees at the same time, also should pay attention to the scientific and normative performance appraisal, therefore, enterprises must pay attention to the performance appraisal, the integration of human resource management strategy, this is the inevitable requirement of the new era of enterprise innovation, is also in the market, the enterprise foundation only really mobilize the vitality of the enterprise, to adapt to the changing management, the wave of reform and development.

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