

# Research on the Influence of Salary Management on Employees' Work Enthusiasm in Chengdu Private Colleges

Long Li

North Bangkok University, Bangkok 10220, Thailand.

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**Abstract:** This paper explores the relationship between pay satisfaction, psychological contract, and work enthusiasm. This study demonstrates a significant relationship between employee pay satisfaction, psychological contract, and work enthusiasm. Equity-based compensation correlates significantly with the psychological contract component, indicating that employees care about reasonable compensation mechanisms, motivational HR strategies, appropriate reward systems, and available communication channels. When employees feel their salary is lower than the market average, they will have bad moods, make less effort for the organization, feel tired, or want to leave their jobs. The three research objectives are; to explore the salary management of private colleges in Chengdu, to test the influencing factors on employees, and work enthusiasm of private colleges, and to suggest countermeasures for improving the salary management of private college staff.

**Keywords:** Salary Management; Employees' Work Enthusiasm; Private College

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## 1. Introduction

Since the 1980s, private education has emerged, and it has made an indelible contribution to the development of my country's education, from elite to mass education. However, private colleges generally have problems such as difficulty introducing excellent external teachers, and unsound salary management system, low employee enthusiasm for work, and a high turnover rate. The reasonableness of the salary system and the salary level directly affect teachers' willingness and are an important benchmark and direct embodiment for measuring teachers' satisfaction and whether they can stimulate their initiative and creativity. This paper studies the impact of salary management on employees' work enthusiasm in private colleges and universities in Chengdu, Sichuan, and can find the problems existing in the salary management of private colleges and universities, which will help to improve employees' enthusiasm.

## 2. Theoretical Basis

### 2.1 Theoretical Significance and Value

Reasonable salary management can predict and guide employees' work behavior, increase employees' sense of belonging to the enterprise, and benefit the enterprise's long-term development. Research on salary management problems, in-depth analysis of the causes of the problems, and put forward practical solutions, which is conducive to sorting out, summarizing, and expanding the relevant theories of salary management in private education and training enterprises in public examination training institutions, and enriching the theory of salary management in private colleges and universities research, and provide reference and reference for the salary management of other colleges and universities (Haynes 2008)<sup>[1]</sup>.

### 2.2 Practical meaning and value

The findings are expected to pave the way for the Institute of Financial Management Institutions to embrace variables that affect employee work environments and organizational performance. This acceptance can be used to improve the working conditions of

employees. It will also visualize how the results of this study will allow organizations to understand how to address issues about their employees and their work environment and view office design as an important factor in improving employee performance.

### **3. Understanding the Influence of Salary Management on Employees' Work Enthusiasm in Chengdu Private Colleges**

#### **3.1 Fairness theory**

The main content of the study is the fairness and rationality of employee compensation distribution and its influence on employees' enthusiasm (Rasooli: et al. 2019)<sup>[2]</sup>. The theory holds that employees will not only compare their efforts and returns in the organization but also consciously or unconsciously compare their remuneration with other people's remuneration and make judgments and work behaviors on fairness.

#### **3.2 Employee fairness perception**

The fairness perception mainly includes internal, external, and individual fairness. Enterprises should try their best to make employees feel that their efforts are in line with their returns when distributing salaries so that employees can increase their enthusiasm and initiative for work, thereby improving the production capacity and efficiency of the enterprise. On the contrary, if there is an unfair phenomenon in the salary management and salary distribution of employees, it will make employees feel dissatisfied, affecting their work enthusiasm and reducing work efficiency. If things go on like this, there will be brain drain problems such as employee resignation and job-hopping. Therefore, fairness is one of the essential principles of salary distribution.

#### **3.3 Employee remuneration**

Enterprises can use this theory in salary management to predict and guide employee behavior. By formulating a fair and reasonable salary management plan and adjusting it according to the company's strategic goals in daily management, it can guide employees' behavior, motivate employees, improve work efficiency, and improve work efficiency. Increase the sense of belonging of employees, and then play the role of compensation management in human resource management. Pay attention not only to internal fairness but also to external fairness in compensation management. On the one hand, it is necessary to select scientific methods to rank positions within the company by value, set corresponding levels according to the post-value scores, and develop related compensation standards for different groups to ensure fair internal distribution of compensation management; Conduct comprehensive research on industry salary levels, and formulate salary level strategies in combination with the company's strategic goals to ensure that the company's salary level adapts to the company's development strategy, makes it externally competitive, and achieves external equity in salary management.

### **4. The Conceptual Framework for the Research Study**

#### **4.1 Salary management**

Salary management is a tool that incorporates an organized payroll system, automating the basic payroll processes to help organizations be more efficient. The salary management system is usually part of a buffer system that aims to automate other tasks. This tool helps in the computation, disbursement, and filing of necessary fees. But, before the procedure can compute these numbers, there are factors to consider.

#### **4.2 Employees' work enthusiasm**

Work enthusiasm refers to showing a strong interest in a topic or activity and a willingness to participate. It's a step above mere attraction. Enthusiastic people are eager to do something and never want to give up until they see a dream or task come true. Enthusiastic people work with passion, even when financial returns are meager.

#### **4.3 Private college**

Private schools, also known as non-government or non-national schools, are not run by local, state, or national governments but

by the people or NGOs; therefore, they reserve the right to select students and receive whole or part of the funding.

## **5. The Influence of Salary Management on Employees' Work Enthusiasm in Chengdu Private Colleges**

Compensation management is an integral part of enterprise human resources management. It is a periodic and normalized daily management work, which reflects the human resources management level of enterprises and is an important guarantee for enterprises to achieve strategic goals. Enterprise managers should continuously adjust the salary management plan according to the strategic goals of the enterprise, and the salary management system should also change with the changes in the business strategy; in addition, the formulation of the salary management plan should ensure a certain degree of openness and transparency, and employees have the right to participate in the company. In the formulation of compensation management and welfare systems, he believes that employees should be given the right to participate in the formulation of compensation management plans, and he proposed that employee participation in the formulation of compensation management plans is more acceptable. Generally, after a particular scale of enterprises has formed, the problem of employee compensation management will become more prominent. The human resources management department needs to formulate a scientific, reasonable, and targeted compensation management plan. Responsibilities: Analyze the position and then formulate the salary management plan. The enterprise should also pay attention to the dynamic management of salary, conduct regular performance evaluations of employees' work results, and issue incentive salaries according to the evaluation results to motivate employees to improve their work enthusiasm (Jia: et al. 2018)<sup>[3]</sup>.

## **6. Conclusion**

This study uses the employee group of Chengdu private colleges and universities as the research object. It explores the influence of salary management on employees' work enthusiasm in Chengdu private colleges and universities, Sichuan Province. The research collects and analyzes data through questionnaires and verifies the hypotheses. According to past scholars and literature, it is roughly predicted that the salary system, salary composition, salary distribution, salary incentive, salary level, and other aspects of private colleges and universities can all affect employees' enthusiasm.

## **References**

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