

On the Present Situation and Implementation Strategy of Enterprise Performance Management

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Abstract: Performance management is an important means for enterprises to achieve development strategic goals in the new era, but also one of the important measures of effective internal economic control of enterprises, enterprises in the process of development to achieve the stability of their own economic benefits, need to strengthen the internal performance management, and this has a very important role for the future development of enterprises. However, at present, there are still many problems in the process of performance management in some enterprises: the performance management mode is relatively simple, the talent training mechanism needs to be improved, the lack of scientific performance system, and the content of performance plan is unreasonable, which is not conducive to the stable improvement of enterprise economic benefits. In view of this, the article discusses the existing problems of enterprise performance management, and puts forward targeted suggestions and suggestions, Realizing Sustainable Development of Enterprises in the New Era, for our country enterprise performance management work effect improvement to provide reference.

Keywords: Enterprise; Performance Management; Current Situation

Introduction

In the process of enterprise development, performance management is an important part of the improvement of enterprise economic benefit documents, because the enterprise performance management includes performance planning, performance execution, performance evaluation and performance result application and other links, through the implementation of the whole procedure to achieve the improvement of performance management level, for the maximum utilization of enterprise resources and the stable improvement of economic benefits to provide security. But at present, although the performance management of many enterprises is oriented by strategic development, it is inconsistent with the phased development goals of enterprises, which is not conducive to the realization of the expected goals of enterprises. Based on this, enterprises should realize that performance management is an important part in the process of development. It is necessary to develop scientific and reasonable performance appraisal indicators, analyze and apply the problems existing in the process of performance management, so as to give play to the due role of enterprise performance management.

1. Discuss the current situation of enterprise performance management

1.1 Performance management mode is relatively simple

In the process of enterprise development, although we pay attention to the continuous innovation of financial management and performance management to improve the work level and quality of performance management and financial management, there are still conflicts between the internal performance management mode of many enterprises and the development goals of enterprises. The main factor is that the internal performance management mode of some enterprises is relatively single, which is not closely related to the transformation and upgrading of enterprises and the development goals. Therefore, performance management cannot play its role in promoting enterprise development and transformation, which, to a certain extent, will cause contradictions and problems in employees' work.

1.2 Personnel training mechanism needs to be improved

The performance of enterprise performance management requires the continuous improvement of the work efficiency and quality of talents, which plays a very important role in the future development of enterprises. However, the internal performance management of many enterprises still needs to be improved, and there is a lack of effective talent development mechanism, and its incentive mechanism and development mechanism do not meet the development needs of internal employees. As a result, the work enthusiasm and enthusiasm of internal employees continue to decline, and it is difficult to play the role and value of performance management.

1.3 Lack of scientific performance system

Performance management work includes performance appraisal and management work, strengthen the construction of internal performance appraisal and management system, is to ensure that the enterprise performance management work effectively to improve the important measures, because the goal of enterprise development in the new era is to improve economic benefits, but the enterprise's internal work mode and work objectives is a process of constant adjustment and improvement, so, The reason why many enterprises have not been effectively improving their economic benefits lies in the lack of scientific performance appraisal objectives and system construction. Department leaders cannot understand the real ability and quality level of employees through performance appraisal data, and cannot formulate targeted growth and development goals according to the individual needs of employees.

2. Discuss the implementation strategy of enterprise performance management

2.1 Reform the performance management model

Under the background of the new era, enterprises pay more and more attention to the stable improvement of their own economic benefits in the process of development. Because the current era is the information age, the working mode of many enterprises has been transformed and upgraded, and the reform and innovation of the internal working mode and work content is also very important. Enterprises should realize that performance management is an important means to exert the enthusiasm and enthusiasm of the internal staff. If all links of performance management are not scientific and reasonable, the enthusiasm and enthusiasm of employees cannot be stimulated, and the improvement of enterprise economic benefits will be hindered. Therefore, the enterprise should analyze and study the shortcomings of the internal performance management mode, and improve the reform and innovation means and policies of its performance management mode, provide new means and new methods for the relevant staff to reform and innovation performance management mode, and strengthen the connection between the enterprise transformation and development planning and performance management. Only by combining the staff's own development with the enterprise's development, Only by stimulating the enthusiasm and enthusiasm of the staff, giving full play to the role of performance management, and formulating targeted incentive systems according to the development needs of different staff, can the enterprise adapt to the change and development in the new era.

2.2 Improving the personnel training mechanism

In the process of enterprise development, the improvement of the efficiency and quality of internal performance management plays a very important role in the improvement of other staff's work enthusiasm, enthusiasm and work ability. However, the comprehensive ability and quality of its talent system still need to be enhanced, which requires enterprises to rationally allocate talent resources and tap the potential and enthusiasm of internal employees to the maximum extent. Let people make the best use of their talents. Therefore, enterprises can organize internal employees to participate in academic exchanges and relevant training regularly, so that staff can improve their professional ability and professional quality by participating in certain training work. They can also adjust their posts according to their actual work conditions, so that employees can work in the field they are good at. This can not only improve their enthusiasm and enthusiasm for work, but also improve their enthusiasm for work. It can also effectively improve the comprehensive quality and work performance of employees. Through the good construction of the performance management system, the job satisfaction of the internal employees will be continuously improved, and the enterprise will make a contribution to the development in the new era.

2.3 Establish a scientific performance management system

If an enterprise wants to improve the effectiveness of performance management, it should be aware that performance management is an important part of the enterprise work system, which plays a very important role in giving play to the enthusiasm and

enthusiasm of the staff and improving their comprehensive ability and quality. Therefore, in the process of development, enterprises should actively adapt to the development needs of market economy, deeply realize that internal employees are the main factors to improve the economic benefits and core competitiveness of enterprises, collect and analyze the actual working conditions and individual development needs of employees in different departments, and establish a scientific performance management system. It is very important to ensure that performance management can carry out fair and just performance appraisal for employees in all departments and formulate targeted evaluation standards to meet the work enthusiasm, enthusiasm and personality development needs of employees.

3. Conclusion

To sum up, the rapid development of Chinese information technology provides new development means and paths for all industries. Enterprises constantly optimize and upgrade in this process, which plays a very important role in the stable improvement of internal economic benefits. It can be seen that it is of great practical significance for enterprises to build performance management system and strengthen talent construction and introduction to promote sustainable development and core competitiveness of enterprises in the new era. Therefore, enterprise leaders should realize that the reform and innovation of performance management is an important foundation to promote the steady improvement of the enterprise's own economic benefits. However, it should not be ignored that the application of traditional performance management mode is difficult to exert the enthusiasm and enthusiasm of employees. In addition to paying attention to the application of quantitative indicators, it is also necessary to understand the new requirements of internal employees for performance management. Reasonable development of performance management methods and mechanisms, in order to promote the development of enterprise economic benefits.

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