

H公司员工激励研究

摘要

人力资源作为现代公司发展的关键因素，已成为公司发展的关键。员工激励是人力资源管理的重要组成部分，是人力资源开发的有效手段。在一定程度上，激励机制的运用是决定公司兴衰的重要因素，直接关系到公司的绩效和竞争力。

目前，西方发达国家在这一领域遥遥领先，而我国刚刚起步，公司激励机制还不完善。尽快形成适合我国公司的激励理论和激励机制，是我国学术界和公司界面临的一项紧迫任务。

本文以人力资源学的基本理论为基础，结合国内外相关研究成果，对H公司现行的员工激励制度进行了案例分析，找出了存在的问题：公司文化、薪酬制度和绩效考核以及个人发展与晋升存在的问题。针对H公司在激励过程中存在的问题，提出了完善公司文化、薪酬体系和个人晋升的对策，具有一定的参考意义。

关键词：员工激励；人力资源；培训机制；文化

ABSTRACT

As the strategic resource of modern enterprise, Human resource Has become the key factor of enterprise development. Employee motivation is an important part of Human resource management and an effective means of Human resource development. To a certain extent, the use of incentives is an important factor that determines the rise and fall of an enterprise, which is directly related to its performance and competitiveness.

At present, western developed countries are far ahead in this field, while China Has just started, the enterprise incentive mechanism is not perfect. It is an urgent task for China's academic and business circles to form an incentive theory and mechanism suitable for China's enterprises as soon as possible.

Based on the basic theory of Human resources and combined with relevant research results at Home and abroad, this paper makes a case analysis of the current employee incentive system of H Food Company, and finds out the existing problems: corporate culture, salary system and performance appraisal, as well as the personal development and promotion of the existing problems. Aiming at the problems existing in the incentive process of H Food Company, this paper puts forward the countermeasures to improve the corporate culture, salary system and personal promotion, which Have certain reference significance.

Keywords:Employee motivation;Human resources;Training mechanism;Culture

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