
JB 公司人才激励机制的研究

摘要: 随着信息时代的到来, 经济快速发展, 人力资源管理随着经济的发展而变得愈发重要。其中人力资源管理中所包含的激励机制的作用也越来越被公司所认可。目前, 由于员工激励机制的不完善及不合理之处已经严重影响到了公司的发展速度, 那么, 员工激励机制如何更加的完善来留住人才、培养人才、提高员工工作效率、增加公司收益已成为如今众多公司所面临的主要问题。

和众多公司一样, JB 公司的发展速度也同样受该公司员工激励机制的影响。本次研究的主要目的是通过对 JB 公司激励机制作用的调查, 分析出该公司员工激励水平较低的原因, 在对该公司员工做出调查, 从该公司员工的角度去看待公司的激励机制, 了解员工内心所需要的, 才能更清楚的知道该公司员工激励机制的不合理之处, 以便能做出更加完善的员工激励机制。论文通过不断的调查, 分析出了该公司激励低下的主要原因: 薪酬制度不合理、福利政策不完善、企业风气不佳, 员工前途渺茫等。

关键词: 激励机制; 人才; 发展

Research on talent incentive mechanism of JB company

Abstract : with the advent of the information age, the rapid development of economy and the diversification of market economy, human resource management has become more and more important with the development of economy. Among them, the role of incentive mechanism contained in human resource management is increasingly recognized by companies. At present, the imperfection and irrationality of the employee incentive mechanism have seriously affected the development speed of the company. Therefore, how to improve the employee incentive mechanism to retain talents, train talents, improve employees' work efficiency and increase the company's income has become the main problem faced by many companies today. Like many companies, JB's growth has also been influenced by its employee incentives. The main purpose of this study is based on the investigation of the role of JB company incentive mechanism, analyze the reasons of the low level of the company employees incentive for employees to make investigation, from the perspective of the company staff to look at the

company's incentive mechanism, know employee's need, can more clearly know the company employees incentive mechanism is not reasonable, so as to make more perfect employees incentive mechanism. Through continuous investigation, this paper analyzes the main reasons for the low incentive of the company: unreasonable salary system, imperfect welfare policy, bad corporate ethos, and uncertain future of employees.

Key words: incentive mechanismimprovement, development

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