
国有企业管理层激励机制研究

摘要

当前时期，对企业而言，人力资本实则为十分典型的资源之一，其中，较为核心的要素之一即为激励。随着我国经济市场的发展过程的逐渐深入，国企处于迅猛前进当中，对中国经济发挥的作用不可忽视。在此背景下，国有企业也由物质资本的竞争转向人力资本竞争的竞争力，企业正面临着前所未有的挑战人事问题，任何想持久发展的企业管理者必须建立一个对自己管理企业的有效进行激励作用制度，尤其是一些国有企业，而唯有构建科学完善的激励制度，才可以有助于企业具备良好的市场核心竞争力，因此，这对国企而言至关重要，可切实满足保留人才的根本需求。

关键词：企业激励机制；模式的设定；人力资源；国有企业

English Title

Abstract

Human capital is a strategic resource of modern enterprises, and incentives are an important part of human capital. With the gradual deepening of China's marketization, state-owned enterprises have also been constantly developed and strengthened, and have made great and brilliant achievements, and become an important force in the development of the national economy. In this process, the competitiveness of state-owned enterprises by material capital to human capital competition, enterprises are faced with the challenge of the unprecedented talent problem any want to long-term development of enterprises must be established their effective incentive mechanism, especially the state-owned enterprises, only by establishing effective incentive mechanism, to face the fierce market competition, this is also one of the enterprise daily work tasks, but also to attract talents, retain talents are urgently needed.

Keywords:: Enterprise incentive mechanism; Setting the mode; Human resources; State-owned enterprises (soes)

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