

Relationship Between Performance and Other Functions of Human Resources Management

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Abstract: With the rapid development of China's economic market, enterprises attach more and more importance to human resources management. In order to improve the human resources management and improve the efficiency of human resources management, enterprises must analyze and study the performance indicators. This paper mainly focuses on the relationship between performance and other functions of human resources management.

The performance, ability and attitude of employees together constitute the performance of employees, and among them, the work performance of employees represents the work results of employees, but also represents the fruits gained by employees over a period of time, and the working attitude of employees refers to the positive or negative attitude of employees to work, while the working ability of employees refers to the work strength of employees. And the efficiency and quality of the staff. For enterprises, whether it is the working ability of the employees, the working attitude of the employees, or the results of the work of the employees, it is very important, and the performance appraisal is produced as a result, and the traditional The performance appraisal is more concerned about whether the staff and the enterprise are in line with the target, but pay more attention to the reward and punishment and control of the staff, and when the work effect of the staff is not ideal or the working attitude is not correct, the enterprise will punish the staff through the performance, The purpose of this punishment is to promote the employee's efforts to avoid the punishment, and when the employee's performance is very good, the enterprise can give the employee a reward through the performance, so that the staff can continue to work actively. Modern performance is the combination of recruitment management and training management, performance management and compensation management.

1. Recruitment management forecast performance

Recruitment management is a series of management activities that enterprises need to carry out in the process of recruiting talents, and they need to go through recruitment, selection, recruitment and evaluation in recruitment management. Enterprises must control these links in order to make these links develop in accordance with the ideal state of the enterprise. At the same time, the enterprise should also have a plan for recruitment management to ensure that the recruited employees are employees who meet the needs of the enterprise, and the number of employees also needs to be planned ahead of time to meet the needs of enterprise development as the standard for recruitment. The main purpose of recruitment management is to help enterprises find the most suitable people to recruit jobs, only by providing the right talents in the right position can we improve the efficiency and quality of the work to the maximum extent. In the process of selecting talents, enterprises should also set up clear selection contents in advance, and evaluate whether talents meet the needs of recruitment posts according to the assessment indicators. In the process of recruiting talents, enterprises must also take into account the cost of recruitment and the quality of the talents recruited. Only through layer by layer selection can it be proved that the recruited talents are the most suitable talents among the talents involved in the recruitment, and when the enterprise finds the talents most in line with the needs of the position, the enterprise can announce that the talent has been recorded. With.

There is a very close relationship between employee performance and recruitment management, especially in modern enterprises, it is difficult for employees to work independently, and most of the work is done by teams, so the performance of employees and the performance of the organization

are closely related, and the performance will also affect the implementation of the work. It is easy for good employees to enter the ideal state and achieve the ideal performance in a certain period of time, and the performance of this kind of employees will undoubtedly be better. In other words, looking for the employees who are most suitable for the needs of the position is in fact the enterprise is speculating on the future performance of the employees, and the enterprise thinks it is the most suitable for the position. Employees in need, that is, employees who may have better performance after taking up their posts.

2. Training management improves performance

It is necessary for the enterprise to train the staff, whether the pre-job training or on-the-job training is necessary, since the training can help the staff improve themselves, improve themselves, and understand the work content and the required working skills of the work post. The staff's learning and mastery of the work skills will affect the performance of the staff. The development of the staff can not lag behind the development of the enterprise. In the process of the continuous development of the enterprise, the staff must make continuous progress, because only in this way, Employees and businesses can gain a place in a competitive market. The enterprise is an organization of people, so the growth and development of the staff The growth and development of the enterprise are closely related. However, the problems faced by the staff in the work cannot be fed back to the enterprise in time, so it is difficult for the enterprise to help the staff solve the problem in time, and to avoid this situation, the staff's subjective initiative must be mobilized to make the staff explore the most effective working path. Improve your performance.

Every job-seeking person needs to carry out a complete and clear career planning before seeking a job, and the job-seeker can have a clear job-seeking target only after a complete and well-defined career plan is available, Unlike the past, job-seekers are no longer overpaying for what they can get, or the jobs they can hold, and more about their own development space, and whether they will have the opportunity to grow and grow in the future. Enterprise training can help employees, improve their performance, and improve performance. Enterprise training is also a very important management skill for enterprise managers, which can help enterprise managers to effectively reduce negative At the same time, it can also stimulate the potential of employees, so that employees have enthusiasm for work. Employees and enterprises must hold the same goal, because after having the common goal as the guide, the employee will want to improve their ability more urgently, and the enterprise can also lead the employee to improve the performance correctly.

3. Performance management evaluation performance

Performance management is mainly set up in order to achieve the strategic objectives of enterprises. In performance management, it is full of knowledge of human resources management and methods of human resources management. Only by mastering the knowledge of human resources management and human resources management methods can we better manage performance, because performance management is a part of human resources management. And enterprises should also grasp the performance of employees in real time, according to the performance of employees to make different feedback to employees, whether it is to make performance plans, implement performance plans, or accept performance results, enterprises and employees should be involved, and performance management should not only pay attention to As a result, it is the whole process of implementing performance management. In fact, performance management is also a bridge between enterprises and employees. Through performance management, enterprises can understand the work of employees and give reasonable rewards and penalties to employees.

Because the performance index can guide the employee to find the appropriate working mode, so the performance index also has the effect of the work goal, and when the enterprise sets the performance index, also should refer to the employee's opinion, because the performance appraisal is a very comprehensive and clear process, therefore, when formulating the performance index, it is necessary to make the appraisal object and the appraisal content clear, so as to make the appraisal

result more fair and fair.

4. Salary Administration

Salary management exists to adjust the salary level of employees and the salary structure of enterprises. Reasonable salary management should take the results of performance appraisal as the standard and adjust the salary of employees appropriately. Compensation management is very important both for enterprises and for employees. For enterprises, salary management is one of the measures to fight for talents, and for employees, it is a signal transmitted by enterprises. The enterprise should reward the outstanding employee more, motivate the outstanding employee, continue to work hard, at the same time, the salary management can also divide the level, the different level employee is the different salary standard, so also Be able to motivate employees to keep up and improve themselves. In order to make the salary management system more just and standardized, we must strengthen the performance management of employees, according to the performance of employees, reasonable adjustment of staff compensation.

5. Conclusion

For enterprises, human resources management is inevitable, the improvement of human resources management efficiency can also lead to the improvement of enterprise work efficiency, and the reduction of human resources management efficiency will also affect the overall work efficiency of enterprises. Therefore, enterprises should strengthen the efficiency of human resources management and attach importance to the common development of employees and enterprises.

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