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# 锦州航星集团员工流失问题研究

## 摘要

目前，中国的人口状况正在逐渐老龄化。企业招工困难的问题日益凸显。与此同时，汽车行业成本在不断地上升，技术储备有限。同时随着互联网+的时代到来，制造业企业面临着更加激烈的人才竞争。员工是企业存在的必要条件，如今企业的首要问题是怎样才能把员工的流失率和人力资源成本降低。

本文首先对锦州航星集团的人力资源 and 员工流失情况做了简述，根据人力资源部门提供的具体数据分析了锦州航星集团员工流失的特点。针对对锦州航星集团离职员工调查问卷回收的数据进行分析，对员工流失的影响因素进行归纳总结。最后员工流失的理论和锦州航星集团员工流失问题的实际，提出降低该公司员工流失率的策略。

**关键词：** 员工流失； 人力资源管理； 锦州航星集团

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## ABSTRACT

Currently, China's population is gradually aging. The difficulty of recruiting enterprises has become increasingly prominent. At the same time, the cost of the automotive industry is constantly rising, with limited technical reserves. At the same time, with the advent of the Internet + era, manufacturing companies are facing fiercer competition for talents. Employees are a necessary condition for the existence of enterprises. The primary problem for enterprises today is how to reduce the turnover rate of employees and the cost of human resources.

This article first briefly describes the human resources and employee turnover of Jinzhou Hangxing Group, and analyzes the characteristics of Jinzhou Hangxing Group's employee turnover based on the specific data provided by the human resources department. Analyze the data collected from the questionnaire of Jinzhou Hangxing Group's resigned employees, and summarize the influencing factors of employee turnover. Finally, the theoretical knowledge of employee turnover and the reality of the employee turnover problem of Jinzhou Hangxing Group put forward a strategy to reduce the company's employee turnover rate.

**Keyword:**staff drain ; Human Resource Management ; Jinzhou Hangxing Group

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# 目录

摘要 .....	I
1 引言 .....	1
1.1 研究背景和意义 .....	1
1.1.1 研究背景 .....	1
1.1.2 研究意义 .....	1
1.2 文献综述 .....	2
1.2.1 国外研究现状 .....	2
1.2.2 国内研究现状 .....	3
1.3 研究方法和目的 .....	3
1.3.1 文献分析法 .....	3
1.3.2 调查问卷法 .....	3
1.4 研究内容和思路 .....	4
1.4.1 研究思路 .....	4
1.4.2 研究内容 .....	4
2 员工流失理论概述 .....	5
2.1 员工流失的含义 .....	5
2.2 员工流失的特点 .....	5
2.3 控制员工流失的原则 .....	5
2.4 员工流失率及计算方法 .....	6
2.5 员工流失成本 .....	6
2.5.1 员工流失的直接成本 .....	6
2.5.2 员工流失的间接成本 .....	6
2.6 员工流失的影响因素 .....	6
2.6.1 企业外部环境因素 .....	7
2.6.2 企业内部环境因素 .....	7
2.6.3 员工个体特征因素 .....	7
3 锦州航星集团员工流失现状 .....	8
3.1 公司简介 .....	8
3.2 公司人力资源基本情况 .....	8
3.3 锦州航星集团员工流失现状 .....	8

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