

# XFSB 企业员工绩效考核制度研究

## 摘 要

在当今这竞争激烈的市场经济环境中，企业要想在发展过程中经久不衰，科学有用的人力资源管理变成每个企业取得差异化优势，获得胜利的关键。本文以 XFSB 企业绩效考核机制作为研究对象，运用所学专业知 识，从目前 XFSB 企业绩效考核机制着手，找到 XFSB 企业绩效考核机制的问题所在，进而提出相应的分析建议和解决措施。本文研究的主要问题是 XFSB 企业绩效考核机制的考核目标、原则、内容、评价指标、方法、流程及考核结果应用方面的改进和优化，使零售企业获得更多的利益，实现员工和企业的双赢。

**关键词：**零售行业；服务行业；综合素质；绩效考核

## ABSTRACT

In today's competitive market economy environment, scientific and useful human resource management has become the key for every enterprise to obtain differentiated advantages and win if it wants to survive in the development process. This paper takes XFSB enterprise performance appraisal mechanism as the research object, USES the learned professional knowledge, starts from the current XFSB enterprise performance appraisal mechanism, finds out the problems of XFSB enterprise performance appraisal mechanism, and then puts forward the corresponding analysis Suggestions and solutions. The main problem studied in this paper is the improvement and optimization of XFSB enterprise performance appraisal mechanism in the aspects of assessment objectives, principles, contents, evaluation indicators, methods, processes and application of assessment results, so as to make retail enterprises gain more benefits and achieve a win-win situation for employees and enterprises.

**Keywords:** Retail industry; Service industry; Comprehensive quality; Performance appraisal

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