

学生姓名		学号		学习形式	
专业			指导老师		
题目					

诚信承诺

本人慎重承诺和声明：

1、本人在毕业设计（论文）撰写过程中严格遵守有关规定，恪守学术规范，所呈交的毕业设计（论文）是在指导教师的指导下独立完成；

2、毕业设计（论文）所使用的相关资料、数据、观点等均真实可靠，文中所有引用的他人观点、材料、数据、图表均已注释说明来源；

3、毕业设计（论文）中无抄袭、剽窃或不正当引用他人学术观点、思想和学术成果，伪造、篡改数据的情况；

4、本人已被告知并清楚：学校对毕业设计（论文）中的抄袭、剽窃、弄虚作假等违反学术规范的行为将严肃处理，并可能导致毕业设计（论文）成绩不合格，无法正常毕业、取消学士学位资格或注销并追回已发放的毕业证书、学士学位证书等严重后果；

5、若在学校组织的毕业设计（论文）检查、评比中，被发现有抄袭、剽窃、弄虚作假等违反学术规范的行为，本人愿意接受学院按有关规定给予的处理，并承担相应责任。

学生（签名）：

年 月 日

摘 要

伴随知识经济时代的发展，团队建设与管理已经变为公司组织管理中不可或缺的一种手段，利用团队的形式，发挥所有团队成员的力量，实现任务目标已经成为很多企业选择的方式。特别是随着市场化的发展，专业分工也更加的细化，仅仅依靠个人的力量已经没有办法在市场上获得有利的竞争，需要团队的合作才能够创造新的市场竞争力。不过现阶段很多公司在团队建设与管理上还存在着一些缺陷跟不足，这些不足阻碍了公司长期战略目标的实现。本文以满帮科技有限公司作为研究对象，从团队成员选拔、绩效考核、团队激励与沟通等方面研究其团队建设与管理现状，发现技术人员匮乏、4G技术、经验的人员少、团队成员责任分工不明确、团队成员的稳定性差等问题，并针对性的提出进行项目团队成员招聘、对相关人员进行4G技术培训和经验传授、对团队责任分工到个人、提高成员薪资待遇，增强稳定性等策略，希望能对满帮科技有限公司的发展起到一定的推动作用。

关键词：团队；建设与管理；技术培训

ABSTRACT

With the development of the era of knowledge economy, team building and management have become an indispensable means of company organization and management. Using the form of a team to give full play to the strength of all team members and achieve mission goals has become the method of choice for many companies. Especially with the development of marketization, the division of labor has become more detailed. It is no longer possible to obtain favorable competition in the market only by relying on individual strength. It requires teamwork to create new market competitiveness. However, at this stage, many companies still have some shortcomings and shortcomings in team building and management, which hinder the realization of the company's long-term strategic goals. This article takes Manbang Technology Co., Ltd. as the research object, and studies the status quo of team building and management from the aspects of team member selection, performance appraisal, team motivation and communication, and found that there is a shortage of technical personnel, 4G technology, few experienced personnel, and team members. Problems such as complexity, poor stability of team members, etc., and targeted recruitment of project team members, 4G technical training and experience transfer to relevant personnel, division of team responsibilities to individuals, improved member salaries, and enhanced stability. Hope it can play a certain role in promoting the development of Manbang Technology Co., Ltd.

Keywords: Team; Construction and Management; Technical Training

以上内容仅为本文档的试下载部分，为可阅读页数的一半内容。如要下载或阅读全文，请访问：

<https://d.book118.com/196143011142010135>