

# 北京凯瑞公司薪酬管理问题及对策研究

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## 摘 要

随着知识经济的到来和经济全球化进程的快速发展,越来越多的企业管理者认识到,人力资源管理对一个组织的成功具有关键的作用。企业与企业的竞争实质上是人才的竞争,能否吸引到优秀的人才是企业在市场竞争中赢得竞争优势的关键。通过对北京凯瑞公司出现薪酬管理问题的研究分析,提出通过加强薪酬管理制度建设、构建企业绩效考核薪酬体系及引用宽带薪酬,创新薪酬理念等措施,制订出一套科学合理符合公司实际的薪酬制度与分配方案的薪酬管理对策,可以满足公司经营发展需要,使薪酬起到有效激励的作用,对提高人力资源管理效率,提升公司竞争力具有现实意义。

**关键字：薪酬管理；绩效考核；激励机制；弹性福利**

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## Abstract

With the advent of knowledge economy and the rapid development of economic globalization, more and more business managers realize that human resource management plays a key role in the success of an organization. The competition between enterprises and enterprises is essentially the competition of talents, and it is the key to win the competitive advantage in the market competition. Through research and analysis of the salary management of appeared in KaiRui company, put forward by strengthening the salary management system construction, construction of enterprise performance evaluation and compensation system and application of Broadbanding Salary, innovation compensation philosophy and other measures, formulate a scientific and reasonable company actual salary system and distribution plan of salary management countermeasures, can meet company business development needs, make an effective incentive compensation, to improve the efficiency of human resource management, enhance the competitiveness of the company has practical significance.

**Key words:** compensation management; performance appraisal; incentive mechanism; elastic welfare

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