

# 新疆友好集团股份有限公司员工非物质福利研究

## 摘 要

近些年来经济快速发展，给企业带来的是丰厚的利润的同时也带来了不小的隐患。员工的心理问题的日渐显露，工作中的消极情绪带来的是工作的低效，压力长期得不到缓解也容易导致身心疾病的出现，企业缺勤和离职的增加，这些逐渐成为企业的一块心病。因此，对于能缓解员工压力，关爱员工心理健康的非物质福利研究是具有重要意义。

针对新疆友好集团有限公司，采用调查问卷，假设研究法，案例解析法等方法，来分析新疆友好集团的非物质福利管理情况。研究发现企业存在着：非物质福利内容缺乏有效性、非物质福利的分配资源缺乏公平性、非物质福利制度的绩效考核不完善等问题。对比提出了：建立公平的非物质福利分配制度、对话机制了解员工需求、完善非福利制度的绩效考核增强激励效果、注重员工学习提升机会、上下级应该主动沟通，提高责任感，以期共创互利共赢的局面。

**关键词：**非物质福利；企业管理；互利共赢

## ABSTRACT

In recent years, the rapid development of the economy has brought the enterprise not only rich profits but also great hidden dangers. The psychological problems of employees are becoming increasingly apparent. The negative emotions at work bring low efficiency in work. The long-term unrelieved pressure is also likely to lead to physical and mental diseases. Therefore, it is of great significance to study the non-material welfare that can relieve the pressure of employees and care for their mental health.

For XINJIANG YOUHAO group co., LTD., questionnaires, hypothesis research method, case analysis method and other methods were used to analyze the non-material welfare management of XINJIANG YOUHAO group. The research finds that there are some problems in enterprises, such as the lack of effectiveness of non-material welfare content, the lack of fairness of non-material welfare distribution resources, and the imperfect performance appraisal of non-material welfare system. By contrast, this paper puts forward: to establish a fair non-material welfare distribution system, to understand the needs of employees through dialogue mechanism, to improve the performance appraisal of the non-welfare system, to enhance the incentive effect, to pay attention to the learning and improvement opportunities of employees, and to communicate actively with superiors and subordinates, to improve the sense of responsibility, in order to create a win-win situation.

**Key words:** immaterial welfare; the enterprise management  
mutual benefit and win-win results

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