

内 容 提 要

随着知识经济的来临，市场经济的不断发展，人类进入了一个以知识为载体的全新时代。企业和国家之间的竞争，已经由产品竞争、资本竞争变为对智力资本的竞争。激烈竞争的焦点当然就是具有智力和知识的高素质全能型人才。将来谁能够拥有高度竞争力的各类人才，谁就掌握了国际竞争的先机和主动权。任何企业都是由人力资源将科学技术作用于生产资料，即发生劳动行为才能推动企业发展，并实现企业盈利的目的。由此可见人力资源所表现的积极性和创造性是企业动力和活力的源泉。

惠邦公司是一家经营销售日用品的企业，近年来业绩保持不错，发展势头迅猛。然而惠邦公司的人力资源开发和管理方面还存在着诸多问题，如人力资源缺少整体规划，使人力资源管理几乎没有有序的开展，无法与企业的发展战略保持一致；在招聘机制僵化，忽略了许多客观因素同时招聘渠道比较单一，也没有公正性；培训机制不完善，除了必要的岗前培训外，其他培训计划很少；绩效考核与薪酬体系不合理，没有合理的绩效考核管理制度，同时在薪酬方面只重视公平原则，缺少必要的激励；企业文化建设不足，致使员工的向心力不足。诸上问题长期存在诱发了一系列的负面效应，并成为惠邦公司进一步发展的瓶颈。基于此，惠邦公司人力资源管理问题的研究成为一个重要的课题。

关键词：人力资源管理；惠邦；

Abstract

With the advent of the knowledge-based economy, the continuous development of market economy, humanity has entered a new era of knowledge as the carrier. The competition between the enterprises and the state, becomes the intellectual capital of the competition by competition, capital competition. Focus of intense competition, of course, is to have the intelligence and knowledge of high-quality all-around talent. Who can have all kinds of talents highly competitive in the future, grasps the opportunities and the initiative of the international competition. Any business by the human resources, the role of the science and technology of production, which happened to labor practices in order to promote the development of enterprises, and to achieve the purpose of the corporate earnings. The enthusiasm and creativity of performance shows that human resources is a source of dynamism and vitality of the enterprise.

Huibang company is an enterprise engaged in sales of daily necessities, and performance in recent years to maintain a good momentum of rapid development. Human resource development and management company Huibang, however there are many problems, the lack of overall planning, such as human resources, human resources management almost no orderly conduct can not be consistent with the development strategy of the enterprise; rigid in the recruitment mechanism ignored a number of objective factors at recruitment channels is relatively simple, there is no impartiality; mechanisms are inadequate training, in addition to the necessary pre-service training, few other training programs; unreasonable performance appraisal and compensation systems, there is no reasonable performance appraisal management system, regard to remuneration only attach importance to the principle of fairness, the lack of the necessary incentives; lack of enterprise culture construction, resulting in a lack of faith in the employees. All on the long standing problem induced by a series of negative effects, and bottlenecks become company Huibang further development. Based on this, the study of the human resource management issues Huibang become an important issue.

Key words: Human Resource Management; Huibang;

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