

BGY 人才流失问题及对策研究

Bgy brain drain problems and Countermeasures

摘要

人才资源是影响企业运营的重要因素，只有充足的人才资源才能促进企业长久发展与进步。因此，企业必须拥有充足的人才资源才能得到跨越式发展。从社会视角来看，人才流失是必然的现象，只有人才流动才能确保市场经济的稳定。但是从企业视角来看，人才流失就是阻碍自身企业发展的重要影响因素。企业务必提高对人才流失问题的重视程度，建设完善的人才管理制度和人才激励机制，确保人才队伍能够得到稳定，避免出现对企业发展不利的现象。本文基于此展开研究，首先进行相关理论概述与文献综述，提出与本文研究内容相关的理论体系作为研究基础，最后以 BGY 作为研究对象，展开对 BGY 人才流失现状的研究分析，分析 BGY 人才流失的原因，最终提出具有针对性的对策方案。

关键词：人才流失；激励制度；人才管理

Abstract

Talent resource is an important factor affecting the operation of enterprises. Only sufficient talent resources can promote the long-term development and progress of enterprises. Therefore, enterprises must have sufficient human resources to get leapfrog development. From the social perspective, brain drain is an inevitable phenomenon, only talent flow can ensure the stability of the market economy. But from the perspective of enterprises, brain drain is an important factor hindering the development of their own enterprises. Enterprises must pay more attention to the problem of brain drain, build a perfect talent management system and talent incentive mechanism, ensure that the talent team can be stable, and avoid the phenomenon of unfavorable to the development of enterprises. This paper first summarizes the relevant theories and literature, puts forward the theoretical system related to the research content of this paper as the research basis, and finally takes BGY as the research object. This paper analyzes the current situation of BGY brain drain, analyzes the causes of BGY brain drain, and finally puts forward targeted countermeasures.

Key words: Brain drain; incentive system; talent management

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/505004202240011134>