
深圳市前锦众程人力资源有限公司薪酬激励模式研究

摘要

本文在参考相关理论和分析 90 后员工特性的基础上，根据深圳市前锦众程人力资源有限公司的实际情况，运用了文献研究、问卷调查和案例分析的方法，从而全面的了解深圳市前锦众程人力资源有限公司 90 后员工薪酬激励制度的具体情况，并从中发现深圳市前锦众程人力资源有限公司薪酬激励管理中所存在的问题，进一步挖掘 90 后员工在薪酬方面的实际需求，然后根据问题对深圳市前锦众程人力资源有限公司 90 后员工薪酬激励体系进行优化设计，最后从构建丰富多样化的薪酬结构，优化员工的发展途径，树立“以人为本”思想观念、科学化绩效考核形成有效沟通渠道等方面提出了有利于薪酬激励制度顺利实施的保障措施与建议。

关键词：人力资源；薪酬激励；绩效考核

ABSTRACT

Based on the relevant theories and analysis of post-90s employees' characteristics, and according to the actual situation of Shenzhen Qianjin Zhongcheng Human Resources Co., Ltd., this paper applies the methods of literature research, questionnaire survey and case analysis, so as to fully understand the specific situation of the post-90s employee compensation incentive system of Shenzhen Qianjin Zhongcheng Human Resources Co., Ltd., and find out the problems existing in the compensation incentive management of Shenzhen Qianjin Zhongcheng Human Resources Co., Ltd., and further explore the actual demand of post-90s employees in compensation, Then, according to the problem, the post-90s employee compensation incentive system of Shenzhen Qianjin Zhongcheng Human Resources Co., Ltd. is optimized and designed. Finally, the author puts forward the safeguard measures and suggestions which are beneficial to the smooth implementation of the salary incentive system.

KEY WORDS: Human resources; compensation incentives; performance appraisal

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