

# 企业绩效管理的对策建议

## 摘 要

建筑企业在我国经济发展中存在非常关键作用，随着最近几年的发展，目前我国建筑市场也在不断发展中存在很大的变化，造成建筑企业的竞争变得越来越激烈，由此能够看到建筑企业正在不断改变我们国家的面貌和居住条件。其中从我国建筑企业的人力资源管理来看，其中在绩效管理上不少建筑企业还存在很多问题，造成绩效管理制度不完善，无法充分调动员工工作的积极性。人力资源绩效管理对于建筑企业的发展存在非常重大影响，需要展开进一步的研究。因此本文基于这一背景下，以建筑企业 G 集团为例展开分析研究，首先介绍绩效管理的相关理论，随后从企业目标研究出发，提出完善企业人力资源绩效管理的有关对策，从而能够在建筑企业内部积极调动员工的积极性，充分发挥出他们自身的创造力，让建筑企业绩效管理能够真正发挥出本身的作用出来，快速更新换代的大环境下提高企业自身竞争力，从而达到更好的发展。

**关键词：**建筑企业；人力资源管理；绩效管理

## **ABSTRACT**

Construction companies play a very critical role in my country's economic development. With the development of the last few years, the current construction market in my country is also undergoing great changes in the continuous development, resulting in increasingly fierce competition among construction companies. I see that construction companies are constantly changing the face and living conditions of our country. Among them, from the perspective of human resource management in my country's construction companies, many construction companies still have many problems in performance management, resulting in imperfect performance management systems and unable to fully mobilize the enthusiasm of employees. Human resource performance management has a very significant impact on the development of construction enterprises, and further research is needed. Therefore, based on this background, this article takes the construction company G Group as an example to carry out analysis and research. First, it introduces the relevant theories of performance management, and then starts from the study of corporate goals, and proposes relevant countermeasures to improve the performance management of human resources in the construction company. Actively mobilize the enthusiasm of employees and give full play to their own creativity, so that the performance management of construction enterprises can truly play their own role, and improve the competitiveness of the enterprise in the environment of rapid update, so as to achieve better development.

**Key words:** construction enterprises; human resource management; performance management

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