
职业倦怠角度下企业员工激励政策研究——以河北康美舒空气净化设备科技有限公司为例

摘 要

随着市场经济的进一步发展和中国的企业改革，企业职工须要的增长，员工需承担更多的责任与义务，随着时间的推移，全体员工隐性的心理压力日渐增长。其结果是，导致工作人员产生了职业倦怠。工作倦怠不仅危害工人的健康，还没办法提升员工的满意度，这会影响到员工的工作效率，对公司的稳定发展会带来一些不利影响，因此在公司长期发展的过程中，对于工作倦怠的研究十分关键。

针对河北康美舒空气净化设备技术有限公司，采用文献分析法和问卷调查法，从在公司员工发放的调查问卷中收集数据，研究了公司的工作倦怠状况及其影响因素。造成这种情况的企业原因是缺乏科学的薪酬体系，缺乏员工福利的制度化以及缺乏员工晋升的机会。个人原因包括员工自身的压力过大以及缺乏正确的专业价值观和强大的工作能力等。根据研究结论，建议企业应完善现有的员工激励政策，建立科学的工资制度，优化管理和福利政策，完善员工晋升制度。个人应根据自身情况参加“员工救助计划”，并定期参加公司内部培训等建议。以期达到充分发挥企业内每个员工的才能，为企业带来更大的经济效益。

关键词：企业职业倦怠；员工福利；激励政策

ABSTRACT

With the development of the market economy and the further deepening of corporate reforms in China, corporate requirements for employees are increasing and employees are given more responsibilities and obligations, and over time corporate employees are given There is invisible psychological pressure. , Corporate employees have a sense of burnout at work. The occurrence of work burnout not only harms the mental and physical health of the employees, but also reduces the employee's job satisfaction and therefore the work efficiency, which ultimately reduces the production efficiency of the company Affects the decline in production efficiency and hinders the sound development of companies and the improvement of economic profits. Therefore, it is particularly important to study the problem of burnout among corporate employees during a critical period of corporate transformation and development.

Aiming at Hebei Kangmeishu Air Purification Equipment Technology Co., Ltd., we used literature analysis and questionnaire methods to collect data from survey questionnaires issued by company employees. The company's job burnout status and its influencing factors were studied. The reasons for this are the lack of scientific salary systems, the lack of institutionalization of employee benefits, and the lack of promotion opportunities for employees. The reasons for personal reasons include the pressure on employees and the lack of correct professional values and strong working abilities. Wait. According to the research conclusions, it is proposed that enterprises should improve existing employee incentive policies, establish a scientific wage system, optimize management and welfare policies, and improve employee promotion systems. Individuals should participate in the "Employee Assistance Program" according to their own circumstances, and regularly participate in corporate internal training and other suggestions, with a view to achieving the full talents of each employee in the enterprise and bringing greater economic benefits to the enterprise.

Key words: corporate burnout ;employee benefits;incentive policie

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