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# 创业公司的人才激励机制研究

## 摘要

随着当前经济社会的快速发展，人力资源管理对企业发展的影响日益显著，作为获取竞争优势的重要资源，人力资源管理已逐渐成为创业公司管理者特别关注的工作。在战略性人力资源管理中的重要环节便是人才培养和 Related 的人才激励，也正是因此，人才培养与激励机制的研究也逐渐成为了当前创业公司管理人员的重点。而人才培养与激励有利于提高相关人员的热情和积极性，并且能够增强相关创新型人才工作的自主性，进而促进创新型人才自身综合素质的提高，推动企业的可持续发展与健康运营。

本文通过对人才激励机制理论的学习，了解国内外企业人才激励机制设计的成功经验，以 A 软件公司为研究对象，对其人才激励机制进行了优化，提出现代企业要建立与自身发展相匹配的人才激励机制。从激励初创企业核心人才的问题入手，从改善薪酬体系，完善考核机制，实施多种激励措施等方面，探讨了新时期对初创企业核心人才的激励措施。深入研究了如何创建和改善初学者的人才学习和激励机制，从而为管理初学者的人才资源提供一些理论支持和背景信息。

**关键词:** 创业公司； 人才； 激励机制； 对策； A 公司

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## ABSTRACT

With today's rapid economic and social development, human resource management has a more significant impact on organizational development as a key resource in gaining a competitive advantage in human resource management. Became a task that the startup manager gave a particular importance to A key link in strategic HR management is talent training and associated incentives. As a result, research into talent training and incentive mechanisms is gradually becoming the focus of startups. In current Talent training and incentives contribute to increasing the enthusiasm and enthusiasm of the personnel involved and can increase the independence of relevant innovative talent, thereby promoting quality improvement that It encompasses innovative talent and promotes sustainable development and healthy operations of the organization.

By studying the theory of the mechanism for stimulating talent, this article examines the successful experience of developing mechanisms for stimulating talent at domestic and foreign enterprises. By choosing software company A as its research object, it optimizes its talent incentive mechanism and invites modern enterprises to create a system that matches their own development. Talent reward mechanism. Starting with the question of motivating core talent in startups, from improving the pay system, improving the assessment mechanism and implementing various incentive measures, it discussed measures to incentivize core talent in startups in the new era. In-depth exploration of how to create and improve a beginner talent learning and incentive mechanism to provide some theoretical support and background information for managing beginner talent resources.

**Keywords:** startups; talents; incentive mechanism; countermeasures, A company

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# 目 录

前言	1
1. 绪论	2
1.1 研究背景	2
1.2 研究意义	3
1.3 研究方法	3
1.4 主要研究内容	3
2. 创业公司核心人才激励理论和构建的重要意义	5
2.1 创业公司人才激励理论	5
2.1.1 双因素理论	5
2.1.2 需求层次理论	5
2.1.3 人际关系理论	5
2.2 核心人才激励机制的构建是创业公司发展的重要保障	6
2.3 核心人才激励机制的构建是人力资源战略性发展的基础	6
2.4 核心人才激励机制的构建是培育企业创新力的重要依托	6
3. 创业公司人才激励机制的现状分析—以 A 软件公司为例	7
3.1 人才比例及特征	7
3.2 人才激励体系现状	7
4. 创业公司人才激励机制中存在的问题	9
4.1 薪酬成本高，人才激励效能弱	9
4.2 激励模式单一，弱化人文激励	9
4.3 激励不稳定，缺乏制度保障	10
4.4 对人才的认知不足	10
4.5 缺乏及时传达创新型人才想法的渠道	10
5. 创业公司人才激励机制的构建策略	11
5.1 完善薪酬制度，形成长效激励	11
5.2 健全考核机制，强化激励效能	11
5.3 创新激励机制，采取激励措施	11

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