

华宏公司员工绩效考核体系研究

摘 要

近年来，国内市场经济繁荣蓬发，企业要想在激烈的市场竞争环境下屹立不倒并保持长期发展，建立起一套科学、完善的绩效管理体系显得尤为重要。员工绩效对于企业和员工都是不可或缺的重要手段，如果没有真正的运用其作用，对于企业而言都是重大的损失，也是不利于现代企业的管理和发展。针对汽车服务企业，联系企业实际情况与员工的绩效考核想结合，以促进企业的长远发展为导向，真正的把员工绩效考核作为企业管理的一把利刃。

本文主要讨论的是华宏公司员工绩效考核过程现状，分析从而得出相应的问题，针对问题提出有效性的措施，改进员工绩效考核过程。结合自己在公司的实习经历，并向有关员工调查和自己的搜集资料相结合整理得出，对于华宏公司的认知和理解展开对绩效考核问题的思考。希望该方法能对公司的管理与发展的起一定的辅助作用，并且能够优化该公司的绩效管理体系，从而提高企业的竞争力。

关键词：绩效；绩效考核；绩效反馈；华宏公司

ABSTRACT

In recent years, the domestic market economy is booming. If enterprises want to survive in the fierce market competition environment and maintain long-term development, it is particularly important to establish a set of scientific and perfect performance management system. Employee performance is an indispensable and important means for enterprises and employees. If it is not really used, it will be a great loss to the enterprise, and it is not conducive to the management and development of modern enterprises. In view of the automobile service enterprise, the actual situation of the enterprise should be combined with the performance appraisal of the employees, so as to promote the long-term development of the enterprise as the guidance, and truly take the employee performance appraisal as a sharp edge of enterprise management.

This paper mainly discusses the status quo of Huahong company's employee performance appraisal process, analyzes the corresponding problems, and proposes effective measures to improve the process of employee performance appraisal, For the cognition and understanding of Huahong company, the author thinks about the performance appraisal. We hope that this method can play a certain auxiliary role in the management and development of the company, and can optimize the performance management system of the company, so as to improve the competitiveness of the enterprise.

Keywords: Performance; performance appraisal; performance feedback

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