

中公教育集团员工流失的原因与对策研究

摘 要

当前，中国正处在新的经济发展时期，企业的核心竞争力在于员工，但在现代人力资源管理体制下，一些公司不重视员工的人力资源管理。员工的合理离职相对有利于公司的发展，但员工的主动辞职不利于公司的可持续发展。

以中公教育集团为研究对象，结合国内外文献，总结了人力资源流动理论，从人力资源流动的角度出发，研究公司员工离职的问题和对策。首先，从中公教育集团员工流失的特点、目的和影响的角度，对公司员工流失的现状进行了定性分析。在此基础上，运用文献研究，问卷调查，访谈等方法对公司员工离职的原因进行了分析，总结了员工离职的原因。主要包括：缺乏有效的组织沟通，企业激励机制不合理，企业外部竞争激烈。最后，结合该公司员工流失的原因，提出了完善的策略。主要体现在这些方面：完善员工管理制度，整顿工资制度和福利政策，深化绩效考核管理，改善员工工作环境等对策，为解决中公教育集团员工流失和中国企业管理问题提供一定的参考。

关键词：员工流失；人力资源流动；激励机制

ABSTRACT

At present, China is in the a new period of economic development. The core competitiveness of an enterprise of an enterprise lies in its employees. But in the modern human resource management system, some companies don't pay much attention to the human resource management of employees. Reasonable turnover of employees is relatively beneficial to the development of the company, but the voluntary resignation of employees is not conducive to the sustainable development of the company.

Take Zhonggong Education Group as the research object, combined with domestic and foreign literature. The theory of human resource flow is summarized. From the perspective of human resources, studying the problems and countermeasures of employee turnover. First of all, from the perspective of the characteristics, purpose and influence of the staff turnover of Zhonggong Education Group, the current situation of employee turnover in the company was qualitatively analyzed. On this basis, the paper analyzes the reasons for employees' resignation by means of literature research, questionnaire survey and interview. The reasons for employee turnover are summarized. It mainly includes: lack of effective organizational communication, unreasonable incentive mechanism, and fierce external competition. Finally, combine the reasons for the company's employees, put forward the perfect strategy, mainly embodied in these aspects: improve the staff management system, rectify the wage system and welfare policy, deepen the performance appraisal management, improve employee working conditions, etc. It provides some reference for solving the problem of employee turnover and Chinese enterprise management in Zhonggong Education Group.

Key words: employee turnover; human resource flow; incentive mechanism

目 录

前 言	1
第 1 章 绪论	2
1.1 研究背景	2
1.2 研究综述	2
1.3 研究的目的与意义	4
1.4 研究的范围与方法	5
第 2 章 论文相关理论	6
2.1 员工流失的内涵	6
2.1 员工流失的理论	6
第 3 章 中公教育集团员工流失现状及问题	8
3.1 中公教育员工基本情况介绍	8
3.2 中公教育员工流失原因分析	8
3.3 中公教育集团员工流失的原因	11
第 4 章 中公教育集团员工流失现状的对策与建议	13
4.1 采取有效的薪酬激励	13
4.2 设计绩效考核制度	13
4.3 关注员工成长与发展方面的激励机制	14
4.4 解决员工个人工作压力方面的减压方式	15
结 论	16
附 录	18
参考文献	23
致 谢	24

以上内容仅为本文档的试下载部分，为可阅读页数的一半内容。如要下载或阅读全文，请访问：<https://d.book118.com/746055103043010200>

