

天津沃尔法电力设备有限公司绩效管理研究

摘 要

随着我国社会经济在不断地高速发展，社会经济的发展离不开电力行业的支持，这样在无形当中促进了我国电力企业的高速发展。由于我国电力企业的数量在近些年来不断地增加，这就对电力行业的发展有了更加规范化的要求，更是对各家电力企业的管理和成本利润优化起到了推动性的作用。绩效管理作为电力企业在创造自身经济价值过程中的关键性环节，也是经济价值链条中的开始端口。

将天津沃尔法电力设备有限公司的绩效管理作为研究对象，通过采用文献参考、归纳阐述等研究方法对公司的绩效管理方面进行深刻分析。分析发现：绩效考核组织与流程不完善，绩效考核指标不科学，存在绩效管理认知错误，绩效考核制度不完善等问题。对此提出了优化绩效考核组织与流程，科学的设定绩效考核指标，提升绩效管理意识，完善绩效考核制度一系列解决问题对策和建议，以期达到企业绩效管理激发员工的工作积极性，促进企业发展的目的。

关键词：绩效管理；天津沃尔法电力设备有限公司；问题与对策

ABSTRACT

With the rapid development of China's social economy, the development of social economy is inseparable from the support of the power industry, which promotes the rapid development of China's power enterprises. As the number of power enterprises in China has been increasing in recent years, it has a more standardized requirement for the development of the power industry, and it also plays a driving role in the management and cost-benefit optimization of each power enterprise. As a key link in the process of creating its own economic value, performance management is also the beginning port in the economic value chain.

Taking the performance management of Tianjin Volfa Power Equipment Co., Ltd. as the research object, through the use of literature references, induction and other research methods and methods to investigate and study the company's performance management, the analysis found that: the performance evaluation organization and process are not perfect, performance evaluation indicators are unscientific, cognitive errors in performance management, and the performance evaluation system is not perfect. In this regard, it proposed to optimize the performance evaluation organization and process, scientifically set performance evaluation indicators, improve performance management awareness, and improve the performance evaluation system. In order to achieve corporate performance management stimulation The enthusiasm solving of employees to promote the purpose of enterprise development.

Key words: Performance management; Tianjin wolfa electric power equipment co., LTD. Problems and countermeasures

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