

# 希杰多乐之日（北京）食品有限公司人力资源外包问题研究

## 摘 要

人力资源外包，对中大型企业来说，是很平常又常用的经营战略，人力资源产业目前处于新兴发展行业，未来发展前景尤为可观，由于激烈的外部竞争环境和企业内部自身能力的限制，不少企业难以完全依靠其自身能力来解决人力资源管理问题。因此企业将公司招聘、代发工资、代缴社保等工作环节进行外包，采用灵活用工的新模式突破公司瓶颈问题。

通过对希杰多乐之日（北京）食品有限公司人力资源外包问题采用了问卷调查法、观察学习法、文献研究法等进行的探讨，对人力资源外包所涉及的理论和实践操作等有关方面进行系统的分析及总结。分析得出：该企业在未实行外包之前，企业人工成本很高，运营出现困难，部分店铺已经关闭；由于该企业韩国是外企，其高层对我国人员及政策把控不贴合，管理不够完善等问题。威克逊针对希杰多乐之日制定了贴合其发展的项目方案：税务优化，节约企业成本；灵活用工减少企业用工风险；员工工资代发、工资表制作、社保、公积金代缴提高企业人力部门办事效率，而且简化企业员工对政府部门办事的复杂过程。最后根据希杰多乐之日（北京）食品有限公司人力资源外包遇到的问题提出了完善与发展的建议，进而提出了贴合企业发展的“顾问式”人力资源外包服务。

**关键词：** 人力资源外包；外包管理；外包问题；对策

## ABSTRACT

Human resource outsourcing is a common and commonly used business strategy for medium and large-scale enterprises. At present, China's human resource outsourcing industry is in a new developing industry, with a promising future. Due to the fierce external competition environment and the limitation of the internal ability of enterprises, many enterprises are unable to fully rely on their own ability to solve human resource management problems. Therefore, enterprises outsource the recruitment, salary payment and social security payment of the company, and adopt the new flexible employment mode to break through the bottleneck of the company..

Through the discussion of the human resource outsourcing of Tous Les Jours (Beijing) Food Co., Ltd. this paper makes a systematic analysis and summary of the theory and practical operation of human resource outsourcing. The analysis shows that: before outsourcing, the labor cost of the enterprise is very high, the operation is difficult, and some stores have been closed; because the enterprise is a foreign enterprise in South Korea, its senior management does not fit the control of Chinese personnel and policies, and the management is not perfect. Tous Les Jours (Beijing) Food Co., Ltd. Victory Consulting Co., Ltd. has formulated a project plan suitable for its development: tax optimization to save enterprise costs; flexible employment to reduce the risk of enterprise employment; employee salary distribution, payroll production, social security, provident fund payment to improve the efficiency of enterprise human resources department, and simplify the complex process of enterprise employees to government departments. Finally, according to the problems of human resource outsourcing of Tous Les Jours (Beijing) Food Co., Ltd.

**Key word:** human resource outsourcing;outsourcing management;outsourcing issues;countermeasures

## 目 录

前 言.....	1
第一章 绪论.....	2
第 1.1 节 研究背景.....	2
第 1.2 节 研究综述.....	2
第 1.3 节 研究方法.....	4
第 1.4 节 理论和实践意义.....	6
第二章 人力资源外包相关理论.....	7
第 2.1 节 人力资源外包的含义及内容.....	7
第 2.2 节 人力资源外包的影响.....	8
第三章 希杰多乐之日（北京）食品有限公司人力资源外包现状及成因分析..	10
第 3.1 节 希杰多乐之日（北京）食品有限公司人力资源现状.....	10
第 3.2 节 人力资源外包原因.....	13
第 3.3 节 人力资源外包出现的问题.....	13
第四章 针对该企业人力资源外包出现的问题提出的建议.....	15
第 4.1 节 人力资源外包阶段出现问题的改善方法.....	15
第 4.2 节 外包商的选择.....	16
第 4.3 节 制订科学合理的外包决策.....	17
结 论.....	19
参考文献.....	20
附 录.....	21
致 谢.....	38

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