

# ZQ 培训学校薪酬体系改进研究

**摘要:** 在人们的物质生活质量越来越高时,大部分家长们就会更注重自己孩子的教育问题,在教育孩子上花的钱也会较之前高很多。近些年来,我国中小学校外相关培训机构发展速度非常快,而在整个教育行业中,教育培训行业也发挥着很重要的作用,促进了我国整个教育事业的发展。薪酬与每个教育工作者的切身利益息息相关,也会直接影响教育教学工作,学校以及校外培训学校为了吸引和留住人才则会在发展中不断去改进薪酬体系。

ZQ 培训学校是 G 市当地比较出名的校外培训机构,在近几年的发展中已经有了十几所分校,其教育质量得到当地广大市民的认可。本文以 ZQ 培训学校为研究对象,针对其在薪酬体系方面存在的问题进行分析。通过问卷调查、文献研究等方法,并结合 ZQ 培训学校自身发展情况,分析学校薪酬体系等方面存在的问题原因。

本文通过研究发现,ZQ 培训学校内部缺乏相应的晋升机制与竞争性、考核与工资挂钩不紧密、薪酬结构不合理以及福利制度不够完善,导致员工需要没有得到满足,员工流失率较高。此外,薪酬的设置以及没有考核制度,并没有激励效果,不利于提高员工的积极性与主动性。通过分析,针对存在的问题提出建立合理的晋升机制、完善薪酬结构与福利制度等改进方案。为了保证改进方案顺利实施,在加强学校内部的文化建设方面也提出相应建议,能帮助 ZQ 培训学校更好的留住优秀员工和降低员工流失率、吸引优秀人才打造更高质量的教师队伍、为学校健康长远发展奠定作良好铺垫。

**关键词:** 培训学校; 薪酬体系; 福利制度; 改进

## Research on the improvement of salary system of ZQ training school

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**Abstract:** When people's material life quality is getting higher and higher, most parents will pay more attention to the education of their children, and the money spent on educating their children will be much higher than before. In recent years, the development of relevant training institutions outside of primary and secondary



schools in our country is very fast, and in the entire education industry, the education and training industry also plays a very important role and promotes the development of the entire education industry in China. Salary is closely related to the vital interests of each educator, and it will also directly affect education and teaching. Schools and off-campus training schools will continue to improve their salary system in order to attract and retain talents.

ZQ Training School is a well-known off-campus training institution in G city. In recent years, there have been more than a dozen branch schools, and its education quality has been recognized by the local citizens. This article takes ZQ training school as the research object and analyzes its problems in the salary system. Through questionnaire survey, literature research and other methods, combined with the development of the ZQ training school, analyze the reasons for the problems in the school's salary system.

This article found through research that the lack of corresponding promotion mechanism and competitiveness within the ZQ training school, the lack of close linkage between assessment and salary, unreasonable salary structure, and insufficient welfare system have led to unmet needs of employees and a high rate of employee turnover. In addition, the salary setting and the absence of an assessment system have no incentive effect, which is not conducive to improving the enthusiasm and initiative of employees. Through analysis, it proposes to establish a reasonable promotion mechanism and improve the salary structure and welfare system in response to existing problems. In order to ensure the smooth implementation of the improvement plan, corresponding suggestions are also made in strengthening the school's internal cultural construction, which can help the ZQ training school to better retain outstanding employees and reduce employee turnover, attract outstanding talents to build a higher-quality teaching team, The healthy and long-term development of the school has laid a good foundation.

**Keywords:** training school; salary system; welfare system; improvement

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