

A 非政府组织人力资源管理激励问题与改进的研究

摘要

非赢利组织的向好发展和组织活动的顺利开展在社会志愿服务活动中占据着重要的地位。非赢利组织的未来走向和发展现状需要社会和政府督促指正，需要各界人士对该组织的人力资源管理激励进行积极的探索并加以完善。

本文根据 A 组织人力资源管理激励的现状，发现该组织在激励员工方面的困难和问题，如物质激励不到位，员工培训机会缺乏，绩效考评体系不规范，组织人员沟通情况不乐观，激励方式单一等。从员工需求出发，寻找合适有效的解决方案，提出 A 组织应作出的改变，如给予适当物质激励，增加人力资本投资，完善修正绩效考评体系，改变工作内容和改善工作环境，采取灵活多样的激励措施等对策和建议，为我国非赢利组织人力资源管理激励提供参考和借鉴。

关键词：非赢利组织；人力资源管理；激励

ABSTRACT

The positive development of non-profit organizations and the smooth development of organizational activities occupy an important position in social voluntary service activities. The future direction and development status of non-profit organizations need social and government supervision and correction, and people from all walks of life are required to actively explore and improve the organization's human resource management incentives. This requires this article to find the difficulties and problems of the organization 's incentives for employees based on the current status of organization A 's human resource management incentives, such as inadequate material incentives, lack of employee training opportunities, non-standard performance appraisal systems, and poor communication among organizational personnel. Single incentive method, etc. Proceed from the needs of employees, find suitable and effective solutions, and propose the changes that Organization A should make, such as giving appropriate material incentives, increasing human capital investment, improving the performance evaluation system, changing work content and improving the working environment, and adopting flexible and diverse incentives Measures and suggestions, such as measures, provide references and references for human resource management incentives of non-profit organizations in China.

Keywords: Non-profit organization; Human resource management; Incentive

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