

瑞速公司薪酬现状及问题分析

摘 要

随着当前中国就业人口的不断快速增长,对于薪酬管理人才的培养和需求也在不断的推进,人力资源已经成为当前的企业健康生存和可持续发展的主要环境问题,人力资源的薪酬管理水平就已经成为了一个企业的支柱和核心竞争力,这样也就让管理者与企业之间也就形成了激烈的竞争。薪酬人力资源管理是企业的人力资源薪酬管理发展过程中的主要内容和组成部分,而且企业的薪酬管理体系的设计还是企业的薪酬人力资源管理中主要的组成部分。由于当期的市场竞争非常激烈,很多企业的管理者都会通过企业的薪酬和管理的绩效来提升一个企业的竞争力和整体效益,才能更好的建立完善一个企业的薪酬和人力资源的管理制度。因此,在很多大型企业中通过建立一套完善的企业薪酬人力资源管理能够很好的培养和提升一个企业的核心竞争力,促进了企业的健康和可持续发展。

针对近几年瑞速公司的人力资源薪酬管理现状,采用了文献资料法、问卷调查分析法和综合逻辑数据分析法,对近几年瑞速公司的企业薪酬管理现状和特点进行深入了解,从而深入探究了瑞速公司人力资源薪酬管理现状和发展中存在的一些突出问题,并向投资者提出了相关的薪酬管理改进意见和建议。根据研究结果分析得出:目前瑞速公司的薪酬管理现状主要存在着由薪酬满意度构成的不合理、福利薪酬形式选择较少和投资者缺乏与瑞速公司员工之间有效沟通的先进薪酬管理方法和理念的一些突出问题,从而向企业提出了有关要进一步完善瑞速公司的薪酬满意度结构、员工福利满意度多元化和将人力资源薪酬管理满意度多元化纳入瑞速公司人力资源薪酬管理发展战略的薪酬改进对策建议。

关键词: 薪酬; 瑞速公司; 现状及问题

ABSTRACT

Along with the continuously rapid growth, the current our country employment demand for compensation management talent cultivation and also in unceasing advance, health human resources has become the current enterprise survival and the sustainable development of the main environmental problems, the compensation management of human resources has become the backbone and the core competitiveness of an enterprise, this also let managers and has formed the competition between enterprises. Salary human resource management is the main content and component of the development of enterprise's human resource salary management, and the design of enterprise's salary management system is the main component of enterprise's salary human resource management. Due to the fierce market competition in the current period, managers of many large enterprises will improve the competitiveness and overall benefits of an enterprise through the enterprise's salary and management performance, so as to better establish and improve the enterprise's salary and human resources management system. Therefore, the establishment of a complete set of corporate compensation human resource management in many large enterprises can well cultivate and enhance the core competitiveness of an enterprise, and promote the healthy and sustainable development of the enterprise.

For rui speed in recent years, the company compensation management of human resources present situation, USES the literature material law, questionnaire survey analysis and integrated logic data analysis, the red speed in recent years, the company enterprise salary management present situation and characteristics of in-depth understanding, and delves into the red speed company compensation management of human resources present situation and some problems existing in the development of and puts forward relevant to investors pay management improvement opinions and Suggestions. Analysis according to the results of the study, the current speed of the company compensation management status exist mainly composed of pay satisfaction is not reasonable, welfare pay less form selection and investors lack of effective communication between employees with speed compensation management methods and advanced concept of some prominent problems, thus to the enterprise are proposed to further improve the speed of Rayleigh's pay satisfaction diversified structure, employee's satisfaction and the human resource salary management satisfaction diversified into red speed company

compensation management of human resources development strategy to improve the countermeasures and Suggestions.

Key words: Salary; Ruisu corporation; Current situation and problems

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