

Enterprise Research Based On Human Resources Performance Under Fuzzy Comprehensive Evaluation

Jing Chen

The College of Post and Telecommunication of WIT, Wuhan, 430070, Hubei China

Email: 27112653@qq.com

Keywords: School-Enterprise Cooperation; Vocational College; Talent Development

Abstract: In order to achieve long-term development in the fierce market competition, enterprises urgently need a reasonable performance evaluation indicator system to scientifically and comprehensively analyze and evaluate enterprise human resources (including knowledge human resources and ordinary employees). This article takes the performance evaluation and fuzzy evaluation and other related theories as the basic theoretical research basis, combined with the general actual situation of most enterprises in our country, in order to effectively enhance the enthusiasm of the employees of the enterprise, the fuzzy comprehensive evaluation method is applied to the performance evaluation, and the excellent establishment The enterprise performance appraisal system further enhances the overall competitiveness of the enterprise.

1. Introduction

In the field of management research, the most important resource in the enterprise is the person. This factor is the most dynamic and decisive factor in the competition of the enterprise. The management of the enterprise is the management of people. Among them, the central issue and focus of human resource management The problem is performance evaluation. At present, the performance evaluation problems of most enterprises in my country are universal. First, most companies have not formally implemented performance appraisal or performance appraisal is only in the primary stage. Most companies' appraisal and evaluation schemes are not suitable for the actual situation of the enterprise, and there are unscientific and unreasonable phenomena; Second, most enterprises' evaluations are only superficial, and the evaluation results are not convincing. Based on the existence of the above situation, in most modern enterprises in my country, the theoretical management of human resources and time management, scientific and reasonable performance assessment is one of the unavailable steps of enterprise management. From the perspective of employees themselves, performance appraisal is of great benefit to salary increase and job promotion; from the perspective of enterprise, performance appraisal is of great benefit to enhance the competitiveness of enterprises in the market.

It can be seen that the article will discuss and analyze the performance evaluation of most domestic enterprises based on the performance evaluation theory, combined with the fuzzy comprehensive evaluation theory, and the enterprise situation as the research direction.

2. The Positive Role Of Human Resource Evaluation

With the advent of the era of economic globalization, the scope of competition continues to expand, and the degree of competition is intensifying. At this point, the competition for talents has been unprecedentedly fierce, which has led to an increase in the flow of high-quality talents. [4]Performance evaluation, as a key means of enterprise human resource management, is one of the links where enterprise management and managers need to focus on improvement, and it is also the basis for improving employee compensation and giving promotion opportunities. Through scientific and reasonable assessment and evaluation, high-quality talents can be retained for enterprises. The role of specific enterprise performance evaluation can be reflected in the following aspects:

2.1 Can effectively achieve good allocation of enterprise resources

Using the method of performance appraisal and evaluation, we can further understand the current human resource management work status of the enterprise, and master the ability level of human resource managers. For managers with higher capabilities, a loose working environment can be given to enhance their work enthusiasm. Managers with weak management ability can be adjusted to other positions suitable for their ability.[5]

2.2 It can effectively guide the management behavior of human resource managers

After a systematic analysis of the contribution of human resources managers, they can be motivated to fine-tune the evaluation content and objectives during the management term, which will make the enterprise's evaluation work more refined. Promoting enterprises to work toward long-term goals, overcoming the development direction of enterprises focusing on short-term goals and interests, has a positive and positive effect on retaining talents.[6]

2.3 It is beneficial to build a good incentive and restraint mechanism for the enterprise

Enterprises carry out human resources performance evaluation work, and perform performance evaluation on employees in a comprehensive, objective and fair environment, which can provide an important reference basis for employee performance evaluation and promotion selection, which can stimulate employees' work enthusiasm and achieve human resources management Survive the fittest and promote the development of enterprises[7].

2.4 It is beneficial to build a fair competition environment within the enterprise

In the performance evaluation process, fairness, fairness and openness should be the basic evaluation principles, and the evaluation content and evaluation standards should be based on evidence. According to the evaluation principles, managers implement a predetermined performance evaluation on employees, so that the enterprise content has a more standardized evaluation environment and forms a high-quality performance evaluation process. Therefore, scientific and reasonable performance evaluation has a proven impact on the formation of an excellent competitive environment within the company.[8-9]

3. Application Of Fuzzy Evaluation Method In Enterprise Human Resource Performance Evaluation

Based on the extension and development of the analytic hierarchy process, a fuzzy comprehensive evaluation method has been formed. Under the background of complex computing environment, considering the influence of different factors, the operation method of fuzzy mathematics is used to realize the comprehensive evaluation process of the problems mixed with many different factors. The key point of the comprehensive evaluation method of fuzzy mathematics is the process of realizing quantitative evaluation for complex problems in real life. The first is to analyze the different impacts of complex problems on the basis of the final research objectives. Various factors are not related to each other, and their collections do not affect the factors. A hierarchical structure is established according to the affiliation, and analytic methods and expert scoring methods are used to index each level. [10]To realize the weight value calculation process, based on the above steps, the matrix calculation method is used to obtain the comprehensive value of each evaluation factor, and finally the decision is made.

Because the research environment has certain fuzzy characteristics, the research objects have certain uncertain characteristics, and the subjective characteristics of experts, at this time, fuzzy comprehensive evaluation shows the greatest advantage of fuzzy, which can realize scientific and reasonable human resources evaluation for enterprises Provides a reference basis for decision-making.

4. Suggestions For Optimizing Corporate Human Resource Performance Management

4.1 Improve the training mechanism

Training employees is an important basic step for companies to achieve lasting development and the main way to keep the company alive. Most enterprises are seeking continuous innovation and development, and relative employees also constantly put forward new requirements, especially the improvement of the quality of enterprise management personnel. From this, if an enterprise wants to improve the quality of its employees, providing them with good training is an important method of enterprise human resource management. Based on the above analysis, it can be seen that employees' independent work ability, quality of completed work and good professional skills can have a greater impact on performance evaluation, and enterprises can further improve employees' capabilities in all aspects through effective and comprehensive training methods.

4.2 Reasonable staffing

The motive force for an enterprise to achieve sustained and healthy development is to have a large number of talents. The development and strength of the enterprise cannot be separated from high-quality talents. Making good use of talents is the basis for the enterprise to achieve good development. Employees have excellent vocational skills, excellent work quality, and can independently and effectively complete the tasks assigned by superiors, which can have a greater impact on their performance. As a talented person with professional knowledge and solid work ability, it is self-evident Metaphorically speaking, therefore, human resource managers should actively use the performance appraisal method to select and rationally allocate talents among the existing talents in the enterprise.

4.3 Improve the salary system

There is an inseparable relationship between the healthy development of an enterprise and talents, and the number of visits plays a decisive role in the healthy development of an enterprise. In order to retain talents and attract talents, enterprises need to improve the salary system, so that enterprises have a more complete incentive mechanism.

Take the reasonable matching of responsibilities, rights and interests as the guiding principle to improve the defects in the salary system; scientifically establish the salary standard. By drawing on the scientific and reasonable salary management model of well-known enterprises, we can increase the loyalty of employees, actively mobilize employees' work enthusiasm, effectively use the existing talent resources of the company, improve their work efficiency, and then achieve the purpose of high-speed and high-quality operation of the company.

4.4 Improve the incentive mechanism

4.4.1 Material incentive measures

Enterprises need to build a broadband and flexible salary system. When establishing a salary system, enterprises must combine the current capabilities and market development, market labor conditions, employee job demand direction, and enterprise content post structure and other factors. Remuneration implements effective satisfaction and targeted material incentives, avoids the big job of doing a good job, and does the best possible to play the role of performance appraisal and evaluation, so as to effectively motivate the employees' work enthusiasm.

4.4.2 Suggestions on spiritual incentive measures

First, use incentives to motivate employees to have the sense of ownership. The employee is the owner of the enterprise, so that the enterprise can have the impetus to move forward; as a human resource management, the employee should have a deep understanding of the enterprise, further converge with the enterprise culture, and be familiar with the operation and management methods of the enterprise. Second, human resource managers need to let employees master competitors, effectively understand the advantages and disadvantages of the enterprise, and encourage

employees to innovate through spiritual incentives. Third, use "people-oriented" management thinking, emphasizing that people are the key resources of the enterprise, and use the spirit of encouragement to mobilize the enthusiasm of employees and motivate them to complete their work goals to achieve the goal of achieving the enterprise goals.

4.4.3 Advice on career incentives

First, implement the elimination system. Through the competitive induction system to achieve the purpose of regulating positions with capabilities, while eliminating in a fair and reasonable environment, we must combine performance evaluation criteria to achieve a real elimination. It's not the end that causes huge psychological pressure on employees. Because the end elimination principle will increase the psychological burden of employees, lower work efficiency, and destroy the harmony and trust among employees. Second, encourage the rotation system. Regularly exchange employees between departments, update the department's working methods, give full play to the talents of employees, and enable employees to do their best to improve the performance evaluation mechanism.

4.1 Improve performance evaluation mechanism

Establishing a sound human resources performance evaluation system can better prevent corporate human resources management risks. In the practice of performance evaluation management, the performance evaluation standards of different departments are generally different. Only by establishing a sound, scientific and reasonable performance evaluation system can To fully mobilize the enthusiasm of employees for work To this end, companies can proceed from the following aspects: First, companies can conduct more in-depth and detailed job responsibilities surveys, at the same time, according to the specific objectives of management and specific requirements for specific positions, scientifically treat employees Classification, scientifically and rationally determine the assessment indicators, to achieve hierarchical management and graded assessment. In addition, the assessment standards and assessment indicators formulated must have a focus, should closely focus on the business objectives of the enterprise, and the assessment standards, methods, and specific rules should be quantified and open and transparent.

4.2 Corporate Culture Construction

In addition to perfecting the salary system, companies should also strengthen the construction of corporate culture, reduce the loss of employees after organizational training, and reduce the phenomenon of making wedding dresses for others. During the training, employees should be truly aware of the company's development prospects. The identity of corporate culture has little effect on the overall human resource performance evaluation, but corporate culture plays an important role in enhancing the cohesion of the company. In addition, the influence of corporate culture construction on team coordination ability is obvious. Therefore, companies want to improve their cohesion to adapt to the fiercely competitive market environment, they must establish a good corporate culture, show a good corporate image, and create a healthy human resources management environment.

References

- [1] Wang Niya, Lian Haigen. Problems and countermeasures in enterprise performance evaluation[J]. China Management Informationization, 2018, 021(008):69-70.
- [2] Chen Xiaozhong. Research on HG Company Performance Evaluation Optimization[J]. China Water Transport: Second Half of the Month, 2019, 19(02):54-55.
- [3] Long Yu. Application of Fuzzy Evaluation Method in Enterprise Performance Evaluation[J]. Today's Wealth, 2018, 000(007):92-92.
- [4] Wang Yanjun. Problems existing in Enterprise Performance Appraisal and Countermeasures [J]. Modern Economic Information, 2019(06):123.

- [5] Journal of Liaoning University of Technology (Social Science edition), 2019, 021(005):44-47. (in Chinese with English abstract)
- [6] Shi Xiaojuan. Performance Management Analysis in Enterprise HUMAN Resource Management [J]. Chinese and Foreign Entrepreneurs, 2019.
- [7] Wang Juan. Analysis of the impact of strategic HUMAN resource Management on corporate performance [J]. Office Business, 2019, 312(07):133.
- [8] Peng Juan. Influence of HUMAN resource management Strategies on organizational performance from the perspective of Dynamic Environment and Life Cycle: Qualitative Comparative Analysis based on Fuzzy Sets [J]. China Human Resource Development, 2020.
- [9] Liu Jun, SHAO Chunlou, YAN Xinyi. Construction of fuzzy evaluation Index System for the Performance of river chief System based on AHP Method [J]. Digital Design (Part 1), 2019, 000(006):7-8.
- [10] Zhang Huali. Fuzzy Comprehensive Evaluation analysis of HUMAN Resource Management Performance [J]. East China Science and Technology (Comprehensive), 2018.