

On the Implementation of Performance Appraisal and the Impact on Management

Huang Rong, Zhang Hua

Jiangxi mechanical advanced technical school, 330013, China

Beijing Putian Taili Communications Technology Co. Ltd. 100080, China

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Abstract: This paper analyzes the establishment, implementation and existing problems of enterprise performance appraisal system. On the basis of summarizing, this paper puts forward the direction and suggestions of consolidation and improvement, and puts forward the measures to do the work.

1. Introduction

In recent years, the physical industry in the impact of the Internet, all walks of life have different degrees of atrophy. Small and medium enterprises in order to save costs, increase efficiency, improve management in the technical school assessment methods, so that employees can better play a subjective initiative, better service enterprises. Therefore, a better analysis of mining technical school assessment implementation, with a view to better play the creativity of employees, improve enterprise management quality, and strive to win-win situation between enterprises and employees is very necessary.

2. The meaning of performance appraisal

Performance refers to the performance of the employee in the specific working hours. Performance appraisal is the use of scientific assessment standards and methods, the staff of the regular or irregular evaluation. In human resource management, performance appraisal is a vital part. From the results of the work point of view, performance appraisal is in a certain period of time, by the specific work functions or activities produced by the record. From the behavioral point of view, performance appraisal is done with the business goals related to observable things, can evaluate the elements of the work behavior [1].

Performance evaluation system, refers to the enterprise from the overall situation, the use of systematic thinking for performance appraisal planning and design, from the unit to the individual workers, according to the different positions to take different incentive incentives, and the formation of PDCA closed-loop management, through different Of incentives, to reach a consistent assessment objectives, which is the modern enterprise performance appraisal system [2].

3. The Steps of Enterprise Performance Appraisal System

3.1 The establishment of scientific assessment system

Enterprises must conduct a scientific analysis, analysis of the actual situation of enterprises and staff positions with each position, and then analyze the responsibilities of each employee requirements and work content. The various positions of the preparation, responsibilities, requirements to do a detailed description, and then do the performance appraisal rules to follow the law. On this basis, the human resources department of the status of salary positions, quantitative. In this way, you can personal goals and the staff of the enterprise development goals connected to the staff better for the future of business services, but also for individuals and enterprises are closely related to the development of enterprises depends on the growth and development of each individual, the development and growth of individuals can not only make themselves in the performance appraisal to get better feedback, at the same time, can drive the development and expansion of enterprises. Therefore, the establishment of a scientific, rigorous and practical

performance appraisal system for enterprises and individuals are essential [3]. This requires companies to learn and learn from nowadays more popular and cutting-edge enterprise performance assessment methods, with a dynamic vision to the development of the enterprise's current assessment system, and constantly modify and improve the enterprise assessment system, so that enterprises will always maintain the vitality of youth and forward momentum. In this way, employees also have plenty of energy, but also to a steady stream of employees to stimulate the internal drive, to constantly find themselves to enhance self, so as to better serve the enterprise.

3.2 Fair implementation of performance appraisal system

In general, the enterprise performance appraisal system, the senior management of the assessment cycle is generally the annual calculation. In this way, more objective and fair judgment can be made on the decision-making on the larger decision is reasonable or correct. Managers can also be in the assessment cycle to reflect on their own work and correct, so that the performance appraisal process can ensure relatively accurate.

Then the management and technical staff at all levels of assessment, the assessment cycle for them is generally a quarter. So you can examine these posts in a period of time to reflect the work of normalization and control of control and control capabilities.

The evaluation of employees at all levels generally based on monthly performance evaluation. Because the short-term assessment is more able to stimulate and motivate staff's diligent performance, and urge the staff to complete the Nissan on time and the monthly work objectives.

In short, the enterprise human resources assessment departments should be based on job responsibilities and the completion of each person's work, objective and accurate description of a period of time each person's quantitative work performance, in order to just make a performance appraisal for each person. The purpose of the implementation of performance appraisal system for enterprises.

4. Main Points of Enterprise Performance Appraisal

4.1 Clear examination purpose

The purpose of enterprise performance appraisal is not to deduct wages of employees or to the staff promotion, evaluation and other personnel to set the obstacles, but through the material or spiritual reward to stimulate the staff to work hard to stimulate morale, and promote better employee adaptability enterprise development, and better services for enterprises. Therefore, the first enterprise to let the human resources department staff clearly examine the objectives of the staff positions, in order to allow them to better develop a business development for the truth and performance appraisal system, so that employees are more willing to accept the management of enterprises [4]. At the same time, human resources department personnel also let each post personnel clear enterprise implementation performance appraisal system of purpose. So that employees are willing to accept the introduction of enterprise performance appraisal system and methods. In this way, enterprises and individuals can fundamentally reach a harmonious and win-win situation, enterprises continue to enhance their management, staff are also constantly play its subjective initiative, the two harmonious coexistence, complement each other and common development.

4.2 Play the role of assessment

Assessment of the role of two, one is to find suitable for their own business talent. The second is to allow employees to better find themselves, to find their own posts. Performance evaluation is an important part of the work of human resources, its development and implementation of the relationship between the development of enterprises lifeline. Enterprises need to remove a series of indicators are not suitable for the enterprise, not suitable for certain positions in the enterprise staff, through a reasonable tempting performance appraisal standards to attract more outstanding for the enterprise staff positions. At the same time, through the assessment of performance appraisal, staff positions themselves will have their own positioning and discretion, thinking about whether they belong to this post. Thus touching part of or hurry to meet difficulties, or rapids retreat to find other more suitable for their posts. Therefore, perfect, scientific and reasonable performance appraisal

system for enterprises to screen out the most suitable for the positions of professionals, more conducive to the long-term stable development of enterprises [5].

4.3 Update assessment tools

The rapid development of the times, enterprises in accelerating their own pace of progress, human resources management methods are constantly innovating, performance appraisal means more and more tend to fine and accurate. For example, at present China is more widely used means of performance appraisal is a balanced scorecard system. This system is through the set of related indicators, the actual management of the enterprise means of memory improvement and optimization, and then these improved methods applied to practice, so as to promote the formation of standardized performance appraisal mechanism. Of course, the continuous development of enterprises, performance appraisal mechanism is also in constant change, in short, enterprises should be invincible, it is necessary to update the assessment means constantly, keep up with the times, keeping pace with their own, always keep updated Of the vitality, so that employees have been willing to be in the performance of the development of their own, challenge themselves and found themselves.

4.4 Increase the implementation of assessment efforts

From China's national conditions, people in the face of thorny problems, often more than the law. So, for enterprises, a formal development of the enterprise, if you want a fair treatment of every employee, so that employees feel respect for the enterprise and hope, then the enterprise should have a law-abiding implementation of enterprise performance appraisal system team, and in the face of thorny issues, from the overall situation, from the height of the enterprise to the fair implementation of performance appraisal mechanism, so that corporate interests first, establish a fair image of enterprises, enhance enterprise employees on the enterprise identity and sense of belonging. So that employees in a fair assessment to enhance their work efficiency, develop good work habits and state of mind, and promote the long-term development of enterprises.

5.The Effect of Performance Evaluation on Enterprise Management

5.1 To enhance staff motivation

The enterprise's strategic development goals can be broken down into a number of small stage objectives. And any one goal of the enterprise can be decomposed into the work plan of each department. Therefore, the development objectives of enterprises can be in the form of performance appraisal, and then broken down into the objectives of each employee [6]. Then, enterprises in the development of the corresponding performance appraisal standards, the development goals of the enterprise will be broken down into the objectives of each job, the staff for the completion of individual performance appraisal will do everything we can, the objective to promote the development of enterprises. Then employees in a positive state into the work, you can greatly improve work efficiency, and better adapt to the pace of business.

5.2 To build a communication mechanism

Different from the traditional management mode of uploading and releasing, the performance management mode can make the employees express their views more smoothly, and can make the individual more clearly see their shortcomings, so as to continuously improve and improve. The assessment were effective coordination between the communication can help employees quickly find a solution to the problem, faster to adapt to work.

5.3 Lay the foundation for enterprise human resource management

Performance appraisal is the basic work of human resources managers. The establishment of reasonable, effective and efficient performance appraisal management approach can help enterprises to develop faster, to help employees better find their place. Therefore, the performance appraisal work is the focus of business managers.

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