

4. Main advantages of prefecture-level power supply enterprise's human resources cost fine management

This paper analyzes the project of prefecture-level power supply enterprise's human resources' relevant cost fine management under the guide of based cost concept, which has the following advantages compared with traditional models: first, by reviewing departments' annual training need and budget plan, examining and reviewing training project's implement and expenses' application to evaluate and provide improvements for training effect, we can change the problem of budget plan's unscientific, cost overrun and poor training effect under traditional human resource cost management. Second, by reviewing index's set of every department's performance evaluation and supervision department's principal's efficiency to employees' performance evaluation

results, we can avoid affecting staff's work enthusiasm under the situation that the personnel department can't decide whether staff's performance evaluation result is reasonable in each unit and each office.

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