Investigation and Research of Technology-Based Small Micro Enterprise on Salary System

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Abstract. Through research, this paper puts forward the problems existing in the current science and technology small micro enterprise salary system, think perfect compensation system has the function of incentive, is conducive to scientific technology-based small micro enterprise compensation management into the orbit. Proposed to establish scientific salary management system, increase the competitiveness of the compensation, strengthen the link between pay and performance, the optimization of the core technology research and development staff to implement equity incentive pay system.

Introduction

The eighteenth national congress of the communist party of China report "to support small micro enterprises, especially technology-based small micro enterprise development". Technology based small micro enterprises are the most active and the most potential groups of science and technology innovation, activate science and technology development of small enterprises, to improve the level of regional innovation, support economic development, deepen the construction of national innovation system has the very vital significance. Imperfect technology-based small micro enterprise salary system restricts the enterprise development, for the enterprise to make further bigger and stronger increased resistance. At present our country has nearly 400000 technology-based small micro enterprise, technology-based small micro enterprise has the characteristics of high investment, high risk, high-cost, forward-looking. Perfect compensation system can not only safeguard the legal rights and interests of employees, but also can make employees more focus on their work, to create a higher performance, improve the overall performance of enterprises. Compensation system refers to the composition of compensation, is an important part of enterprise human resources management, including basic salary, bonuses, allowances and benefits.

The Salary System Investigation of Technology-Based Small Micro Enterprise

Research Overview

Survey data from the small micro-technology enterprises in Wuhan City high-tech business park of small and micro enterprises 295 valid questionnaires. By the means of questionnaires to understand technology-based small micro enterprise employee salaries view. During the process of questionnaire survey
conducted on-site interviews at the same time, we understand the views of pay system and demands of improved salary system from employees.

Research content mainly includes: whether employees understand its compensation system in the enterprise; To understand the current compensation system, whether Economic compensation and non-economic compensation constitutes are reasonable; whether Enterprises pay part of the arrangement is reasonable; The enterprise shall practice a system of compensation satisfaction evaluation; The salary on the basis of enterprise performance, the best way to motivate employees and supplementary welfare projects; Enterprise salary system design should pay attention to other factors.

The Research Data

(1) More than fifty percent of the respondents do not understand the company's compensation system. 53.2%, 42.2%, 2.8%, 42.2% of respondents to the company's compensation system of "don't know", "understanding", "very don't understand", and "knows".

(2) In addition to basic salary, in terms of economic compensation, more than seventy percent of the respondents choose allowance. 73.3%, 66.1%, 29.4%, 20.2%, 29.4% of respondents choose "entitlements", "five social insurance and one housing fund", "merit raise", "a one-time bonus", "paid leave".

(3) In terms of non-economic compensation, nearly ninety percent of the respondents choose personal development opportunity. In non-economical compensation survey, 87.2%, 80.7%, 43.1%, 28.4%, 22.0%, 15.6% of respondents choose "personal development opportunities", "the work of challenging", "praise", "team atmosphere", “friendly colleague relations”, “a comfortable working environment”.

(4) More than fifty percent of the respondents are not satisfied with the company compensation system. 55.1%, 28.4%, 12.8%, 28.4% of respondents to the company's compensation system said "not satisfied", "general", "very dissatisfied" and "satisfied".

(5) Nearly eighty percent of the respondents think that the company's basic wage is not reasonable. 76.2%, 57.8%, 57.8%, 45.0%, 35.9% of respondents believe that the company's "basic pay" is unreasonable, "non-statutory benefits" unreasonable, "other allowances and subsidies for" unreasonable," bonus or merit pay" unreasonable, "statutory welfare" is not very reasonable.

(6) More than fifty percent of respondents believe the performance salary system has no basis to follow. In the survey of "The issuance of performance-based pay basis", 54.1%, 36.7%, 1.8%, 1.0% of respondents were considered "no system and the basis, by the feeling of competent assessment", "there are some simple appraisal system and form", "There is scientific and rational knowledge assessment system and assessment forms as a basis", "completely out of control".

(7) Nearly forty percent of the respondents think the best way for company to motivate staff is a raise. In "the best way to motivate employees" survey, 37.8%, 20.5%, 16.0%, 10.9%, 16.0%, 4.5%, 1.9% of respondents choose "salary", "equity", "job promotion" and "technology, skills training", "bonus", "vacation, travel", "honor".
The Problems of Technology-Based Small Micro Enterprises Salary System

Lack of a Sound System of Compensation Management and Salary System

According to the survey, 53.2% of the respondents for their company's compensation system "don't know". Many technology-based small micro enterprises without detailed explanation to the content of the compensation system and regulations. Firms think compensation system's main job is to distribute the wages and benefits, its caused the staff don't understand the makeup of enterprise's salary system, the reasons of the floating compensation and measuring methods, just passively accept the issue of compensation.

55.1% of the respondents were not satisfied with the compensation system of the company. Low staff satisfaction degree of the compensation system will be reflected in the employee's work efficiency. Employees will think that enterprises in the compensation and their pay is not equal, and spiritually lackadaisical, staff is more perfunctory, rather than do a good job with all their heart. Salary system cannot embody advanced, fairness, is not conducive to the long-term development of the enterprise.

The Overall Pay Level is not High, Pay Equity Needs To Be Strengthened

In enterprises to provide economic compensation, in addition to basic salary, 73.3% of respondents in the enterprise to provide subsidies. The survey data shows that technology-based small micro enterprise compensation is mainly composed of basic salary, performance salary, one-time bonus, allowance, five social insurance and one housing fund, etc, among them, the company offers less employees paid vacation. Basic salary accounts for larger proportion of total compensation, greatly reduced the enthusiasm of the employees. Due to the limited funding, the need to control costs, technology-based small micro enterprise salary level is not high, enterprises pay levels lack of competitiveness, it is difficult to attract good employees, but also difficult to retain staff.

The Correlation between Pay and Performance

For the issuance of merit pay, 54.1% of the respondents think no system and basis to follow, by Subjective feeling of assessment, 36.7% of the respondents think that there are some simple appraisal system and form.

Because of the characteristics of technology-based small micro enterprises, technical workers bonuses is generally designated by the boss, not linked to performance, not to work in the technical and non-technical employees apply respectively different incentive system. Technology-based small micro enterprise salary system is more a "rule of man", no basis for payroll, reduce the staff loyalty, the separation rate also will increase, enterprises pay system not included in the orbit of standardization and institutionalization.

Salary Incentive Function Did Not Play Their Role

76.2% of the respondents think that the company's basic wage is not reasonable, 35.9% think statutory welfare is not reasonable, 57.8% think non-statutory benefits is not reasonable, 45.0% thought the company's bonus or merit pay is not reasonable, 57.8% said their company of other allowances and subsidies is not reasonable. Irrational business salary system make staff work lack of enthusiasm, it is not conducive to improve the work efficiency. In investigating the technology-based small micro enterprise employee benefits, the company only provides legal benefits to employees, non-statutory benefits not guaranteed.
In the "the best way for company to motivate staff" survey, 37.8% of the respondents choose "pay", among them, the technical workers choose 20.5% of "equity". The results of the survey show that staff think the best way to motivate employees is a raise first, followed by equity, through access to the company's equity will be your personal interests and the long-term development of the enterprise together, giving good employees equity can maximum limit mining potential employees.

**Optimization of Technology-Based Small Micro Enterprise Salary System Strategy**

**To Establish Scientific Salary Management System**

1. Clear compensation form. In view of the technical workers, total compensation includes base salary, performance salary, bonus, welfare and subsidies or subsidies, etc.

2. Develop standard payroll. When making compensation to each post analysis, evaluation, including production, research and development, sales, finance, personnel departments of each position, form the job descriptions, to establish a scientific and standard evaluation system of performance appraisal, more competitive in the market.

3. Take layered allocation way of compensation. According to the staff's skills, and the actual performance, adopting tiered salary allocation. Employee compensation is linked to performance, according to the principle of work more, have to pay high performance, low performance of the low salary. For the core technical personnel, to adopt equity incentive system, personal interests and the interests of the whole enterprise together, to overcome the short-term behavior, enhance the cohesion and competitiveness of enterprises.

**To Increase the Competitiveness of the Compensation, and Improve the Compensation Fairness**

Pay fairness is mainly manifested in two aspects of internal equity and external equity. Internal fairness, external competitive remuneration policy, can make each employees to believe that their hard work and get salary is equivalent, such ability can arouse the enthusiasm of staff. In order to improve the external competitive compensation, can survey the regional industry pay levels, set reasonable compensation management system, with competitive salaries to attract staff to enterprise work. Consider the enterprise internal fairness, make progress review, by monthly, quarterly, annual appraisal to adjust the employee's salary.

**Strengthen the Link between Pay and Performance**

Compensation is one of the standards to measure employees' actual performance. Little correlation between pay and performance not conducive to the establishment of a scientific compensation system, the correlation of pay and performance can guarantee the enterprise the rationality of the compensation, the correlation of perfect compensation system can promote the development of enterprises.

1. Pay attention to employees' personal development. The enterprise will be linked to employee performance and personal development, for the high performance of employees with the opportunity to learn, develop training plan, technology, skills, training of employees on a regular basis, for the company's management, production, research and development and other aspects inject
new ideas. Because of the need for enrich himself, improve post staff, staff will be more efforts to create a higher performance.

(2) Create a benign competition atmosphere. Technology-based small micro enterprise can through the construction of enterprise culture, provide a dynamic working environment and to set up the check-up items such as collective tourism, and their families.

(3) Material reward and punishment for employees, employees on material rewards and punishment is the most direct way of rewards and punishment, for people not fully completed work performance salary deduction, for 100% complete work staff to give performance pay, for exceeding the working staff to give the corresponding proportion of the excess performance pay.

The Implementation of Equity Incentive of Core Technology Research and Development Staff

Technical work is creative mental work is given priority to. It is difficult to quantify from the event, the intensity of work, etc, technology-based small micro enterprise mostly lack sufficient conditions to implement standard of equity incentive mechanism. But also according to their own development goals, to diversify equity incentive. Technology-based small micro enterprise core competitiveness and sustainable development depends on technology development personnel, the technical workers of equity incentive can be divided into the following pattern:

(1) The core developers stake separately. Core R&D staff is the core of technology-based small micro enterprise competitiveness, enterprises can give equity incentives to employees who make a special contribution, control the number of holdings in the research and development staff of about 35%, the core research and development staff shareholding control around 20% of the total shares.

(2) Options reward model. This model mainly from the net profit according to certain proportion to extract the bonuses, converted into shares awarded to technical workers. Technology-based small micro enterprises extracted from annual net profit of 3% as the core technical personnel incentive fund, at the end of a quarter at wholesale to employees, as a quarterly bonus, can also be one-time extend when the year-end, as a year-end bonus.

(3) The stock option model. Technology-based small micro enterprises in the internal implementation of employee stock ownership plan, about 30% of the shares held by the employee, redistribution for the 30% stake held by the employee, to split it into two parts, of which about 60% stake by R&D personnel. This can greatly inspire motivation and technical workers.

(4) Virtual stock option model. Is it converts bonus shares to realize the pattern of deferred bonuses, the shares to shareholders shall have the right to share out bonus, but only cash installment. It is to use an internal settlement to solve the problem of stock circulation, technology-based small micro enterprises to adopt virtual stock option model. Unskilled workers access to basic salary, performance bonus, such as technical workers access to basic salary, performance bonus, equity, commissions, etc.

Conclusion

Compensation system is the key of technology-based small micro enterprise rapid development, through the way of a questionnaire survey of technology-based small micro enterprise salary system, according to the
statistical results of data analysis of the existing problems of compensation system, fully excavating deep reason technology-based small micro enterprise salary system and put forward feasible optimization strategy. All these optimization strategy for small micro enterprise has a certain reference value. Enterprises can, according to the survey data, reflect on their own whether there is a similar problem, thus choose to accord with the actual situation of enterprise strategy. Perfect compensation system is bound to attract more talented, thereby enhancing the competitiveness of the enterprises, and is conducive to science and technology to make small micro enterprise further bigger and stronger.

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References

