Study on the Restrictive Factors and Countermeasures of Enterprise Staff Performance Assessment

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Keywords: Corporate strategic objectives; Performance assessment; Optimization strategy

Abstract. Employee performance assessment is an important part of human resource management of the enterprise, under the strategic objectives, it is the use of certain indicators for work behavior of employees and made to assess and measure for performance, the measurement results will have a positive impact on employee behavior and performance of future. A reasonable performance assessment system can effectively improve the level of human resources management, motivating employees to work hard and improve their ability to maximize business performance. Based on the elaboration of the motivation of performance assessment, this paper analyses the problems existing in the process of employee performance assessment in China, and then proposed to enhance the awareness of the performance assessment of managers, improve employee performance assessment system and other strategies to encourage enterprises to achieve strategic objectives.

1 Introduction

Performance assessment is an integral part of the process of enterprise management, and performance assessment of employees is an important part in the human resources management process. Scientific and reasonable performance assessment system can effectively improve the enthusiasm of the staff work. As China's the institutionalization of enterprise management and the systematized human resource management, enterprises should continue to optimize the performance assessment system, and fully mobilize the enthusiasm of employees, in order to efficiently complete their work and better achieve business goals. Therefore, enterprise managers focus on performance evaluation of human resource management, it is equivalent to seize the core of enterprise management, optimize performance evaluation can improve the level of management and control and promote the rapid growth of the enterprise economy.

2 The motivation of employee performance assessment in enterprises

Be conducive to enterprise selection of excellent staff. Modern enterprises through written tests, interviews or comprehensive performance of both and others extremely single way to hire staff. Its requirements are very simple, just need to have good professional ethics and certain professional knowledge. However, this form of recruitment cannot judge working capacity of candidates and also not be able to fully understand their professional ethics and professional levels. To judge whether the candidates meet the needs of the company in the future work, it is necessary for staff performance assessment. Enterprise through assessment the staff of professional quality, professional level, work attitude and company loyalty, and other aspects, to determine whether the employees qualified for this work, based on performance evaluation results the level of enterprises selected talents, excluding enterprises "worms".

Be conducive to equitable distribution of salary. Most of business based on the principle of distributed by work to finish distribution of salary, in order to motivate staff enthusiasm for work, and enterprise performance assessment is used in the process of salary management. Work performance is an important basis for the salary levels of employees, companies will quantify the performance of employees and staff salary close combination. Therefore, employees in different positions can compare their performance with the company's contribution by performance
assessment, this is conducive to equitable distribution of salary, and further contribute to the situation of able people should get more money, which lead to internal harmony and stability of enterprises, promote the healthy competition of enterprise employees.

**Be conducive to promotion all aspects of staffs.** Employee performance evaluation will be beneficial to career planning of newly recruited staff, the employees know whether he is qualified for the job or whether he can achieve greatest value in the job by the assessment of their daily work, so as to make reasonable planning for his career. Employee performance assessment of the old staff in the enterprise has the role of motivation and encouragement, the examination results directly reflect the work performance of employees, so that employees understand the strength or weak of all aspects of their capacity from the lateral, enhance their self-awareness and found shortage. Thereby promoting staff continue to strengthen its capacity by learning all aspects and upgrade themselves.

**Be conducive to promoting the sustainable development of enterprises.** With the continuous development of the market economy, a single skill people is no longer adapt to the development of enterprises. To enable enterprises to adapt to the development trend of era, it is necessary for enterprise staff to carry out the training of all skills. Increasing staff new skills and enhancing the professional level are conducive to the development of enterprises, and performance assessment exactly is an important means for test the results of training. Performance evaluation of all aspects of employee skills, professionalism and contributed to the company, its result to make employees to understand their own shortages, and promote healthy competition within the enterprise. Staffers constantly improve themselves in this competition, in order to achieve business goals to contribute their efforts, its help the company's future sustainable development.

### 3 Restrictive factors of enterprise staff performance assessment in China

**Staff performance assessment consciousness is weak.** Part of the small and medium-sized enterprise managers thinking are so traditional, the staff performance assessment is not a clear and accurate understanding. Lack of the links of employee performance assessment in the process of enterprise management, so that business situation has not been further enhanced and enterprise development stalled. In addition, there is also the majority of companies do not set up a special department of performance evaluation of employees for work performance and the ability to be evaluated. Business managers do not pay attention to employee performance assessment, even if human resource management departments to develop appropriate performance assessment system, managers did not mobilize other sectors respond positively performance assessment system of human resources management departments, and performance assessment system cannot effectively implemented.

**Staff performance assessment is only the form.** Currently, Most of the enterprise performance evaluation is take developed performance assessment table batch print out, then arrange the person to hand in the hands of the person in charge of each department, most of the department manager are responsible for reducing their workload and do not in accordance with rigorous process to assess, its take these performance evaluation form distributed to every staff who fill table, and collect it and give it to the human resources department for statistics before the deadline. This behavior are too formal, it did not play any substantive role and can't effectively measure the ability and work performance of enterprise employees.

**Employee performance assessment standard is unreasonable.** Today, although most companies will conduct monthly employee performance assessment, its content of assessment is roughly the same, there are performance evaluation, skills assessment, attitude assessment, potential test and suitability assessment, it relevant indicators are basically the same dispersed in five modules. However, the operating conditions and operating range of different enterprises are different, employee performance evaluation indicators should be combined with the actual situation of enterprises, and evaluation criteria should also be based on the operating conditions of the company. Same indicators and assessment criteria cannot accurately evaluate the ability of staff, which led to unreasonable results of the assessment will greatly discourage enthusiasm of the staff, so that employees have already despaired of companies, and corporate brain drain is serious.
The performance results lack of award and punishment. In general, employee performance assessment results are often linked to the salary of employees, performance appraisal of outstanding staff salary level than the performance appraisal of the staff salary level is much higher. However, most companies in order to save costs, there is no corresponding award and punishment measures, even if the staff is dedicated to business and make a significant contribution. Business owners are only confined to the spirit of encouragement and not given to such material reward, which lead to staff value unfulfilled. At the same time, there is no penalty for staff members that do not have any contribution or errors in the work, such staff will hold attitude of muddle to work, lead to work efficiency is greatly reduced and seriously affecting development of enterprises in the future.

4 Staff performance assessment optimization strategy in China

**Strengthen staff awareness of performance assessment of managers.** Today, the majority of business managers in China do not have a profound understanding of the importance of employee performance assessment, resulting in sluggish enthusiasm of employees, and enterprise efficiency is decreasing year by year. Staff performance assessment can scientifically measure the strength or weak of the ability of staff and contributions to the company under enterprise human resource management, and promote employees continuously upgrade their skills at a certain level. In order to achieve the strategic objectives of enterprises and enhance economic incomes, corporate managers should strengthen the awareness of staff performance assessment. Enterprise staff should be based on the results of performance assessment, which fully aware of their own deficiencies in work, and through efforts to study and practice to improve themselves and improve their abilities in different aspects.

**Improve employee performance assessment system.** To enable enterprises to better achieve their business objectives, it is necessary to establish a performance appraisal system for employees in accordance with the enterprise's own situation. Employee performance assessment system will be quantified in terms of their ability to work, work attitude and contribution to the enterprise, etc., which lead to the employee's working status can be displayed through various evaluation indicators. Employee performance assessment is employee behavior and results of evaluation and measurement, results of performance evaluation by enterprises to adopt certain measures to regulate and motivate employees, thereby enhancing the operational efficiency of enterprises, encourage enterprises to rapid sustainable development.

**Improve employee performance assessment regulatory mechanisms.** With the increasingly fierce competition in the market, enterprise constantly improve the internal management system, corporate human resources departments should formulate scientific and rational performance assessment system to supervise the work behavior of the staff. So-called, the higher authorities have policies, the localities have their countermeasures. For conduct employee performance assessment activities, a lot of false and corrupt behavior has been bred in the enterprises. Therefore, enterprises need to establish regulatory mechanisms for employee performance evaluation to ensure the smooth conduct employee performance assessment activities to prevent fraud behavior. On the other hand, it is able to work out a fair and impartial evaluation of the enterprise staff.

**Combine staff performance assessment with rewards and punishment method.** On the basis of employee performance assessment, it is essential to reward and punishment methods. Employee performance assessment can be reflected directly in the work of state and work performance of employees within a certain period, in order to make a large contribution to the enterprise of employees work in the future more power and passion, enterprises should take some award measures, such as: payment of performance bonuses, job promotion, spiritual encouragement and so on. To those who have no contribution, drag employees to work under pressure, companies should take some means of punishment, such as: verbal criticism, mobilize jobs, bonuses and other deductions. This is conducive to a virtuous cycle of internal staff management, businesses can achieve better development.
5 Conclusions

Business is in a new situation of high degree of integration of knowledge and information in China, the internal management of enterprises should also continue to reform and improve the development trend of the times. Staff performance assessment is an important tool for business management process, which not only enables companies to understand the ability and performance level of employees, companies can also promote the optimal allocation of human resources. Enterprises should be combined with the actual situation of their own business, to develop reasonable performance evaluation standards and be strictly enforced. Their examination results which allow employees to define their own career planning, improve the overall ability of employees and promote business faster and better development.

References


