

The Significance and Measures of Performance Management in Human Resource Management

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Abstract: *Performance management is an important part of human resource management. Its purpose is to mobilize the enthusiasm of employees and improve the performance and management level of enterprises. Based on the expectations of stakeholders such as enterprise development strategy and business objectives, performance management is a set of process methods to find value drivers within the enterprise, set KPIs for the organization or employees, determine key measures to drive performance improvement, clarify the implementation of responsibility subjects, establish a performance indicator evaluation system, and conduct performance tracking, evaluation and improvement. Scientific implementation of performance management plays an important role in improving business efficiency and promoting scientific development of enterprises. Therefore, in order to give full play to the role of performance management, this paper summarizes performance management, expounds the principles of performance management in human resources management, and discusses and analyzes the significance and measures of performance management in human resources management.*

Keywords: Human resource management; Performance management; The principle; Meaning; measure.

1. INTRODUCTION

Performance management in human resource management can not only improve the management level of enterprises, but also comprehensively develop and evaluate human resources, explore the potential of each employee and promote their good development. In addition, performance management in human resource management needs to improve the competitiveness of enterprises while helping employees achieve personal development according to the people-oriented management concept. Therefore, it is necessary to strengthen the analysis of the significance and measures of performance management in human resource management.

2. OVERVIEW OF PERFORMANCE MANAGEMENT

Performance management refers to a kind of management activities and methods in which enterprises guide employees to achieve good performance and further achieve organizational goals by encouraging them on the premise that enterprise managers and all employees have reached a unified consensus in formulating their own strategic goals and how to achieve them. The content of performance management mainly includes: (1) Defining performance. Before the formulation of the plan, the development strategy of public institutions should be defined first. After the goals and directions are defined, the post analysis of public institutions should be carried out according to the job description and the performance should be defined. (2) Performance appraisal. This is the main part of the performance management system, which is manifested in the definition of performance based on the development of a sound and reasonable assessment scheme and the implementation of performance assessment. The commonly used performance appraisal methods mainly include: first, structural statement method. The structural statement method belongs to the behavior-oriented subjective assessment method, which adopts a pre-designed structural table and conducts assessment according to the requirements of each project. Second, graphical evaluation scale method. As a comprehensive performance appraisal method, this method is very easy to produce halo effect or central tendency deviation. Third, the synthetic examination method. In order to improve the quality of performance appraisal, some units integrate several more effective methods and adopt the synthetic performance appraisal method. (3) Performance feedback. Objective and reasonable assessment results can truly explain the expected standard degree of public institutions, its shortcomings after analysis, then carry out targeted training. (4) Performance improvement. Performance improvement is to promote and drive the overall performance of public institutions.

3. PRINCIPLES OF PERFORMANCE MANAGEMENT IN HUMAN RESOURCE MANAGEMENT

In order to improve the operation efficiency of enterprises and institutions and promote the innovation and transformation of enterprises and institutions, it is necessary to conduct scientific and reasonable performance management, so as to promote the sustainable development of enterprises and institutions. The principles of performance management in human resource management are as follows:

(1) Strategic principle. Human resource performance management is very important for the development of modern enterprises, so it must be incorporated into the development strategy of enterprises, so as to improve the enthusiasm and creativity of employees and realize the development of enterprises

The goal. In the actual management, managers need to analyze from the following aspects: First, it is necessary to introduce the strategic mode of globalization, slow down the loss of talents within the enterprise, avoid the occurrence of risks, and improve the stability of the internal resource structure of the enterprise. The other is the network management mode. The traditional organizational structure mode and the functional organizational structure mode also need to be improved. By using the network power to carry out the performance management of enterprises, on the basis of ensuring the quality and level of management, the management cost of enterprises can be reduced to the maximum extent, and the efficiency of the internal staff of enterprises can be improved. Achieve the overall level of enterprise performance management. (2) The principle of humanism. In order to give full play to the role of human resource performance management, it is necessary to introduce the principle of people-oriented, but also pay attention to the status and role of people in management, so as to establish a close and harmonious people and management, create a tolerant and dedicated working environment for the internal staff, and better maintain and develop the corporate culture. In addition, it can also provide a development platform for enterprise employees, and make reasonable post arrangements according to their characteristics and abilities, so as to give full play to their maximum value and improve their own enthusiasm.

4. ANALYSIS OF THE SIGNIFICANCE AND MEASURES OF PERFORMANCE MANAGEMENT IN HUMAN RESOURCE MANAGEMENT

4.1 The significance of performance management in human resource management.

It is mainly reflected in: (1) Stimulating the working motivation of employees themselves. When an enterprise implements performance management, it needs to be based on its expectation theory. The relevant managers can effectively link their performance and wages together, which can stimulate the work motivation of the employees themselves, and also can strengthen the commitment level and satisfaction of the employees. In addition, the people-oriented management concept can be used to better help the employees to solve the problems in life and work. The problems encountered will stimulate the working motivation of employees. In addition, the application of the concept of goals is also required to set the corresponding work goals according to the staff's own working conditions and personal abilities, the goals can be converted into kinetic energy, and actively guide the staff to work towards the established direction, and the behavioral results after efforts can be reasonably compared with the established goals. (2) Promote the flow of information within the organization. The management mode in the process of human resource performance management also emphasizes the participation degree in enterprise construction, and promotes the communication among employees within the enterprise through the use of performance objectives and performance plans. At this time, such communication and communication methods also improve the information exchange among employees within the enterprise, and better highlight the concerns of employees within the enterprise management. On the basis of meeting the physiological needs of enterprise employees, it can also better promote the internal job of the enterprise

Respect and self-realization of workers, better to create a culture of democratic participation, can also be conducive to the construction of corporate culture and comprehensive development. In addition, performance management makes its human resources management more complete, which is also a core position in the process of human resources management. Performance management also effectively strengthens its human resources, which can build the internal connection of human resources management, effectively link the individual goals of employees and the development goals of the enterprise together, and improve the employment system of the enterprise. The system of managing people is more reasonable and scientific.

(3) Promote the self-development of workers. The role brought by performance management is bidirectional. It can not only improve the level of human resource management, but also help employees to optimize themselves better, so as to improve their performance. In terms of salary, managers can adjust the salary of employees mainly according to the results of employee performance evaluation, achieve the principle of fairness and justice, and improve the enthusiasm and enthusiasm of employees. In terms of positions, it is also based on the performance assessment of its employees, and the relevant management personnel can carry out appreciation, post transfer and dismissal of their employees, so as to objectively reflect the degree of adaptation to the existing positions of employees and improve their work efficiency. In addition, performance management can help employees to make clear the evaluation content of the enterprise and improve the effective connection between the management personnel and the grassroots personnel of the enterprise.

4.2 Analysis of performance management measures in human resource management. It is mainly reflected in:

(1) Improve management awareness and innovate management ideas. In the process of human resource performance management, in order to improve the level of performance management, it is necessary to strengthen the employee's own performance awareness, but also need to combine the operation of enterprise performance management, take the organizational and coordination way to carry out performance management, improve the communication and coordination ability between enterprises, and create favorable conditions for improving the level of human resource performance management. In addition, managers also need to be able to innovate the concept of management, strictly respect the human resource performance management work can be smoothly carried out, promote the enterprise's human resource performance management mode can be closely combined with the enterprise management status quo, set the corresponding work objectives, improve the internal performance of the enterprise staff, and achieve the improvement of the level of human resource performance management. (2)

Pay attention to performance management and improve work efficiency. In the process of human resource performance management, managers must take workers as the core of management, fully tap their own potential, give play to their own value and role in the enterprise, so as to promote the development of the enterprise. Besides enterprise

Managers pay full attention to performance management work, on the basis of the humanized management model and concept, to better implement the scientific and fair management system, in addition to the need to develop a scientific and reasonable incentive system, improve the work enthusiasm and enthusiasm of employees inside the enterprise, drive the enterprise staff to realize their own value. In addition, in order to achieve the performance management effect of the enterprise, managers and grass-roots staff discuss together, develop the corresponding performance management system, work out the performance management rules together, and improve the grass-roots staff's recognition of performance management. (3) Improve internal communication and cooperation. In the process of human resource performance management, in order to better achieve the purpose of performance management, enterprises must improve the ability of communication and coordination among internal employees, improve the flexibility of performance management, and improve the overall management level of human resources by using intangible costs to control performance management. In daily management, managers need to have a certain awareness of performance, but also need to improve the daily observation and communication ability of each employee, according to the work feedback, encourage and stimulate the enthusiasm of employees for work.

5. CONCLUSION

To sum up, the purpose of performance management in human resource management is to mobilize the subjective initiative of employees and improve their working ability and professional quality, so as to effectively improve the overall performance level of enterprises and promote the realization of strategic objectives of enterprises. During the period of performance management in human resource management, in order to obtain good performance management results, it is necessary to follow relevant principles and take relevant measures. Therefore, it is of great significance to analyze the significance and measures of performance management in human resource management.

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