

# *Research on the Optimization of Human Resource Compensation Incentive Strategy*

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**Abstract:** The human resources management department is an important department, which is of great significance to the development of the company, and salary management is an important part of human resources management. It has an important decisive role in the appointment or departure of employees. The human resources compensation management mainly uses the incentive strategy to continuously improve the economic performance of the enterprise, so as to better save the enterprise construction costs, but the optimization of the human resources compensation incentive strategy is relatively difficult. Therefore, enterprises should always pay attention to human resources compensation management, and constantly optimize the human resources compensation incentive mechanism, so as to better promote the development of enterprises.

## **1. Introduction**

Human resource management mainly refers to employee recruitment, training, and salary management, as well as the performance evaluation and evaluation of enterprise employees. And salary management plays an important role in enterprise human resource management. The most important point of salary management is to further reduce the investment cost of the enterprise through scientific and effective salary incentive system, improve the work enthusiasm of enterprise personnel, and also help to improve the economic efficiency of the enterprise. Generally speaking, the salary management system is mainly set for enterprise employees, which is a management mode for employees. In the process of development and construction, the company needs to continuously change and develop the salary management system, and set the corresponding salary budget system and management mode according to the operating conditions of the enterprise. Therefore, the salary management staff must have strong business capabilities and human resource management capabilities, which can better improve and develop the enterprise salary management system. Enterprises should also establish scientific and reasonable compensation incentive strategies to better help enterprises leave a large number of outstanding talent resources, which can better escort the development of enterprises [1].

## **2. Problems in Human Resources Compensation Management and Implementation Strategies**

### **2.1. Unreasonable Salary Incentive Evaluation Criteria**

Enterprise managers must not only issue corresponding orders, but also allow more employees to comply with the orders and requirements, and reflect the characteristics of fairness in principle. The internal vitality and execution of employees promote the more comprehensive and effective development of the company. However, there are still some family-type management models in non-public ownership enterprises. This management system has major drawbacks. Among them, the more reasonable salary incentive strategy has gradually evolved into a way for corporate personnel to obtain benefits. Has an adverse effect, which is not conducive to the realization of the company's employees' own interests, it will also have an adverse impact on the development of the entire enterprise [2].

### **2.2. The Salary Incentive System is not Scientific**

Some state-owned enterprises are prone to problems when they complete the transformation stage. For example, the compensation and incentive system of enterprises is not scientific and effective. Although these companies have announced that their jobs have been adjusted, they have not been able to define the enterprises in a timely and effective manner for related positions, the phenomenon of equivalent titles and salaries also appears. Some companies place too much emphasis on the performance-based salary model. This method is difficult to effectively improve the enthusiasm of employees. Over time, it will cause employees to have bad emotions, which will seriously affect the company's future sustainable development [3].

### **2.3. Compensation Incentives Fail to Fit Corporate Development Effectively**

At present, our country vigorously promotes the construction of the Belt and Road Initiative. Many enterprises have greater space for development and construction. Therefore, some local enterprises are also conducting strategic investment expansion and transformation in the fierce market competition. From the perspective of enterprise development, this helps the development of the enterprise, but there will be a big contradiction between the eager expansion and the salary incentive mechanism, which will seriously affect the reform and listing of the company's stock system. After listing, the basic human resources structure has an adverse impact, and at the same time runs counter to the original intention of the enterprise [4].

## **3. Methods and Countermeasures of Optimization and Improvement of Human Resources Compensation Incentive Strategy**

### **3.1. Continuously Improve the Human Resources Compensation Performance Evaluation System**

To make the human resources salary performance evaluation system more fair and just, enterprises must do a good job. First, the company must understand the different characteristics of internal employees, and determine the performance evaluation standards based on the work ability and level of the company's employees, which will help set more and more effective standards; second, it must also specify the manpower The link between resource management and employee performance, that is, to further ensure that employees' remuneration is combined with performance assessment, which

can better ensure that employees' remuneration is coordinated with legal requirements; third, if enterprise employees are in the process of performance assessment When malpractices occur, corporate managers must strictly punish employees and effectively implement the work according to work.

### **3.2. Promote Dynamic Management of Human Resources Compensation**

Human resources compensation management helps the company to manage employees, and it can better enhance the comprehensive strength of the company, so that it will continue to glow the vitality and vitality of the company; employees must participate in the work with full enthusiasm. It is said that the dynamic management of human resources compensation can better promote the development of enterprises. In addition, the company must continuously improve and improve the compensation and benefits of its employees, and determine employee benefits based on the company's economic benefits and the ability of employees to work, so as to better promote closer relations between employees and the enterprise.

### **3.3. Set up Relevant Human Resources Compensation Management Systems and Principles**

In order to make the human resources compensation management system more scientific and effective, enterprises should continuously improve and improve the human resources compensation incentive mechanism and management system. First of all, when the company establishes a management system, it must analyze the human resources compensation distribution system in a comprehensive way, and then according to the specific situation of the enterprise, this will help the scientific and effective management system of the enterprise; second, the enterprise must let all employees to Participate in the work of the enterprise with full enthusiasm, and give full consideration to the actual situation of employees and the development of the enterprise, to create a more positive working atmosphere; again, the market economy shows non-directional and complex characteristics, and the enterprise is establishing a management system It is necessary to accurately analyze the market situation when assigning and distributing principles, and then to estimate the economic benefits brought by the employees based on their working abilities and job requirements, so as to better improve the rationality of the employee salary distribution system. Finally, Enterprises should also hire more human resources and salary management talents to guide internal employees to carry out their work, which will help companies better establish a salary incentive management system, thereby better improving the quality and efficiency of salary management.

## **4. Conclusions**

The use of human resources compensation incentives in modern enterprise management can effectively optimize corporate management. Enterprise human resources managers should pay attention to the establishment of corporate human resources compensation incentives. Employees should also recognize and abide by the relevant compensation incentive system to achieve human resources. The effective implementation of the resource compensation management system, so companies should keep up with the development of the times, and optimize and improve the human resources compensation incentive mechanism to promote the effective development of enterprise management.

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