The Effect of the Average Salary and Unpaid Overtime Hours on the Net Profits of the Enterprise-Based on the Research of 11 Listed Civil-Military Integration Enterprises

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Abstract: The significance of this study is to obtain the relationship among the average salary of employees, unpaid overtime hours and enterprise net profit by verifying the hypothesis, help enterprises to formulate employee incentive policies, solve the problem of difficulty in recruiting and retaining employees. This research is mainly based on regression model, supplemented by game theory, and excludes the influence of some external factors on data and variables with game knowledge, making this research more convincing. The results show that the average salary of employees has a significant positive impact on the net profit. Unpaid overtime has a significant positive impact on the net profit of the enterprise; The increase of net profit has a significant positive effect on employees' choice of unpaid overtime. Unpaid overtime and average salary have significant positive effects on net profit. Based on the research results, this paper proposes the job-seeking method of "looking at the basic level and checking the basic level", the "three-step" strategy, economic security and respect, and the implementation of policies for job seekers, enterprises and managers.

1. Research meaning

Under the rapid development of China's economy, the competition between enterprises has become more and more fierce, which leads to the negative growth of the profits of some enterprises, making it difficult for some enterprises to retain talents and employees, with a large amount of personnel turnover and difficult recruitment problems. At the same time, the problem of the graduate employment difficulty has also emerged. It is difficult to recruit workers, obtain employment, and retain people. These problems appear at the same time, so that more and more managers realize that the theoretical knowledge alone cannot solve these problems in enterprises. Under the pressure of life, employees focus on the maslow demand level of security demand level, so enterprises only let on-the-job employees and job seekers, on the average salary and unpaid overtime to see enterprise booming "macro situation", so as to stimulate employees work enthusiasm, attract applicants "eyeball", thus indirectly alleviate recruitment, employment, retention difficult problem.

The economic benefits of an enterprise affect the salary design system of an enterprise, and the salary design is a difficult point in the incentive. A good salary design can not only stimulate the creativity of employees, but also bring considerable economic benefits to the enterprise, reduce employees' complaints about overtime, and even make employees take the initiative to work overtime without pay. At the same time, the employees' active overtime, unpaid overtime also reflects the economic strength and working atmosphere of the enterprise, as well as indirectly foil the enterprise in all aspects of the management is more reasonable and orderly. By studying the relationship between the average salary, unpaid overtime time and the net profit of the 11 listed military-civilian integration enterprises, this study advises job seekers, enterprises and managers on career selection, profit and management.

2. Related theoretical basis and research assumptions

2.1 The impact of flat employee compensation on the net profit of the enterprise

Due to the different length of service, skill level, position and so on of the enterprise employees, the salary of the employees is not equal. However, the total salary paid by enterprises to employees is unchanged, so in order to reduce the influence of external factors on the selection of variables and the analysis results, the average employee salary is selected based on the salary theory.

Salary is the key point to strengthen and link the relationship between the enterprise and its employees. The enterprise improves their work enthusiasm through the salary, so that the employees can create more value for the enterprise[1]Increase the turnover of the enterprise, thus increasing the net profit of the enterprise. In the enterprise, each department or production workshop compensation package is determined according to a certain proportion of the total cost package of the enterprise. If the profit space increases, the expense package will increase, and the corresponding salary package will also increase, and then the employee income will also increase. The growth of the employee income will directly stimulate their work enthusiasm and initiative, so as to improve the profitability of the enterprise[2]. At the same time, the new accounting standards have made detailed provisions on the employee salary content of employees, and the benefits after resignation, and the set benefit plan under the resignation welfare is related to the working years and working level of employees, which stimulates the enthusiasm of employees to work actively and for long-term work. The new rules allow employees to enjoy unprecedented rights, thus creating more profits for the company[3].

In terms of empirical research, Zhang Zairan analyzed the enterprise panel data of the compensation and enterprise profit, and concluded that the salary level has a significant positive effect on the enterprise profit; With the expansion of the scale of enterprises and the number of employees, the improvement of the salary level will further enhance the profit level of small and medium-sized enterprises[4]. Qiao Haishu and Wang Junhua used the annual report data of various banks to find that the salary incentive of China's joint-stock commercial banks is positively correlated to their operating performance and negatively correlated to their operating risks, indicating that the improvement of salary is synchronized with the improvement of operating performance and the reduction of operating risks. Li Jiangtao et al. analyzed the relationship between the return on equity of listed banks and the per capita monetary salary of employees, and found that they showed an inverted U-shaped relationship[5].

The proposal of a series of relationships of "combination of" contract relationship" points out that it is a very important form of contract for enterprises to provide more satisfactory salary for employees[9]. When entrepreneurs make enterprises have good development prospects by improving their profitability, employees must strengthen their recognition of the enterprise and the entrepreneurs themselves by appropriately improving the employee salary level[10], [11]. There is an

incomplete and even invisible contractual relationship between enterprise profitability and employee salary. If the improvement of profitability does not cash into the increase of actual salary, it will inevitably lead to the negative attitude of employees at work[12]. High-level compensation is an important gift to employees, in return for their hard work[13].

Operators need to motivate employees to work hard, in order to improve business performance, to fulfill the profit commitment to the company owner, the most commonly used and the most direct way is to improve employee compensation level to motivate employees to work hard, that is to compensate enough employees hard work compensation level for business performance, for operators, this not only help its promotion, and monetary income will increase with the rise of enterprise profitability. The ultimate goal of enterprise operation is to pursue profit maximization, and the ultimate goal of employees' work is to pursue income maximization. The game between the enterprise and employees is ultimately manifested in the connection between profit and salary[6]. In conclusion, we propose Hypothesis 1:

Hypothesis 1: The average salary of employees has a significant positive impact on the enterprise net profit.

2.2 The relationship between the unpaid overtime time and the net profit of the enterprise

In order to cope with the rising labor cost and enhance the competitiveness of enterprises and obtain more profits, Chinese enterprises put forward to the human resources department to improve the utilization efficiency of employee working hours and extend the working hours[7]. However, with the gradual improvement of the labor law and the strengthening of the law enforcement efforts, to crack down on enterprises to extend the working hours, to control the working hours of employees in the legal standards, to ensure their own interests and safety needs of employees. In order to improve labor production efficiency and pursue profit maximization, the enterprise takes employee safety and living needs, sets up corresponding positions and promote channels, and raises the salary to work overtime according to the economy of the enterprise, and increases the profit of the enterprise.

It is also mentioned in the work norm theory that employees are willing to extend their working hours because they expect themselves to be recognized, promoted and empowered by the company, and guarantee not to be fired by the company[14]. Employees of unpaid overtime brings more profits, when the enterprise on this basis in order to get more profits, most will choose to increase production line or expand the size of the company, there will have more jobs and promotion space, then employees in order to get promotion or power, will be more "crazy work" choose unpaid overtime. In conclusion, Hypothesis 2 and Hypothesis 3:

Hypothesis 2: unpaid overtime has a significant positive impact on the net profit.

Hypothesis 3: The increase in corporate net profit has a significant positive impact on employees' choice of overtime without pay.

2.3 The impact of the unpaid overtime hours and the average employee salary on the net profit of the enterprise

Enterprises in the process of pursuing profit maximization want to keep employees' work enthusiasm has been in a state of "excited", continue to bring more profits or maintain the current level of profitability, it must be appropriate according to the profitability of the enterprise to improve employee salary or give employees more promotion opportunities, to encourage employees to choose unpaid overtime, ensure the enterprise profit maximization. The extension of working hours of employees is related to the enterprise and employees, especially the enterprise overtime culture, the requirements of institutional work characteristics, incentive mode, the pursuit of

self-development, and the realization of self-value, which are the main reasons for the extension of working hours and choosing unpaid overtime[8]. In summary, and based on the theoretical knowledge of the proposed hypotheses 1, 2 and 3:

Hypothesis 4: unpaid overtime time and average employee salary will have a significant positive impact on enterprise net profit.

3. Research technique

3.1 Research subjects

Eleven listed military-civilian integration enterprises. Respecin Henan province, Shandong province, Zhejiang province, Hebei province, Liaoning province, Guangdong province, six provinces randomly participate in military-civilian integration of 11 listed companies, each department of each enterprise randomly 15 staff, a total of 915 staff, and according to the research needs for each enterprise staff data collection.

3.2 Data collection steps for unpaid overtime hours

The first step is to view the geographical location of each enterprise and determine whether there is a direct or indirect interpersonal relationship in the enterprise;

The second part, on the basis of the completion of the first step, enter the official website of each enterprise, find the contact information of the personnel department or the enterprise managers, make contact with them, show their own purpose, fully communicate with them before the data survey, and determine the time of the data survey;

The third step, on the basis of the completion of the first two steps, to fully communicate with the interpersonal relationship of the enterprise and other interpersonal relationships related to the enterprise, explain the matters needing attention in the investigation, and entrust them to assist in the data collection work;

The fourth step, in order to achieve anonymity and ensure the quality of the data, the sampled investigators in each department and each department in the 11 enterprises are numbered respectively, with each number corresponding to the basic information of the respondents, for a return visit;

The fifth step is to distribute the questionnaire, the questionnaire is a simple form, the sampled personnel only need to fill in the overtime time after work every day (for one month);

The sixth step is to form the WeChat group of the sampled personnel, which has two purposes. One is to remind the sampled persons not to fill in the overtime time from 8-9 PM; the second is to randomly issue WeChatB 1 red envelopes through the WeChat group after the investigation to show their sincerity and gratitude.

3.3 Analysis method (regression analysis method, game analysis)

(1) Regression analysis: EVIEWS8.0 was mainly used. Software to count and analyze and test the data. For the selected variables, if there is a correlation between the variables, it means that the regression equation can be established. The established regression equation is estimated, and the estimated results are analyzed to see whether the fit degree and the test coefficient are significant (the P-value of less than 0.05 is significant, otherwise it is not significant). If there was no correlation between the variables, low fit, and low significance, the regression analysis was meaningless.

(2) Game analysis: The variables selected in the research are participated by some people, who

have the ability to think independently, and will make corresponding changes or emergency responses according to the changes of the internal and external environment. In order to reduce the influence of the extrinsic factors on the data and the selected variables, the selected variables are analyzed from the perspective of the game, based on the game theory. If the result of the analysis is that enterprises do not improve the average salary, employees still choose unpaid overtime, this shows that employees unpaid overtime is not driven by salary choice, which exclude the salary on unpaid overtime time data and variables, so that the variables and data selected in the study more convincing.

3.4 The data used to build the model

In Table 1, the data comes from the financial statements and mechanical questionnaire survey of 11 listed military-civilian integration enterprises. Through calculation and sorting, the average monthly salary, monthly unpaid overtime hours and monthly net profit of the employees of 11 listed military-civilian integration enterprises are obtained.

Table 1 Questionnaire survey

corporate name	Average salary of employees (ten thousand yuan)	Unpaid overtime hours (hours)	Enterprise net profit (ten thousand yuan)
1	1.009319	93	3499.93
2	1.530799	89	4381.46
3	1.82835	90	2117.41
4	1.010511	88	24649.62
5	1.087451	86	1102.17
6	0.945729	88	771.62
7	0.605324	80	519.24
8	0.650334	83	1906.01
9	4.294773	92	268246.23
10	1.904397	106	361930.99
11	1.522385	91	10491.77

3.5 The selection of the explanatory variables and the explained variables

(1) Net profit, choose net profit as the variable, can effectively reduce the impact of external factors on the data. Because the enterprise turnover includes some shared costs, labor costs, equipment losses and other factors that have not been eliminated, only excluding these factors can reduce the impact on the data.

(2) Employee average salary, because each employee's length of service, salary, technical level, can cause each employee's salary is different, but the total number and total salary of enterprise pay employees, and the bonus, allowances, subsidies, benefits, five social insurance and one housing fund and compensation and related expenses will affect the stability of the data, so choose the average employee salary for variable is more appropriate. This variable is easy to calculate; the other is to reduce the influence of external factors on the data.

(3) Unpaid overtime time. This variable was chosen to ensure the validity and stability of the data. Because in the absence of economic factors, unpaid overtime can make this variable become more single, thus reducing the impact of other factors on this variable.

At the same time, the size of the net profit can indirectly reflect the degree of squeezing of the employee labor force. Under the condition that the salary remains unchanged, the net profit of

squeezing the employee labor force will increase, while otherwise, it will decrease. The average salary of employees can indirectly reflect the economic strength of an enterprise. The net profit of enterprises with strong economic strength is also more than that of enterprises with weak economic strength. Therefore, the average salary of employees will be weaker than that of economic strength and enterprises with low net profit. Unpaid overtime time, employees free overtime is under the incentive of high salary; the second is their own work enthusiasm; the third is that can increase the net profit of the enterprise.

To sum up, the net profit of an enterprise and the average employee salary and unpaid overtime time complement each other, which both influence and reflect each other. Therefore, the three variables of enterprise net profit, average employee salary and unpaid overtime time were selected as the entry points of the study.

4. Construct a regression model

Based on the collected data and the selected variables, the following four models were constructed in this study. Y represents the net profit amount for the explained variable; P represents the average employee compensation, and T represents the unpaid overtime time for the explanatory variable.

To test for the correlation between the selected variables:

As can be seen from the correlation array of sample Table 2, the correlation coefficient of net profit and unpaid overtime time and average employee salary reached 0.770388 and 0.678820, which indicates a significant linear relationship between net profit and unpaid overtime time and average employee salary. Therefore, a linear regression model can be considered.

The construction model is constructed as follows:

$$\text{model 1:} Y=C+C1P$$

$$\text{model 2:} Y=C+C2T$$

$$\text{model 3:} Y=C+C1P+C2T$$

$$\text{model 4:} T=C+C1Y$$

Table 2: Correlation tests

	Y	P	T
Y	1.000000	0.678820	0.770388
P	0.678820	1.000000	0.426670
T	0.770388	0.426670	1.000000

4.1 Estimation of the selected variables Y and P the regression equation estimate result of model 1

Known from Tables 4, the White statistic, $nR^2=3.36$, Find the X^2 The distribution table of X was obtained at 5% significant levels with degrees of freedom of 2^2 Distribution of the critical value, $X^2_{0.05}=5.991$, because the $nR^2=3.36<X^2_{0.05}=5.991$, so accept the null hypothesis of homoscedasticity, indicating that the model is not heteroscedastic.

As can be seen from Table 3:

$$Y=-63363.87+83994.62P \tag{1}$$

$$(-1.17)\ (2.77)$$

The T value of the explanatory variable P is> 2; P =0.022 and is still significant at the 2.2% level, rejecting the null hypothesis (H0: β =0), so that the explanatory variable P has an effect on the explained variable Y, and the effect is significant.

Table 3: Significance test

Dependent Variable: Y
Method: Least Squares
Sample: 1 11
Included observations: 11

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	-63363.87	54010.37	-1.173180	0.2708
P	83994.62	30286.72	2.773315	0.0216
R-squared	0.460796	Mean dependent var		61783.31
Adjusted R-squared	0.400885	S.D. dependent var		127169.4
S.E. of regression	98432.31	Akaike info criterion		25.99509
Sum squared resid	8.72E+10	Schwarz criterion		26.06744
Log likelihood	-140.9730	Hannan-Quinn criter.		25.94949
F-statistic	7.691276	Durbin-Watson stat		2.328286
Prob(F-statistic)	0.021636			

Table 4: Test of heteroscedasticity

Heteroskedasticity Test: White

F-statistic	1.758566	Prob. F(2,8)	0.2328
Obs*R-squared	3.359209	Prob. Chi-Square(2)	0.1864
Scaled explained SS	7.074120	Prob. Chi-Square(2)	0.0291

4.2 Estimation of the selected variables Y and T the regression equation estimation results of model 2

Known from Tables 6, the White statistic $nR^2=1.09$, Find the X^2 The distribution table of X was obtained at 5% significant levels with degrees of freedom of 2^2 Distribution of the critical value, $X^2 0.05 =5.991$, because the $nR^2=1.09<X^2 0.05 =5.991$, so the null hypothesis of homovariasticity is accepted, indicating that there is no heteroscedasticity in this model.

As can be seen from Table 5:

$$Y=-1258287+14726.95T \qquad (2)$$

$$(-3.45) \quad (3.62)$$

Table 5: Significance test

Dependent Variable: Y
Method: Least Squares
Sample: 1 11
Included observations: 11

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	-1258287.	365075.6	-3.446648	0.0073
T	14726.95	4062.693	3.624924	0.0055
R-squared	0.593497	Mean dependent var		61783.31
Adjusted R-squared	0.548330	S.D. dependent var		127169.4
S.E. of regression	85465.91	Akaike info criterion		25.71259
Sum squared resid	6.57E+10	Schwarz criterion		25.78493
Log likelihood	-139.4192	Hannan-Quinn criter.		25.66699
F-statistic	13.14007	Durbin-Watson stat		1.076003
Prob(F-statistic)	0.005529			

The T value of the explanatory variable T is> 2; P =0.0055, which is still significant at 5.5 ‰, rejecting the null hypothesis (H0: β =0), so, the explanatory variable T has an effect on the explained variable Y, and the effect is very significant.

Table 6: Test of heteroscedasticity

Heteroskedasticity Test: White			
F-statistic	0.439812	Prob. F(2,8)	0.6588
Obs*R-squared	1.089670	Prob. Chi-Square(2)	0.5799
Scaled explained SS	0.666623	Prob. Chi-Square(2)	0.7165

4.3 Estimation of the variables T and Y the regression equation estimation results of model 4

Known from Tables 8, the White statistic $nR^2=0.93$, Find the X^2 The distribution table of X was obtained at 5% significant levels with degrees of freedom of 2^2 Distribution of the critical value, $X^2 0.05 =5.991$, because the $nR^2=0.93<X^2 0.05 =5.991$, so the null hypothesis of homovariasticity is accepted, indicating that there is no heteroscedasticity in this model.

As can be seen from Table 7:

$$T=87.15+4.03Y \tag{3}$$

$$(57.60)\ (3.62)$$

Table 7: Significance test

Dependent Variable: T				
Method: Least Squares				
Sample: 1 11				
Included observations: 11				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	87.14649	1.512921	57.60150	0.0000
Y	4.03E-05	1.11E-05	3.624924	0.0055
R-squared	0.593497	Mean dependent var		89.63636
Adjusted R-squared	0.548330	S.D. dependent var		6.652409
S.E. of regression	4.470843	Akaike info criterion		5.995997
Sum squared resid	179.8959	Schwarz criterion		6.068341
Log likelihood	-30.97798	Hannan-Quinn criter.		5.950394
F-statistic	13.14007	Durbin-Watson stat		1.177583
Prob(F-statistic)	0.005529			

The T value of the explanatory variable Y is =3.62> 2; P =0.0055, which is still significant at 5.5 ‰, rejecting the null hypothesis (H0: β =0), so, the explanatory variable Y affects the explained variable T, and the effect is relatively significant.

Table 8: The heteroscedasticity test

Heteroskedasticity Test: White			
F-statistic	0.370422	Prob. F(2,8)	0.7017
Obs*R-squared	0.932323	Prob. Chi-Square(2)	0.6274
Scaled explained SS	0.305313	Prob. Chi-Square(2)	0.8584

4.4 Estimation of the selected variables Y and P and T the regression equation estimation results of model 3

The relationships between explanatory variables P, T and explained variables Y were tested by models 1 and 2, respectively. It can be seen from the regression analysis that there is a positive correlation between the explained variables selected in the study and the mutual influence is significant, which further confirms that the explanatory variables selected above are feasible and related to the explained variables.

As shown from Tables 10, the White statistic $nR^2=5.79$, Find the X^2 The distribution table gives X at 5 degrees of freedom at 5% significant levels ^{2} Distribution of the critical value, $X^2 0.05 =11.07$, because the $nR^2=5.79<X^2 0.05 =11.07$, so the null hypothesis of homovariasticity is accepted, indicating that there is no heteroscedasticity in this model.

As can be seen from Table 9:

$$Y=-1024257+52964.35P+11235.69T \tag{4}$$

(-3.14) (2.16) (2.97)

The T value of the explanatory variable P is> 2; the T value of the explanatory variable T is> 2, rejecting the null hypothesis (H0: β =0), so the influence of the explanatory variable on the explained variable is significant.

Table 9: Significance test

Dependent Variable: Y
Method: Least Squares
Sample: 1 11
Included observations: 11

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	-1024257.	326168.1	-3.140274	0.0138
P	52964.35	24504.61	2.161404	0.0627
T	11235.69	3785.771	2.967874	0.0179
R-squared	0.743363	Mean dependent var		61783.31
Adjusted R-squared	0.679203	S.D. dependent var		127169.4
S.E. of regression	72027.33	Akaike info criterion		25.43448
Sum squared resid	4.15E+10	Schwarz criterion		25.54300
Log likelihood	-136.8896	Hannan-Quinn criter.		25.36608
F-statistic	11.58620	Durbin-Watson stat		1.282945
Prob(F-statistic)	0.004338			

With R-squared =0.74, the fitting value is relatively ideal, indicating that the relationship between the explained variables and the explained variables described by the regression equation is relatively high.

F-statistic =11.59> 2; Prob (F-statistic) =0.0043 <0.05, indicating that the overall model is significant.

Table 10: The heteroscedasticity test

Heteroskedasticity Test: White

F-statistic	1.110394	Prob. F(5,5)	0.4557
Obs*R-squared	5.787704	Prob. Chi-Square(5)	0.3274
Scaled explained SS	1.096686	Prob. Chi-Square(5)	0.9544

5. Build a profit and loss matrix for game analysis

5.1 Meaning and elements of the game

Game refers to the process in which some people, teams or organizations, facing certain environmental conditions, follow certain rules, simultaneously or successively, once or more times, choose and achieve corresponding results. The game requires the following four core elements:

(1) Game participants: game side, game player, player.

(2) Strategies of each game party: a set of all actions or strategies that the game players can choose.

(3) Gains of the game side: corresponding to each group of possible decision choices of each player, there is a result representing the gains and losses of each player under the strategy combination.

(4) Information: The understanding of the bureau of the payment function.

5.2 Analyze the profits and losses of the enterprise and employees and relevant decisions:

(1) When employees choose the decision of working overtime without compensation, enterprises choose the decision to increase the average salary of employees. The performance of the enterprise obtains the evaluation results through the accounting of various indicators, makes appropriate treatment, and appropriately improves the average salary of employees. At this point, the decision benefits of enterprises and employees are five effective units each.

(2) When employees choose the decision of unpaid overtime, enterprises choose the decision not to increase the average salary of employees. In the case of unchanged average salary, employees choose to work overtime without pay, which is the most favorable for the enterprise. The enterprise decision benefit is 2 effective units; the employee decision benefit is-2 effective units.

(3) When employees do not choose to work overtime without pay, enterprises choose the decision to increase the average salary of employees. The enterprise will think that employees "take more and do less" affects the benefit of 2 effective units and-2 effective units.

(4) When employees do not choose the decision to work overtime without pay, enterprises do not choose the decision to increase the average salary of employees. The two sides are in a "stalemate" stage, so the two sides will choose a compromise strategy. In this case, each party gained 2.5 valid units, can be seen from Table 11.

Table 11: Profit and Loss Matrix

staff enterprise	Choose unpaid overtime	Do not choose unpaid overtime
Choose to increase the average pay rate	5;5	<u>3;7</u>
Do not choose to raise the average pay rate	<u>7;3</u>	2.5;2.5

Use the underking method to find out the policy combination equilibrium.

(1) With the comma, divide the payment value into two groups;

(2) Compare the payment value before the comma around, and compare the payment value after the comma around;

(3) The strategies with horizontal lines under all payment values are the policy combination equilibrium;

Conclusion: Through game analysis and marking method, the two best balances are (not higher average salary; not unpaid overtime); (choose higher average salary; not unpaid overtime). But along with the two decisions, companies dominate. Driven by interests, enterprises will choose to maximize profits and choose the decision not to increase the average salary. Employees will only choose to work unpaid overtime when they choose to maximize their benefits. Therefore, the final balance is: (choose not to increase the average salary; choose unpaid overtime). The results obtained from the game analysis exclude the effect of compensation on unpaid overtime hours, thus making the data and regression analysis results more convincing.

6. Test assumptions

6.1 Test hypothesis 1: The average employee salary has a significant positive impact on the net profit of the enterprise.

As shown in Table 3 and Table 4 (the regression equation estimation results for model 1),The T value of the explanatory variable P (average employee salary) is> 2; P =0.022, which is still significant at the 2.2% level, and the explanatory variable P is influential on the explained variable Y, and the effect is significant.

On the basis ofEstimating the results of the regression equations for model 1reach:

$$Y=-63363.87+83994.62P \tag{5}$$

$$(-1.17) \quad (2.77)$$

As a result, when companies increase the average salary of their employees by 1%, their net profit increases by 2.77%. Thus, hypothesis 1 is supported that the average salary of employees has a significant positive impact on corporate net profit.

6.2 Test hypothesis 2: Unpaid overtime time has a significant positive impact on the net profit of the enterprise.

As can be seen from Tables 5 and Table 6 (Results of the regression equations estimation for model 2). The T value of the explanatory variable T was> 2; P =0.0055, and it remained significant at the level of 5.5 ‰. Therefore, the explanatory variable T has an effect on the explained variable Y, and the effect is very significant.

On the basis of estimating the results of the regression equations for model 2reach:

$$Y=-1258287+14726.95T \tag{6}$$

$$(-3.45) \quad (3.62)$$

As a result, when employees work unpaid overtime increases by 1 percent, net profit increases by 3.62 percent. Thus, hypothesis 2 is supported that unpaid overtime hours have a significant positive impact on the net profit of the enterprise.

6.3 Test Hypothesis 3: The increase of enterprise net profit has a significant positive impact on unpaid overtime time.

We can see from Tables 7 and Table 8 (Results of the regression equations estimation for model 4). The T value of the explanatory variable Y was =3.62> 2; P =0.0055, which remained significant at the level of 5.5 ‰. Therefore, the explanatory variable Y has an effect on the explained variable T, and the effect is relatively significant.

On the basis of Results of regression equations for model 4reach:

$$T=87.15 + 4.03P \tag{7}$$

$$(57.60) \quad (3.62)$$

As a result, when net profit increases by 1 percent, unpaid overtime time for employees increases by 3.62 percent. Therefore, hypothesis 3 is supported that the increase in corporate net profit has a significant positive impact on employees' choice to work overtime without pay.

6.4 Test hypothesis 4: unpaid overtime time and average employee salary have a significant positive impact on the net profit of the enterprise.

As can be seen from Tables 9 and Table 10 (Results of the regression equations estimation for model 3),The T value of the explanatory variable P is> 2, and the T value of the explanatory variable T is> 2, so, the influence of the explanatory variable on the explained variable is significant. Moreover, with R-squared =0.74, the overall fit value of the equation is relatively ideal, indicating that the relationship between the explained variables and the explained variables described by the regression equation is relatively high. Meanwhile, F-statistic =11.59> 2; Prob (F-statistic) =0.0043 <0.05, indicating that the overall coefficient of the model is significant, which indicates the feasibility of the study.

On the basis of estimating the results of the regression equations for model 3reach:

$$Y=-1024257+52964.35P+11235.69T \tag{8}$$

$$(-3.14) \ (2.16) \ (2.97)$$

As a result, when the unpaid overtime time and the average pay increase by 1%, the net profit increases by 2.97% and 2.16%, respectively. Therefore, hypothesis 4 is supported, that is, that unpaid overtime hours and average employee pay have a significant positive impact on corporate net profit.

7. Conclusions and Enlightenment

7.1 Conclusion

This study draws the following conclusions through empirical analysis: (1) the average salary of employees can significantly predict the net profit status of the enterprise. When an enterprise economic benefit is considerable, its in pursuit of high net profit, will take all kinds of incentives and absorbing talent policy, and salary is now the most concern of employees, so the enterprise will improve the average salary to motivate on-the-job employees, at the same time this practice also released to the outside world high pay "signal", in order to attract more talent. Therefore, the net profit amount and the profit status of the enterprise can be predicted according to the average salary of the employees; (2) the unpaid overtime time can significantly predict the net profit amount, profit status and management status of the enterprise. When an enterprise prospers, employees can see the future of the enterprise, and their importance and value in the enterprise, which will make employees work hard and work without return. Therefore, we can see the enterprise profitability, corporate culture, working atmosphere, management status and so on from the motivation and overtime work without return; (3) the enterprise net profit and unpaid overtime time are jointly improved or decreased. Through the analysis of the estimation results of the regression equations of Model 2 and Model 4, it can be seen that the enterprise net profit and unpaid overtime time are mutual to form a "advance and retreat" relationship; (4) unpaid overtime time and the average salary of employees can significantly predict the net profit of the enterprise. By analyzing the relationship between the variables one by one, finally build the total regression equation, regression to the focus of the study, and through the model estimates when the overtime and average compensation is positive and significant impact on the enterprise of the net profit and operating conditions, can take employees unpaid overtime time and average salary as the reference point of prediction.

7.2 Revelation

7.2.1 Inspiration to job seekers

The "two look at the grassroots" method will look at the average salary and unpaid overtime time; a check is to check the size of the enterprise; since the grassroots enters the enterprise, it starts from the grassroots. With the development of social economy, all kinds of enterprises bloom everywhere, and at the same time, these enterprises will "fine package" themselves for recruitment and other needs, which makes it difficult for job seekers to distinguish between the "authenticity". After entering the enterprise, they cannot engage in the positions they want to engage in and cannot realize their own value. In order to avoid the above problems, delay their time, on the basis of research, job seekers in the process of job can view the unpaid overtime time and employee average salary, because through empirical analysis, the two factors of enterprise net profit is significant and positive impact, when the average salary is high, voluntary unpaid overtime this reflects the economic situation of an enterprise, management system, incentive way, and so on are better. Through these two factors to determine the enterprise, query the scale of the enterprise, the enterprise scale is small, it is difficult to achieve their own value in the enterprise. After two see a check to determine the target company, resume delivery and application, once into the target company, to start from the grass-roots level, give full play to their ability, to realize their own value.

7.2.2 Inspiration to enterprises

In the development of the enterprise, the "three-step" strategy, namely, the salary attraction strategy, the strategy of making employees loyal for the purpose of self-development, and the use of corporate culture and vision to influence employees to work hard, without return, to ensure the maximization of the company's profit strategy. Self-development opportunities and salary and benefits are the two most important contents of job seekers in the process of job hunting. Under other similar conditions, improving the level of these two factors will more directly affect the job intention of job seekers. Therefore, the enterprise in the rapid development stage to pay to attract enterprise development required talents or high-end technical personnel, and provide employees with a variety of channels of self-display and their own development opportunities, improve the employee loyalty to the enterprise, employee loyalty will reduce the enterprise brain drain and recruitment, training expenses, it also saves part of the unnecessary expenses for the enterprise. In the mature and stable stage, the enterprise clearly defines its corporate vision, corporate culture, and establishes common values. Make employees 'personal values and corporate values, corporate culture, corporate vision, only the corporate values, corporate vision, corporate culture as the goal of the organization, into employees' personal values to ensure that the enterprise and their employees in the process of progress, make both have their own clear goals, to target management method to improve the enthusiasm of employees, improve enterprise performance, ensure enterprise profit maximization, finally achieve "win-win" enterprises and employees.

7.2.3 Inspiration to managers

Economic security, respect and implement policies. For the outstanding talents in the enterprise, to retain them, we must make them feel that staying in the enterprise to work is valuable to improve their own career planning, and can realize their own value in the enterprise. If enterprises want to retain and attract more excellent talents, they must provide them with the most basic economic security. Enterprises should issue appropriate stocks to employees in their golden age, and also allow employees to buy company shares equivalent to several percent of their salary at half price, among which several percent of their salary should be set according to the actual situation of the

enterprise. The formation of this relationship between the enterprise and its employees is bound to retain talents and attract more excellent talents. In addition, but also to respect for employees, respect is the best means of incentive. In enterprises, they will respect their personality and not damage their self-esteem; use praise art flexibly to show interest and responsibility in their work, so as to meet the reasonable requirements of employees, the employees will do their own work and contribute selflessly to the enterprise. Carona believes that the average person only plays 10% of his ability at work, but when employees feel important in the company, he tries to tap his potential to achieve 100% of his ability.

Acknowledgments

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