

Abstract

Title: A Study on Compensation Management of XCL
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For enterprise, human resources(HR), as a type of driving force, have been regarded as the most important resource. Because HR is not only a key part in modern business management, but also directly decide a company's core competence. HR management means the application of modern scientific methods with proper training, organization, and arrangement to achieve best ratio in human resources and materials. At the same time, it also focuses on the proper inducement, control and adjustment for people psychologically and mentally in order to make use of their subjectivity. Moreover, it desires to build a harmonious interaction in talents and materials.

With the economic restructuring and industrial adjustment, increasing new and high-tech companies, no matter the Chinese ones and foreign ones, will run their business in China. In such situation, such companies have to answer how to make their talents stay and boost their subjectivity, creativity and potentials. The dissertation argues a workable compensation mechanism can give a hand to deal this issue.

The dissertation takes XCL as its study object. XCL is a new and high-tech company with “three intensives” of capital, talent and technology. For this part, the author describes study method and salary status in similar companies, analyzes the questionnaire for employees in departments to find out problems in compensation mechanism and then provides his solutions to the issue. At the same time, the author also hopes that the paper’s result can give a hand to the companies facing similar situation.

Key Words: High-tech Company, Salary, Reform

摘要

题目: XCL 公司薪酬管理研究
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作为企业发展的动力,人力资源可称之为企业的最为重要的资源。作为现代企业管理中的一项重要内容,特别是在高新技术企业,人力资源直接决定着一个公司在市场上的核心竞争力。人力资源管理就是指运用现代化的科学方法,对与一定物力相结合的人力进行合理的培训、组织和调配,使人力、物力经常保持最佳比例,同时对人的思想、心理和行为进行恰当的诱导、控制和协调,充分发挥人的主观能动性,使人尽其才,事得其人,人事相宜,以实现组织目标。

伴随着我国的经济转型和产业调整,高新技术企业将会越来越多,更多的国际高新技术企业将落户于中国。在此种情况下,如何留住人才、如何调动员工的积极性、如何开发员工的潜力和创造力就成了高新技术企业面临的最为重要课题,而这一系列课题,绝大部分需要固化、落实于企业薪酬制度中才能有效达到留人善用的目的。

本文以一家“人才密集型、技术密集型、资金密集型”的典型高新技术企业为研究对象,首先介绍研究思路以及目前高新技术企业薪酬的现状,并通过对XCL 公司对公司岗位的调查研究结合各岗位员工的问卷调查,找到目前企业存在的薪酬问题,从而为企业提出合理化建议,以期对该公司薪酬管理制度的改善有所启示,同时也对同类型高新技术企业有一定的借鉴作用。

关键词: 高新技术企业 薪酬 改革