

Research on the Influence of Committed Human Resources on Employees' Job Performance

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Abstract

With the development of economy, the economic situation and market structure in our country have taken a certain change, and the economy is gradually entering the new normal. Under the current economic development situation, the human resource management of enterprises is also facing challenges, and it is necessary to conduct a new evaluation of the human resource management of enterprises. In the new analysis of the enterprise's human resource management, the impact of committed human resources on employees' work performance, the relationship between committed human resources and employee performance, employee performance and the development of the whole enterprise is inextricably linked, only by improving employee performance can enterprises create greater value. From the perspective of employees and human resource management, this paper will make a specific explanation of the impact of committed human resources on employees' work performance.

Keywords

Committed Human Resources; Employee Performance; Influence.

1. Introduction

Human resource management has always played a very important role in the management activities of enterprises. Especially in the rapid development of the advanced economy, the competition between various enterprises has gradually intensified, the competition for talents, management means and so on has intensified. There is a close relationship between committed human resources and employees' work performance. Improve the work performance of employees, and then enhance the competitive strength of enterprises, and create greater economic value for enterprises.

2. The trend and the current situation of the practice and management of human resources in our country

At present, in the era of talents, the role of human resources is one of the key factors for an enterprise to realize its own value, and it is an important element of an enterprise. The management of human resources has become a core factor for an enterprise to face the market and peer competition. With the development of economy and society, the practice and management of human resources also have a new development trend, and the practice and management of human resources are gradually developing in the direction of flexibility, humanization and refinement. Below I will briefly explain the four major trends of current human resources management and practice:

First, talent will gradually become the core factor of enterprise competition, is the key to stand out in the fierce competition; Second, the division of human resources management functions is more clear: the recruitment methods of talents are more diversified, the ways of acquiring

talents are more diversified, the sports school of performance evaluation is more systematic and perfect, the management of the salary system is more humane and scientific, and the staff training program is more high-quality; Third, the human resource management function is gradually outsourced: In order to improve the competitive advantage of their own human resources, many enterprises and organizations will choose to outsource non-core human resources and hire more professional teams to conduct human resource training; Fourth, human resource management is more humane: compared with the traditional human resource management, the current human resource management is more flexible and "humane", which makes the human resource management softer and relies more on improving the quality of employees and corporate identity to improve the performance of employees.

2.1. Employee performance

Employee performance refers to the value and contribution made by employees for an enterprise or organization, and the efforts made by employees for the enterprise or organization, which are behavioral, multi-faceted and evaluable to a certain extent. Performance is divided into three categories: organizational performance, individual employee performance and overall team performance. As for the individual performance judgment of employees, it is the assessment and evaluation of the work of employees by the organization or enterprise, and employee performance has a certain correlation with three factors: task performance, contribution to the enterprise and interpersonal relationship promotion. The employee's contribution to the enterprise or organization is used to judge the employee's personal performance.

3. Make hypotheses

In the research field of human resource practice, experts and scholars generally believe that employee performance has the greatest correlation with individual ability and work attitude of employees, but high-performance human resource management can have a certain impact on employee performance to a certain extent. The impact of different types of human resource management on employees' work performance is also very different. The research on the impact of committed human resource management on employees' work performance mainly aims to clarify the impact of committed human resource practice on each dimension of employees' work performance.

Therefore, in this study, we hypothesize that committed human resources are positively correlated with employees' work performance, and committed human resources can improve employees' work performance.

4. Research process

4.1. Research methods

This research adopts the method of questionnaire survey, the survey is from all kinds of enterprises across the country, and the sample is selected by stratified sampling, and the employees at all levels in some enterprises are selected, including ordinary employees, grass-roots managers, middle-level managers, senior managers and technical employees. In order to make the survey data more accurate and the analysis results more accurate and professional, we adopted the design method of mature scale when designing the questionnaire.

4.2. Hypothetical analysis

The control variables are set as employee gender, age, job position, work practice, job level, etc. The four dimensions of committed human resources, namely employee's future development, employee welfare guarantee, employee participation degree and employee performance

income, are set as independent variables. The three dimensions of employee performance are set as follows: Task performance, contribution to the enterprise and promotion of interpersonal relationship were set as dependent variables, and then the multiple linear regression equation was analyzed according to the questionnaire data.

According to the data analysis, we can conclude that employee participation and employee performance income are positively correlated with employee performance and have a positive impact on employee performance. Employee's personal development and performance income have a very positive impact on employee's interpersonal relationship promotion; Employee's development, employee's participation and employee's performance income also have a very positive effect on employee's job dedication. If an enterprise wants to improve the work performance of its employees and achieve excellence, it must attach importance to the role of human resources practice and try its best to achieve human resources management. Therefore, whether from the internal environment or the external environment, it is very necessary to pay attention to the high performance of human resources practice and the improvement of employees' work performance.

5. The impact of high-performance human resource practices on employees' work performance

The management of human resources includes the recruitment of personnel, the training of personnel and the compensation of employees. Committed human resource is to do the best in every module involved in human resource management, so as to achieve the purpose of improving employees' work performance. The employee's work performance is also related to many factors, and the influence on the employee's work performance is not the only one. The employee's working age, job post, job title, industry, capital income and working ability of the employee will all have an impact on the employee's final work performance. Next, I will mainly analyze the impact of high-performance human resource management on employees' corporate identity, work enthusiasm, and the company's salary and welfare system on employees' work performance.

5.1. The impact of committed human resources on improving employees' sense of corporate identity

The employee's work performance is closely related to the employee's sense of identity and belonging to the enterprise. As long as the employee regards himself as a member of the enterprise or the organization, he can spare no effort to contribute to the enterprise and improve his work performance as much as possible. High-performing human resource practices pay close attention to the improvement of corporate culture and employees' identification with the company or organization. A high-performing human resource management tends to guide the thinking of employees first, so that employees feel proud of the enterprise they work for, identify with the company's culture, and are willing to take the initiative to create greater economic value for the company. Therefore, high-performing human resources practice will carry out a lot of activities about corporate culture and explain the beautiful blueprint of the enterprise to employees, so as to gradually improve employees' identification with the enterprise, and finally achieve the purpose of improving employees' work performance. For example, Yichun is a garment processing company, whose culture is unity and hard work. Before each employee officially starts work, the human resources department will inculcate the employee's corporate culture, cultivate the employee's sense of identity with the corporate culture, and let the employee integrate into the company as soon as possible. So before the employee officially starts work, Usually a small presentation and welcome ceremony will be held to enhance employees' sense of identity with the company. After a long time of practice, the company finds that every employee will be very proud of the

company they work for and agree with the corporate culture. Therefore, they are willing to work harder. The work performance of employees is naturally improved invisibly.

5.2. The impact of commitment human resources on improving employees' work enthusiasm

The enthusiasm of employees to work is closely related to the compensation mechanism and incentive mechanism of the enterprise. Employees will be more enthusiastic and passionate about their work only after meeting their own salary and welfare demands, because a person will usually realize social value and make contributions to the enterprise and organization after realizing their own value. Therefore, the committed human resource salary management must do a good job in employee salary management and welfare management. In terms of salary formulation, committed human resource practices usually employ incentive mechanism and adopt the principle of more work and more pay. After ensuring employees' normal basic salary, employees are usually rewarded for their outstanding contributions. In addition, welfare policies are also adopted to reward employees who have made great contributions, such as year-end bonus, incentive travel tickets, etc. Give employees a sense of belonging. When employees are satisfied, they will be motivated by salary and welfare benefits and want to improve their own salary and welfare benefits, so that they will participate in work more actively, and thus their work performance will be naturally improved. Adopting this kind of salary system to motivate employees can make employees improve their work performance independently and create greater economic value for the company and the enterprise.

5.3. The impact of commitment human resource practice on the improvement of employees' working ability

In addition to the subjective factors such as the employee's passion for work, the sense of identity for the company and the organization, and the employee's enthusiasm for work, the employee's work performance is also closely related to the employee's work ability and business ability. Because, an employee empty of a cavity of enthusiasm, but no substantial ability to work, his work performance will still not be significantly improved. Committed human resources practice will pay great attention to the training of employees and continuously train their abilities in the process of their work, so that their working ability and business ability can keep up with the development and change of the enterprise, and they will not be unable to keep up with the development of the company because they cannot keep up with The Times, update knowledge and update technology. Unable to improve their work performance. The training of committed human resources for employees is the key to improving employees' work performance, because a person's ability is the key part of work performance. The higher the ability, the better the task can be completed, so as to significantly improve employees' work performance.

6. Conclusion

The research and investigation show that commitment human resources has a significant effect on the improvement of employees' work performance. High performance human resource management mainly includes the formulation of employee compensation, employee training and employee evaluation system, etc. To improve employees' work performance, it is not only necessary to improve employees' work enthusiasm, but also to improve their work ability. Only on the basis of improving the work performance of employees can we improve the economic value of the entire enterprise and create greater economic value for the enterprise. However, at present, the management and practice of human resources in our country still lacks the support of systematic theory, and does not have a perfect and scientific system. Therefore, in order to achieve committed human resources and management, we also need the unremitting

efforts of domestic experts and scholars to strive for more systematic and scientific support for human resources management in our country, making high-performing human resources practice become the norm.

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