

5.CONCLUSIONS AND DISCUSSION

5.1 Concluding the Result

in human resources management should not only attach importance to management play a role of constraints and restrictions, and also attaches great importance to the pay system, incentive mechanism of incentive, human resource management work is carried out in order to arouse the enthusiasm of the employees' work, and encouraging them to use their own intelligence and create more economic benefits for the enterprise. At the beginning of the implementation of reform and opening up, most businesses will production quantity as a reward, the labor intensity of workers haven't change, when the production quantity reaches limit, employees will lose enthusiasm in this kind of reward. Small and medium-sized enterprise on a smaller scale, weak competitive power, to realize the healthy development of the role of such enterprises must attach importance to talents, improve the production efficiency, to achieve this goal, the incentive system of small and medium-sized enterprises should formulate scientific and standardized. Enterprise should consider the employee's various needs, listen to their opinions, staff to meet the material needs and spiritual needs, let them get the sense of belonging in the enterprise, to improve their loyalty. Company to provide all kinds of social insurance for employees, organize them to participate in skills training, various cultural activities, provide employees with good benefits, ensure employees focus on work in enterprises. At the same time, we should also open up communication channels for employees. Managers should listen to their demands, attach importance to every employee, and guide them to strengthen cooperation and communication and form a strong cohesive force. To provide employees with a harmonious and friendly working environment, to design a scientific and reasonable compensation system, to help them formulate career development plans and to achieve their goals in life.

In establishing the incentive mechanism, the spirit should be combined with material incentives, and long-term and short-term incentives should be combined. As the basis of time, incentive can be divided into two categories, one is long-term incentive and the other is short-term incentive. The former takes some time to play a role, and the company adopts some measures to guide employees to generate enthusiasm for the work, which is the incentive measures adopted in the long-term development perspective. The latter can play an inspiring role in a short period of time and guide employees to devote themselves to the work and finish the work on time. This kind of incentive can have some negative effects on the long-term interests of the company. The combination together, can avoid the staff to make short-term behavior, encourage employees combine personal interests and the interests of the company, the company adopts the short-term incentives include promotion, honor, emotion, responsibility and motivation. It can be divided into two categories: mental

stimulation and material incentive. The former is an intangible reward, but it exerts a more lasting incentive, such as the company's love, job satisfaction and so on. These incentives can satisfy workers' psychological needs, enhance their self-confidence, and give them a sense of belonging to the company. The incentives of the latter are quick and effective, such as share incentive, welfare incentive, bonus incentive, incentives can satisfy the material needs of workers and improve the quality of life. Using scientific and reasonable incentives, the company can mobilize the workers' enthusiasm, improve production efficiency and create more economic benefits.

At present, FIRM KAINÉ has a single ownership structure, which can help the rapid investment decision in the early stage of the enterprise. But after enterprise development, the rapid increase of enterprise employees in order to keep company's core talented person, should consider to accept more core talented person holding, capital investment and technology investment, also can adopt the single project investment. That way, it can absorb some of the money that doesn't have to pay interest, and it can stabilize the core team for a long time. Country garden has been in use for many years and has achieved very good results.

In addition, a clear incentive system should be established. The company can draw a certain percentage of the annual profit, according to the performance of each department and employees in the past year. In order to better improve the staff's work enthusiasm and increase the enterprise cohesion, reduce the loss of excellent staff.

5.2 Result Discussion

After the company builds the incentive system, it is necessary to set up the appraisal system. Only when the incentive and the assessment are combined, can the company play an effective role. Company set up to evaluate system, can carry on the comprehensive evaluation to the staff, urging them to work hard, have a good working atmosphere is formed within the company, through the evaluation also can discover the talents, provide training for these people, for they exert its potential. Human resources professionals generally handle large amounts of paperwork on a daily basis. This paperwork could be anything from a department transfer request to an employee's confidential tax form. Forms must be on file for a considerable period of time. The use of Human Resources Information Systems has made it possible for companies to store and retrieve files in an electronic format for people within the organization to access when needed. This eliminates thousands of files and frees up space within the office. Another benefit of HRIS is that it allows for

information to be accessed in a timelier manner. Files are accessible within seconds via the HRIS. Having all of the information in one place also allows for professionals to analyze data quicker and across multiple locations because the information is in a centralized location. Examples of some Human Resources Information Systems are PeopleSoft, My Time, SAP, and Jobs Navigator

Corporation in evaluation staff, should formulate scientific and standardized appraisal system, when the evaluation to achieve the requirement of the specification, reasonable and perfect, the inspection work can play its role, or employees will produce negative emotions to review. In order to make the assessment play a positive role, the system should be put into practice, and the company must formulate various systems according to its own reality, and the appraisal system should be recognized and understood by employees. When making a system, the company should consider its own interests, but also pay attention to the interests of laborers, so as to realize the unification of the two. The company should set up various systems to ensure that the staff can carry out the work according to the system requirements. The human resources department should listen carefully to the Suggestions of the staff, understand their demands and adopt various measures to publicize all kinds of systems. The evaluation mechanism established by enterprises should meet the requirements of openness, fairness and objectivity. Carry out assessment work in accordance with relevant procedures to ensure the authenticity and validity of evaluation results. When evaluating employees, they can evaluate their work ability, performance and potential. Through the implementation of the evaluation, let staff have a further understanding and the understanding to the company system, improve the level of their skills, encouraging them to play their own potential, enhance the management level of the company as a whole. The human resources department should carry out in-depth analysis on the evaluation criteria, the evaluation information and the content of the evaluation, so as to ensure that they meet the standard and reasonable requirements. Some effective measures can be taken to avoid interference from other factors. In order to make the assessment play a positive role, the combination of quantitative and qualitative analysis, and the combination of staff assessment and organizational assessment can ensure a more comprehensive and objective assessment.

FIRM KAINÉ still uses traditional communication methods and channels. The communication between department and department, staff and employees is still in the traditional way of meeting and telephone. Not only does it affect work efficiency, but it is difficult to distinguish the responsibilities between different departments. Especially when multiple projects operation and management of the project control ability will increase as

the project is abate, the communication between headquarters and project is difficult to effectively, unable to grasp the progress of the project in time. In order to improve work efficiency and establish a fast information feedback channel, it is recommended that FIRM KAIN enable OA system to improve the project management and speed up the information feedback processing.

Company culture is the combination of internal and external environment condition, conform to their own development in a certain time values and culture play a role of incentives to be permanent, although it is invisible, but its incentive than some tangible incentives. The company establishes the scientific standard incentive system, can arouse the enthusiasm of the staff, makes them play the subjective initiative, smoothly realizes the company development goal. Good company culture can play a role of effective guidance and motivation in imperceptible, employees affected by cultural influence, and to strengthen the responsibility consciousness, they will actively participate in the work, efforts to complete the mission objectives, corporate culture can also be closely together, will be full form a powerful cohesion, enhance the core competitiveness of the company.

In establishing the company culture, private enterprises should adhere to the principle of people-oriented. The establishment of a good corporate culture can provide important guarantee for the implementation of human resource management, and the establishment of culture will take a long time. What enterprise culture should be established to ensure cultural construction work smoothly, to create good conditions for human resource management work, this is a problem many companies focus on thinking. First, managers should pay attention to the construction of corporate culture, and accelerate the pace of cultural construction through the development of some management systems, so as to combine cultural construction with human resource management. Secondly, the analysis and research in all phases of the role of corporate culture, and take measures to improve and perfect the cultural system, timely publicity and corporate culture to employees, and let employees on corporate culture identity.³ it is to draw lessons from and study the successful experience of large enterprises, can be gained from Europe and the United States and other countries of the enterprise some reference and reference, timely transformation development philosophy, the introduction of advanced management techniques and management methods, to promote cultural construction work. Small and medium-sized enterprise implementation of human resource management including recruiting, training, performance appraisal, are also attach great importance to the construction of corporate culture, each department personnel should participate in the joint work. The company can use good culture to enhance employees' sense of cooperation, cultivate their team spirit,

and improve the comprehensive quality of employees by creating a positive cultural atmosphere. Employees should consciously practice the company culture in the work, help the company to establish a good corporate image, and enhance the core competitiveness of the company.

The establishment of corporate culture is closely related to the enhancement of competitive power. Company establish a good culture, in the internal, build the culture atmosphere of harmony, harmony, make every employee gets the attention of the company and care, and it can improve employee satisfaction, let them get the sense of belonging in the company, good culture can also play a role of incentive and guide, is beneficial to enhance the competitive power of company, provide ideological guarantee for the all work smoothly.

Corporation must invest enough attention to human resource, the emphasis on the role of talent, according to the company's development strategy, develop talent planning, reserve more talents, can choose some staff from the inside, providing training, improve their business ability and management level. Corporation can also communicate with government management departments, to participate in some fairs, introduce more excellent talents from society, the organization participate in the recruitment of colleges and universities, actively develop and introduce all kinds of high-quality talent.

If the company set up the organizational structure of a lack of competitiveness, cannot ensure the smooth production and business operation work improve the level of the organization's competition, must develop this kind of talent, establish a perfect personnel system. In the process of development, the company should attach importance to innovation ability, and innovation is an important factor to promote the sustainable development of the company. Company can according to human resources to establish a special management system, the managers at all levels, head and all the staff into the management system, carefully analyze their needs, combined with the company strategy to develop the scientific planning of choose and employ persons, provide all kinds of training for employees, help them to achieve their development goals. Only by making scientific and reasonable personnel planning can the company arrange the employees in the appropriate positions and make them realize their potential. In the process of development, small and medium-sized enterprises must attach importance to human resource management. Carry out daily work, in the employee's work behavior, work attitude, ability to conduct a comprehensive analysis, to establish scientific and standardized system of performance evaluation, employees on the comprehensive evaluation, according to the evaluation result to set up