

Application of Organizational Behavior in the Employee Career Management of State-owned Enterprises

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Abstract: In state-owned enterprises, the potential of employees has a great impact on the development of the enterprise. Employees working in an organizational environment, regardless of their behavior or attitude, will be affected by organizational culture. Organizational behavior studies people through an interdisciplinary perspective to effectively guide the career management of enterprise employees, give full play to the role of human resources management, and then effectively achieve the strategic goals of the development of state-owned enterprises.

1. Foreword

Organizational behavior covers the knowledge of related disciplines such as social psychology, politics, economics, psychology, and management. It provides effective analysis and guidance for individuals, groups, and organizational behavior in management activities. At present, organizational behavior has been widely used in administrative management and business management. This paper mainly explores the behavior of organizational behavior and analyzes its related concepts, and analyzes the benefits of the development of state-owned enterprises by introducing its related concepts into the employee career management of state-owned enterprises.

2. Necessity of Introducing Organizational Behavior in the Employee Career Management of State-owned Enterprises

During the development process of an enterprise, it is necessary to strictly control the internal and external environment. It is necessary to take into account the environmental changes of the two, and the change of the external market environment will also cause the internal environment of the enterprise to change. Therefore, only the effective coordination and interaction between the external environment and the internal environment of the enterprise can truly achieve the development goal of the state-owned enterprise. During the development process of state-owned enterprises, they need to face the impact of market competition and changes in the economic situation. In a complex market environment, the market will appear competitive at any time. At the same time, changes in the overall economic situation will also affect state-owned enterprises to a certain extent ^[1]. Therefore, for further development of an enterprise, it is necessary to focus on the development of human resources and give full play to the advantages of talents within the enterprise to effectively improve the development trend of the enterprise.

Organizational behavior can provide effective scientific research for people's behavior attitude and behavior, and it is of great significance to improve the performance of enterprises and give full play to talent potential. In the face of such complex environmental changes, the introduction of organizational behavior into the development of state-owned enterprises can effectively improve the scientific level of the enterprise in the employee career management, and make the enterprise further improve the operating efficiency. In addition, the enterprise employee career management discusses how to give full play to the potential and value of people to the greatest extent to successfully promote the development of state-owned enterprises. In social life and practical work, employees will encounter different kinds of practical problems, which have a great impact on the needs of employees, job satisfaction and work attitude to a certain extent. Therefore, when enterprises manage employees, they should accurately understand the actual needs of employees.

Organizational behavior takes human as the research object and conducts in-depth research on individual behavior to further develop human potential. It takes human economic and social attributes into consideration, and makes reasonable arrangements for human resources based on human development ^[2]. Therefore, the introduction of organizational behavior into the employee career management in state-owned enterprises can effectively improve the working status of employees, improve their satisfaction with work. In addition, the introduction of organizational behavior into the employee career management in state-owned enterprises has a positive guiding role in their work behavior. Furthermore, the state-owned enterprises should pay more attention to the management of social psychological factors except for the management of structural and technical factors in the process of employee career management. The employee career management of enterprise is based on the human resource management, and the basic idea of human resource management is people-oriented. Organizational behavior studies people's behavior and attitude. The effective combination of organizational behavior and human resource management can further realize the value of talents and create better business benefits for enterprises.

3. The Application Strategy of Organizational Behavior in Employee Career Management

3.1 To Innovate Organizational Behavior Incentive System and Improve Employee Job Satisfaction

Human resource management is based on human beings, starting from the actual development of human beings, and motivating and guiding human behavior to develop human potential. In the employee career management of enterprise, we should establish an effective employee incentive system, and integrate the concept of organizational behavior into the incentive system to establish a modern management concept of enterprise and carry out effective management of employees on the basis of accurate development goals. In addition, in the construction of incentive system, the actual work of employees should be taken as the starting point to further improve the job satisfaction of employees ^[3]. At the same time, when establishing the incentive system, we should consider whether the incentive indicators are reasonable and scientific, and elaborate the provisions of each system, so that it can further improve the level of human resource management of enterprises. In addition, when establishing the incentive system, enterprises should control its dynamic development and reserve a certain space for change, so that the incentive system can make appropriate changes according to the changes in the organizational environment. Therefore, while breaking through the shackles of the traditional model, the incentive system comprehensively considers the actual situation of employees and various factors in the innovation incentive model to effectively realize the overall development of the enterprise.

3.2 To Implement the Concept of Organizational Behavior and Improve Employee Career Management

The employee career management system is a specific arrangement of human resource management by an enterprise. To achieve development in a changing environment, it needs a highly scientific system to maintain, and the related concepts of organizational behavior can be used for human resource management. The establishment of the system provides guidance to deeply implement its thinking concept into the management system, and improves the effect of enterprise employee career management effectively ^[4]. In addition, when further improving the employee career management, the employees' preferences should be studied in accordance with the relevant concepts of organizational behavior, and related management systems should be formulated in accordance with the actual conditions and theories of employees. Therefore, through the use of theoretical knowledge of organizational behavior, the employees' psychology is further developed, so that they can actively face the difficulties encountered in their work, and have a great development and cultivation of the individual's psychological quality and ability.

3.3 To Pay Attention to the Difference in Demand Levels and Integrate the Concept of Fairness

In the related theories of organizational behavior, it is believed that the psychological needs of employees are hierarchical, and there are certain differences. The company regards performance management and strategic goals as an important support in the employee career management. The first prerequisite is the hierarchical needs of employees. Only when the employees' hierarchical needs are fully grasped, can they meet the needs of employees according to their hierarchical needs, and can their work potential and promote employees be stimulated effectively to further achieve corporate goals^[5]. In employee career management, state-owned enterprises should pay attention to factors such as employees' social needs, respect needs, self-fulfillment needs, and safety needs, and these needs of employees will change at different stages. Therefore, in the employee careers management in state-owned enterprises, enterprises should not only meet the employees' daily needs, but also pay more attention to their satisfaction in the spiritual life. When companies perform performance management on their employees, they should make all indicators consistent with the concept of fairness and justice. Only by ensuring that each employee can compete benignly in a fair environment can employees be fully engaged in work, and can their potential be further motivated^[6]. In addition, in employee career management, it is necessary to meet the hierarchical needs of employees and pay attention to its fairness, so that employees can be treated fairly to ensure the positive emotions of employees and actively create business benefits for the enterprise.

3.4 To Create Corporate Organizational Culture and Effectively Realize the Connotative Development of the Enterprise

In the employee career management, the related concepts of organizational behavior play a guiding role in the human resource management of enterprises. At the same time, it can provide powerful suggestions for the operation of the career management of employees in state-owned enterprises, so that the establishment of management system and incentive mechanism can operate effectively. In this process, in order to ensure that the concept of organizational behavior can play its advantages for a long time, develop the potential ability of employees for the enterprise, and improve the professional ability of employees, it is necessary for state-owned enterprises to develop this process into an organizational culture, and effectively stimulate the potential of employees in subtle influence^[7]. This kind of organizational culture emphasizes the respect for talents and the development of talents' potential to meet the needs of human development. In addition, organizational culture is equivalent to a binding force, which can have a certain impact on the work behavior of employees, and promote the positive psychological quality of employees, and effectively solve the negative problems of employees. The formation of corporate culture can further explain the value of enterprise development, make employees have a strong sense of identity, and shape the value orientation of employees, and then guide the correct behavior of employees. In addition, organizational behavior studies the behavior and psychology of individuals, and deeply studies the behavior patterns of individuals to grasp the job performance that individuals can give in the work and further improve the ability of enterprise to employee career management. The related concepts of organizational behavior play an important role in the employee career management of enterprise. Therefore, in order to ensure the long-term effectiveness of organizational behavior, it is necessary to create an organizational culture with strong organizational behavior concepts to innovate the employee career management mode of enterprise^[8].

4. Conclusion

It can be seen from the above that the introduction of the concept of organizational behavior into the employee career management requires the state-owned enterprises to constantly improve their own human resource management system, make reasonable arrangements for human resources, and further improve the efficiency of the employee career management to ensure the growth of the business efficiency of the state-owned enterprises. In the employee career management in

state-owned enterprises, the integration of organizational behavior into human resource management can effectively regulate the relationship between enterprises and employees, and then give full play to the enthusiasm of employees.

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