

Research And Application Of Performance Management System For Logistics Management Personnel Based On Capacity Core Management

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Abstract: Human resources are an extremely important resource for enterprises, especially the ability of managers is directly related to the sustainable and stable development of enterprises and the realization of strategic goals. Performance management system based on capacity core management is an important way to develop human resources and improve the market competitiveness of enterprises. This paper conducts research on how to use performance management system to develop the potential of logistics management personnel, and proposes relevant suggestions and application measures to provide reference for relevant practitioners.

Affected by the economic globalization, the competitive pressure of enterprises around the world has increased significantly. Human resource development has gradually become an important means for companies to improve their core competitiveness and top the list among similar enterprises. Logistics management personnel are an important part of human resources ^[1]. Therefore, it is necessary to carry out a performance management system based on capacity core management to maximize the potential of personnel, and improve the company's management level, management efficiency and core competitiveness ^[2].

1. Basic concept of capacity core management

The core of capacity core management is to manage human capabilities. It takes effective measures to maximize human capabilities, and human resources can promote organizational development and achieve the goal of organizational innovation. From a psychological point of view, human ability is a personal psychological characteristic that a person must possess when completing certain activities.

The concept of capacity core management regards human ability as its management object and is committed to the promotion development ability and the display ability. It mainly includes the following four contents ^[3]: (1) Ability is the primary object of management. The main object of capacity core management is ability. For human resources, the ability to manage is the ability of people. Human capabilities are often the key to the success of an organization or business. Capacity core management requires managers to understand that the most important thing in the face of things is to select people instead of doing things. It is easier to manage the right people in the right place. And the right people in this paper are those with the right abilities. Ability is a management concept. The ability of personnel is taken as the starting point of management to clarify management ideas, processes, systems, etc., and build a suitable organizational management system, so that everyone can play their own role in the right post ^[4]. (3) Competency is the ultimate management value goal. Improving people's ability is an important goal of management. Performance is carried out based on competence. Reasonable performance settings can help personnel to exert their capabilities, which is conducive to the common progress and growth of enterprises and personnel. (4) As an incentive means, the development of an organization and an enterprise cannot be separated from the support of human resources. Therefore, in the concept of capacity core management, companies will use personnel to develop capabilities. For instance, such direct remuneration or welfare programs as the year-end dividends, performance salary, and

bonuses set by the enterprise will guide students to develop their abilities^[5].

2. Basic concepts of performance management

Performance management is an important part of human resource management. Through the participation of managers and employees at all levels, the most appropriate assessment system must be formulated to motivate employees to achieve the set goals. It has the purpose of improving management quality, management efficiency and overall competitiveness of the enterprise, and is also an important reform of human resource management^[6].

Performance management is also the difficulty of human resource management. Unreasonable performance management will directly lead to the reduction of management level. For enterprise staff, reasonable performance examine can mobilize the working enthusiasm of employees. If the performance management system is unreasonable^[7], staff will have negative emotions, which is not conducive to the development of enterprise management. From a certain point of view, performance management is a means to find and solve problems, and also provides employees with confidence to continuously improve their work. Therefore, in order to improve the performance management system, it is necessary to clarify the problems existing in the current performance management system and formulate a rectification plan^[8].

3. Current situation of performance management of logistics manage personnel

3.1 Low employee participation

A large number of statistical data show that the internal staff of the enterprise do not have enough understanding of the performance management system. About 1 / 5 of the employees do not understand the performance management system at all, which directly leads to the problem of low employee participation. Performance management system is a means to attract employees to participate in and improve their working enthusiasm^[9]. Therefore, employees should also occupy an active position in performance management. However, employees in most enterprises are in a passive position in the implementation of performance management, and they are not involved in the formulation and implementation of performance management system^[10].

3.2 Implicit incentive effect

The performance management system in the enterprise has not been effectively implemented, which directly leads to its implicit incentive effect. When employees participate in the performance management system, they do not get any actual rewards, especially the leaders do not take the performance examine of employees as the important evidence of income and punishment, resulting in the loss of their enthusiasm for work and their desire to participate in performance examine.

4. Performance management system for logistics management personnel based on capacity core management

4.1 Scientific and reasonable performance management system

Performance examine based on capacity core management is an important means to give full play to the value of managers, and it is also a complete management system that integrates company strategies, resources, business and actions. It has a profound impact on the development of organizations and enterprises^[11]. The performance management system is applied to the logistics management personnel, requiring all personnel to participate in and master the management objectives, job responsibilities and management methods through communication. In the process of communication, it can find the problems faced by logistics management personnel and provide them with corresponding help, so as to move forward towards the strategic goal of the long-term development of the organization or the enterprise. Therefore, the performance examine management system based on capacity core management must have a scientific and reasonable process.

The performance management system includes five major links, namely performance planning, performance implementation, performance management, performance feedback and interview, performance improvement, and performance results. Through these five links, performance management indicators are scientifically and reasonably reached various departments and positions to achieve effective management with the help of information technology. The core of performance management system is to allow all employees to obtain the most reasonable performance management indicators or standards, and the performance management indicators or standards of employees at the same position or level should be fair and open. In the process of implementing the performance management system, the enterprise must adhere to the people-oriented concept, and allow employees to actively participate in the examine in the case of recognizing performance management indicators and standards ^[12]. Enterprises also need to carry out training on the performance management system, instill relevant knowledge of the performance evaluation system through manuals or videos, so that employees can fully understand the performance management system and actively participate in the evaluation in their own growth efforts. Finally, it need to do a good job of supervision, evaluate the performance of employees in their daily work, and record their excellent performance and the performance of neglected work, so as to evaluate the work of employees. Compared with the year-end report of employees, the performance management system is more scientific in the evaluation of employees' working conditions, which is helpful for enterprises to develop in the direction of diversified performance management.

4.2 Strict implementation of performance management system

After the performance results are confirmed, rewards and punishments must be made in accordance with the management system, otherwise the performance management system will lose its management significance. If the performance management system is not effectively implemented, the logistics management personnel will doubt the performance management system, which has a negative impact on the implementation of performance evaluation system. Therefore, the performance management system must also be strictly implemented, and the employee's performance results should also be reasonably stored and applied ^[13]. Performance management systems are often linked to wages or bonuses that are directly related to employee income. Employees with better performance evaluation results can get opportunities for promotion or training. As a leader, when formulating performance management systems, we must take into account their feasibility, and implement the above incentive mechanism in the subsequent daily work. In addition, we need to reward employees with excellent performance in the performance evaluation process to stimulate the enthusiasm of other staff and attach importance to the performance management system.

4.3 Improvement of performance management system

In the implementation of performance management system, effective communication is particularly important. It can be said that the improvement of any link of an enterprise is inseparable from performance management system and communication. Logistics managers, as the direct object of performance management system, are more likely to find the problems. They can help the middle-level managers or senior leaders to recognize the problems in the performance management system through feedback with the leaders, and strive to obtain the approval of managers and leaders and correct them. Managers and leaders should take the initiative to communicate with employees, master the specific work status of employees, and collect employees' opinions on the performance management system ^[14]. In the process of communication, leaders' planning for the future development direction of the enterprise can be conveyed, so that employees can respond to the changes of the future enterprise in time, so as to better adapt to the work. In addition, communication is helpful for employees to realize their problems and make improvement at the first time, so as to effectively achieve the performance goals. Finally, the performance management system should be improved according to the results of communication, for instance, we can increase the special benefits of employees, birthdays, festivals, etc., with verbal consolation or economic support, so as to improve the performance evaluation system.

Conclusion

Performance management of logistics management personnel based on capacity core management has good application value, which is directly related to the quality of human resource management, and has a positive impact on the promotion of enterprise core competitiveness and the realization of sustainable development strategic objectives. According to the current situation of performance management system for logistics management personnel, there are some problems such as low employee participation and low incentive effect. Thus we should strictly follow the concept of capacity core management to formulate the performance evaluation system, strengthen the supervision and management work, and ensure the effective implementation of the performance management system. And we should take the current situation of enterprise or staff as the starting point to understand the needs through communication, optimize the performance management system, comprehensively improve the management quality, and achieve efficient organization management and enterprise management.

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