



Forest algorithm based staff incentive mechanism design of non-public enterprise from the perspective of positive organizational behavior

Feng Wang

School of Business Administration, Southwestern University of Finance and Economics, Chengdu 611130, China

Received 9 May 2018; received in revised form 21 June 2018; accepted 23 June 2018

Available online 3 July 2018

Abstract

In order to enhance the effectiveness of the staff incentive mechanism of non-public enterprise, this paper puts forward a design method for staff incentive mechanism of non-public enterprise from the perspective of positive organizational behavior. Firstly, it researches the staff incentive mechanism of non-public enterprise and establishes the index evaluation system from the aspects such as achievement incentive capability incentive and environment incentive; secondly, it introduces forest algorithm to use the independent growth of trees and make votes for parallel searching in order to enhance the effectiveness of model evaluation, and bases on the random weight distribution strategy to enhance the calculation efficiency of forest algorithm; finally, it verifies the effectiveness of the algorithm through empirical analysis.

© 2018 Elsevier B.V. All rights reserved.

Keywords: Positive organizational behavior; Non-public ownership; Incentive mechanism

1. Introduction

In the exploration of the past twenty years, the enterprise reform in our country has made remarkable achievements, but the incentive management and application is not ideal, which presents various situations, wherein, the most obvious phenomenon is that the employees skip from job to job and even many senior managers often resign or quit their jobs, which causes serious personnel losing. The most important reason is that the enterprises in our country have wrong cognition on work incentive and cannot know and satisfy the demands of employees thus to cause ineffective incentive. And when the enterprises have no excellent talents, they will have no competitiveness in the market. Incentive is the important content of human

resource, which is a term in psychology and refers to the psychological process of continuously stimulating the behavioral motive of people, in other words, it inspires people through some internal or external stimulus to make them take actions thus to realize specific objectives. Therefore, the fundamental purpose of enterprises stimulating the employees is to correctly guide the work motive of employees to make them complete the organizational goal while realize their own demands thus to increase their degree of satisfaction and make them work positively and creatively. So the application of incentive methods determines the prosperity of the enterprise, how to apply the incentive methods has become an important problem faced by the enterprises (Arunkumar et al., 2012; Arunkumar, Ramkumar et al., 2013; Arunkumar, Venkataraman et al., 2013; Arunkumar et al., 2016, 2017).

E-mail address: wmrrmw7@163.com

In the enterprise operation and management process, quite a number of incentive contradictions, conflicts and problems are institutional. Especially for the in-transition Chinese enterprises, the incentive system problem has more fundamentally-conclusive and practical significance compared with other management incentive problems. A set of scientific and effective incentive mechanism is not isolated but should be coordinated with other related systems to play a role. Wherein, the evaluation system is the basis of incentive. Correct evaluation can realize targeted incentive, in the incentive implementation process, it is needed to pay attention to the fairness principle to make everyone feel themselves to be treated fairly, besides, it is needed to reject equalitarianism and “universal application”, otherwise, incentive will generate negative effect. Most enterprises in our country have no deep analysis and cognition on their enterprise cultures and market locations to establish a set of effective and suitable performance evaluation system, and some enterprises even directly copy the performance evaluation system of other successful enterprises without making any modifications, which causes the performance evaluation to be difficult for implementation and stimulating employees effectively, and even causes the production efficiency to be reduced and enterprise management to be mixed. In order to give full play to the role of incentive, establishing objective and correct performance evaluation system is the key, and only scientific evaluation mechanism can make incentive more effective. Currently, the basic work such as human resource performance evaluation is weak in our country, and no serious post analysis is conducted before formulating the performance evaluation system, which cause the performance evaluation to be incapable of reflecting the work situations of employees objectively and correctly. The performance evaluation on employees mainly centers on their annual work summary without evaluating the post objective implementation and completion situations, which is easy to be divorced from reality. In addition, the formalistic performance evaluation cannot connect with salary, promotion, transfer and incentive directly and correctly, and cannot offer correct schemes related to work skill and work attitude development and training of employees, which is easy to cause unfairness but generates small incentive role, and even cause the increasingly- discontent emotion thus to make employees lazy in work or resign (Faig et al., 2017; Fernandes et al., 2017; Pan et al., 2012; Stephygraph and Arunkumar, 2016; Zhang et al., 2017; Zhao et al., 2015).

This paper puts forward a design method for staff incentive mechanism of non-public enterprise from the perspective of positive organizational behavior, establishes the index evaluation system from the aspects such as achievement incentive capability incentive and environment incentive, introduces forest algorithm to use the independent growth of trees and make votes for parallel searching, and bases on the random weight distribution strategy to enhance the calculation efficiency of forest algorithm.

2. Staff incentive methods based on positive organizational behavior

Speaking of staff incentive, many people will think of increasing salary or releasing bonus. In fact, incentive satisfies the demands of employees, because the demands of employees are various, the incentive channels are various. Material incentive (increasing salary or releasing bonus) is one of the channels, there are other channels as well. We can divide incentive into four types based on its different natures, including achievement incentive, capability incentive, environment incentive and material incentive.

(1) Achievement incentive

With the social development and the growth in people's living standard, more and more people choose their jobs not just for survival. For knowledge-based employees, working is more about obtaining a sense of achievement. Therefore, achievement incentive is very important in staff incentive. From the perspective of function, achievement incentive can be divided into organization incentive, example incentive, honor incentive, performance incentive, target incentive and ideal incentive.

- ① Organization incentive. Provide convenience for employees to participate in management based on the organizational system, which is easier to stimulate the employees to enhance work initiative. The managers firstly should formulate detailed post responsibilities and power to make each employees participate in formulating the work objective decision-making. In the work, make employees enjoy larger decision-making right. All the above mentioned can realize the purpose of incentive.
- ② Example incentive. Each group member has learning enthusiasm. The company can make excellent employees be the examples and let other employees to learn from them. Though this method is old-fashioned but it is very practical. As you can see, bad employees can deprave other employees while excellent examples can also improve the work style of other employees.
- ③ Honor incentive. Awarding the employees making outstanding performances with honorary title, which shows that the company recognizes the work of these employees. The employees can know they are outstanding thus to stimulate their work enthusiasm.
- ④ Performance incentive. Let employees know their performance appraisal results after the performance evaluation work ends, which is helpful for employees to know themselves well. If the employees know the evaluation on themselves made by the company, they will be stimulated.
- ⑤ Target incentive. Set a higher target for the employees having stronger work capability and raise work challenges to them, which can stimulate them to complete

Download English Version:

<https://daneshyari.com/en/article/6853681>

Download Persian Version:

<https://daneshyari.com/article/6853681>

[Daneshyari.com](https://daneshyari.com)