

Research on optimization of enterprise economic management model based on performance appraisal

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Abstract. The performance appraisal system and various appraisal methods have no absolute advantages or disadvantages. They must be combined with the specific characteristics of the enterprise and meet the actual needs of the enterprise. With the development of the times and the progress of science and technology, China's market economy has achieved great development, but there are also increasingly serious challenges. As the main body in the market economic activities in China, enterprises must actively optimize their economic management mode if they want to effectively cope with these challenges and maximize their own interests. Effective and reasonable management is a prerequisite for the development of an enterprise. Among them, performance appraisal is of great decision-making significance to business management.

Key words: Performance appraisal; Enterprise economic management; Model optimization.

1. Introduction

Performance appraisal is a system of reasonable arrangement and management of talents that has existed since ancient times [1]. Management is carried out through performance appraisal, to clarify the work tasks of each position and employee, to understand the performance of employees, and to take effective measures to promote the improvement of employees' work efficiency [2]. Effective performance appraisal can reduce the cost of enterprise operation and management, improve the economic efficiency of the enterprise, ensure safe production, occupy the market, and enable the sustainable development of the enterprise [3]. State owned enterprises are the pillar of China's socialist market economy. Under the new economic environment, various management systems are constantly changing and making progress, especially in the performance appraisal of state-owned enterprises, both ideology and appraisal methods have achieved great results [4]. Performance appraisal is an important part of modern enterprise management [5]. At present, there are still some problems in the organizational mechanism, fairness and accuracy, feedback and communication of the performance appraisal of state-owned enterprises, which can be solved and improved by improving the organizational mechanism, improving the evaluation standards and contents, and strengthening the evaluation feedback and communication [6].

As an important link in modern human resource management, it plays an increasingly important role in enterprise management [7]. With the development of state-owned enterprises, there are often problems such as misunderstanding, unscientific performance appraisal system, and ineffective use of appraisal results in the process of performance appraisal, which to a certain extent have had many negative effects on enterprise management [8]. As a legal person organization for independent economic accounting, the business objective of an enterprise is to maximize its economic benefits, and the most effective way to achieve this business objective is to implement standardized management of its economic development [9]. However, the realization of individual performance does not necessarily guarantee the performance of the organization [10].

2. Research on Performance Appraisal

2.1 Relevant development of performance appraisal

The work performance of enterprise departments and individual employees has a direct impact on the realization of production and operation objectives. Performance appraisal refers to the evaluation of the work objectives, work performance and efficiency of departments or employees in a certain stage according to certain standards or objectives. It is the evaluation of performance efficiency. It is a common means, method and tool for enterprises to evaluate their performance at present, and it is an important means of enterprise management. Performance appraisal is divided into regular appraisal and irregular appraisal according to time. With the constant change and development of world science and technology and economy, enterprises are facing greater competitive pressure. The questionnaire on enterprise performance appraisal at each stage is shown in Table 1:

Table 1. Enterprise Performance Appraisal Questionnaire

Achievement rate of performance appraisal	Initial stage	Development period	Growth period
Completion rate	45.32	75.43	65.31
Continuity rate	67.32	77.42	54.45
Forward looking	65.33	51.43	65.41

In order to survive and develop in the fierce market competition, enterprises must strengthen their own construction and practice their "internal skills". Among them, establishing an effective performance appraisal system is one of the important means for enterprises to improve their competitiveness. As an important part of many work links of enterprises, economic management plays a huge role in the effective allocation of resources.

2.2 Reflections on the Present Situation of Performance Appraisal

Performance appraisal, also known as performance appraisal, has a complete chain of strategy objectives execution appraisal improvement. The performance appraisal is mainly based on the company's established strategy and objectives. The appraisal subject adopts a scientific qualitative and quantitative appraisal method according to the position and responsibility performance of each employee, as well as the potential to take a higher position, and compared with the work objectives. Performance appraisal is an important way for modern enterprises to enhance cohesion and promote employee innovation. At present, on the whole, the performance work of general state-owned enterprises is mainly in the charge of the Personnel Department, which also conforms to the characteristics of its content. However, as far as the performance appraisal itself is concerned, its contents are not limited to personnel. In the current mechanism arrangement of state-owned enterprises, although the leading responsibility of the personnel department is very clear, the relationship and coordination arrangements between the personnel department and other departments are not very clear.

Performance appraisal is an important task in the business management of enterprises. It is a management behavior necessary to ensure and promote the orderly operation of the internal management mechanism of enterprises and achieve the business objectives of enterprises. The concept of modern enterprise economic management is put forward on the basis of the concept of traditional enterprise economic management. Compared with traditional enterprise economic management, it faces a more complex enterprise business environment. Therefore, it is different from the production management focus of traditional enterprise economic management. The focus of its economic management is focused on enterprise management. Modern management requires that the salary distribution comply with the two principles of fairness and efficiency, which is bound to evaluate and measure the labor achievements of each employee. Performance appraisal provides the basis for salary distribution. When making salary distribution and salary adjustment, a system should

be established to link the appraisal results with salary rewards according to the performance of employees. Performance appraisal has been widely used and continuously developed by various units. It has become an effective management means for enterprises to mobilize the enthusiasm of employees and promote the realization of production and operation goals. It has been paid more and more attention. Its assessment standards and methods have become an important means and basis for measuring work performance.

3. Combine the optimization of enterprise economic management mode with performance appraisal

3.1 Maximize the use of performance appraisal

From the definition of performance management, it is not difficult to see that performance management is a continuous cycle process; Performance appraisal is a one-way process, while performance management is a closed-loop process, which is the biggest difference between it and performance appraisal. Performance management has started since goal setting, and it includes a continuous communication. The characteristics of each enterprise are different, and various assessment methods and contents are also different. Table 2 shows the relevant investigation on the optimization of enterprise economic management mode:

Table 2. Questionnaire on Enterprise Economic Management Mode

Optimization completion rate	Early stage	Later stage
Big company	76.84	66.52
Small and medium-sized companies	56.71	61.34

Whether an enterprise can do its economic management well is the key to whether an enterprise can obtain maximum profits and achieve long-term development. Performance appraisal is a kind of management system for employees. Its appearance reflects the problems of enterprises through data, and then effectively solves the problems discovered, which promotes the common development of enterprises and employees. The systematicness and necessity of performance appraisal need to be further recognized. In the performance work of modern enterprises, feedback and communication is an important link, which helps to improve the quality of assessment in the movement. For performance appraisal, fairness is its soul and the basis for its incentive role. Therefore, performance appraisal is not simply scoring against tables. In the various management work of modern enterprises, more or less the enterprise economy will be involved, such as enterprise funds and their distribution, which means that the economic management of modern enterprises is closely related to all links and departments of enterprise management. Performance appraisal is an important task in enterprise management, and it is to ensure and promote the orderly operation of the internal management mechanism of enterprises management action necessary for the realization of various business management objectives of an enterprise. Correctly guide the concept of employee assessment. First of all, we should strengthen the publicity and implementation of the assessment, spread the importance of the assessment, let the employees know the necessity of the assessment, and fully understand the assessment methods, so as to be understanding first and reasonable later. Secondly, we should give employees the correct guidance to ease their dissatisfaction, so as to improve their enthusiasm and make them more adaptable to the performance appraisal system.

3.2 Research on the future development of performance appraisal

As for the determination of performance objectives and standards, there are two kinds of performance objectives: one is the process objective, and the other is the result objective. The process goal refers to how to do in the process of achieving the result goal. It is the specification and constraint of the process. Only when the process goal is achieved, the result goal can be more completely

achieved. Result target refers to the target standard to be achieved and the final result required by the enterprise. Before the implementation of the new performance appraisal system, an enterprise has always used the assessment method of the group company to assess its morality, ability, diligence and performance. When building a new performance appraisal system, we should also fully consider the long-term impact of this method on employees. If we are eager for quick results and instant benefits, we often want to be quick but not quick. The key is to scientifically determine the enterprise performance appraisal indicators. The system is the guarantee of all behaviors, so is the enterprise. System is the hard requirement of an enterprise and the necessary condition for the standardized operation of an enterprise. Only by improving the economic management and supervision system can enterprises effectively ensure the standardization and rationalization of economic management processes. A good performance appraisal system has a positive incentive effect on employees. High quality performance appraisal needs to meet the needs of employees and managers at the same time, because only by allowing employees and managers to truly identify with and accept performance appraisal in their hearts can employees be encouraged. The purpose of appraisal is not to end with the result of appraisal. On the contrary, it is the beginning of new performance management after the appraisal result comes out. Performance appraisal is highly differentiated. Every enterprise has its own characteristics. Therefore, no performance appraisal system is fully applicable to all enterprises. For state-owned enterprises, it is necessary to improve the relevant mechanisms from the effect and effectiveness of performance appraisal.

The key of performance appraisal is "performance" and "effectiveness", that is, the employee's work performance and effectiveness. However, many enterprises do not understand that performance appraisal, as an effective means of enterprise management, is one of the important ways to improve enterprise operation and management, and only takes performance appraisal as a basis and tool for benefit distribution. The most effective basis for achieving the business objectives of enterprises is to do a good job in planning the economic objectives of enterprises. Only reasonable economic objectives of enterprises can make it possible to achieve the business objectives of enterprises. Regularly assess the work performance and performance of employees, and give feedback in a timely manner, requiring the superiors and subordinates to fully and effectively communicate the assessment standards and results. Therefore, the assessment is conducive to the transmission of information and emotional integration among the members of the organization, as well as the formation of an efficient working atmosphere. Reasonably use the assessment results, gradually improve the incentive mechanism that is goal oriented and combines internal and external incentives, gradually shift to internal incentives as the main and external incentives as the auxiliary, and constantly increase the proportion of employees' internal motivation sources, such as their interest in work, satisfaction with success, and happiness for creative activities.

4. Conclusion

The construction of the enterprise performance appraisal system should be combined with the actual situation of the enterprise strategy and the structure and demand of human resources, rather than copying the successful experience of other enterprises, so as to ensure the feasibility of the constructed performance appraisal system. In the new era, relevant enterprises must strive to improve the comprehensive quality of economic management personnel, optimize the economic management mode of enterprises and improve the supervision system of enterprise economic management. The development of an enterprise cannot be separated from high-quality performance appraisal. Performance appraisal plays an active and important role in promoting the management of enterprises. The performance management system still has a lot of room for improvement, which requires the close combination of theoretical researchers and enterprise managers in the process of improving and innovating the assessment system to enhance the cohesion of the enterprise and stimulate the creativity of employees. In view of the shortcomings in the existing assessment work, we should improve the organizational mechanism, improve the assessment standards and content, and strengthen

the assessment feedback and communication. Therefore, enterprises should improve the assessment system according to their own conditions, so as to complete the effective allocation of performance in human resources and enable enterprises to grow and grow.

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