

# Study on the Evaluation System of Enterprise Employee Management Ability from the Perspective of Integration and Collaboration

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**Abstract:** In order to better improve the efficiency of enterprise staff, combined with integration synergy perspective for the enterprise management ability evaluation system is studied, first of all, to perfect the current enterprise staff management content and record and evaluation system, according to the different management content of standard evaluation parameters calculation, comparing to the actual effect of management, according to the contrast test results in a timely manner to modify and correct management content, finally realizes the accurate evaluation of enterprise staff management ability and finally confirmed by experiment and integration synergy perspective of enterprise staff management ability evaluation system compared with the traditional evaluation system has higher precision and efficiency.

**Keywords:** Management ability; Evaluation system; Collaborative perspective

## 1. Introduction

At present, with the development of knowledge economy and global economic integration, enterprise market competition is becoming more and more fierce. The evaluation level of enterprise staff management ability has become the key factor of enterprise competitiveness. The traditional management ability evaluation system has the problem that the evaluation accuracy is not high. Therefore, it is necessary to establish a perfect and systematic management capability evaluation system[1]. However, enterprise staff management is a complex and comprehensive process, and its ability is reflected in the planning, organization, leadership, control and other performance of multiple functional management ability. Therefore proposed fusion collaborative research perspective of enterprise staff management ability evaluation system, perfect the enterprise staff management capability evaluation, finally the evaluation system in simulation experiment, the experimental results show that this method can effectively enhance the evaluation efficiency, improve the evaluation accuracy, the current situation of the management ability for the enterprise to understand themselves, find the deficiencies and problems, and find out effective method to improve, enhance the enterprise the management ability level[2]. Enterprise staff management is according to the laws of the characteristic and production and operation of enterprises, in accordance with the market reflected social demand, the production and business operation activities of enterprise planning,

organizing, leading and controlling, make full use of various resources, achieve the aim of business enterprise in different periods, and continuously adapt to market changes, meet the social needs, at the same time for their own development and satisfy the interests of the workers a series of activities. Management has its unique duality, the natural and social attributes of management[3]. The natural nature of management means that management should deal with the relationship between good people and nature and reasonably organize productivity. The natural attribute of management is the commonness of management, which depends on the level of productivity development and the degree of labor socialization. The social attribute of management refers to the special function of management, which is to deal with the relationship between people and maintain the property of certain social production relations in the process of management. Therefore, the enterprise staff management ability evaluation is particularly important, the accuracy of traditional enterprise staff management ability evaluation system evaluation of low efficiency, poor accuracy evaluation problems, thus put forward integration synergy perspective of enterprise staff management capability evaluation system research, under the integration synergy perspective to perfect enterprise staff management capability evaluation algorithms, through simulation experiment, the experiment proved that this method can effectively enhance the evaluation efficiency, improve the assessment accuracy, help enterprise find management weaknesses, strengthen management advantages, to overcome

the weakness of the perfect management, improve the level of management for the enterprise provides a prerequisite.

## 2. Design of the Evaluation System of Enterprise Staff Management Ability from the Perspective of Integration and Collaboration

Evaluation content of enterprise staff management ability: To evaluate the level of enterprise staff management ability, it is necessary to analyze and evaluate the enterprise's ability to develop and utilize human resources from the perspective of collaboration. The level of an enterprise's ability to develop and utilize its own human resources directly reflects the level of its employees' management ability[4]. When establishing the evaluation index system of enterprise staff management ability,

the selected indexes are mainly the representative events and factors in the process of enterprise human resource development and utilization. These indicators run through the entire process of enterprise employee management and can comprehensively and accurately reflect the level of enterprise employee management ability[5]. The so-called enterprise employee management evaluation system, is by the enterprise manager or the management organization carries on the plan, the organization, the leadership and the control to the enterprise employee's management process, in order to enhance the economic efficiency, realizes the profit this goal the activity the general term. Therefore, the enterprise staff management evaluation system is mainly composed of four modules: enterprise planning, organization, leadership and control. The staff management evaluation system of the company is shown in the following Figure.

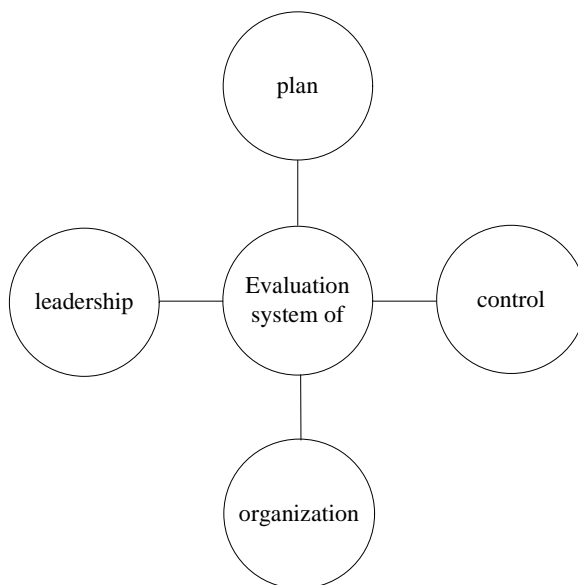


Figure 1. Test content of enterprise staff management ability

The planning system is pre-determined in the management work, and it also guides the implementation and control of the management work. The planning process is: goal -- feasibility study -- plan -- decision. Plans should also be specific. They are made to accomplish a task or achieve a goal. The completed target should be feasible. According to the established target after research, the implementation plan should be proposed and the leadership decision should be made[6]. In this way, a plan is formed when a decision is made.

Organizational system, detailing all the work that must be done to achieve the goals of the enterprise. Every enterprise has its own purpose. Different enterprises have different purposes, which need to be realized in different ways. Therefore, in order to achieve the goal of the en-

terprise, the task of the whole enterprise must be decided first, and the working steps needed to achieve the goal must be defined[7]. Coordinate the work of members into a unified and harmonious whole. Individuals and departments engaged in some specialized activities may ignore the overall goals of the enterprise, or there may be conflicts among employees.

Leadership system: managers guide employees through their own power and authority, and communicate and motivate them, so as to effectively match their individual goals and overall goals[8]. The leadership function of an enterprise can be mainly manifested as the management of the communication and motivation of employees, as well as the performance management analysis of employees. Performance management is an important part

of the leadership function. Performance management analyzes and evaluates employees' work status, evaluates their work efficiency, and checks whether the work allocation is appropriate. At present, many enterprises have listed performance management as an independent functional management department, but there are still a few enterprises included in the scope of human resource management.

Control system, according to these pre-established standards to compare the actual implementation, determine whether there is any deviation and measure its significant-

ance, and take any necessary action to ensure that all enterprise resources in the most effective and efficient way possible to achieve the objectives of the enterprise.

In combination with the above steps, the evaluation index of enterprise staff management ability is improved, and the enterprise management ability is reflected in the planning, leadership, organization, control and other functional abilities of enterprise management from the perspective of collaboration. Establish an effective index evaluation system for evaluation, as shown in the Figure below.

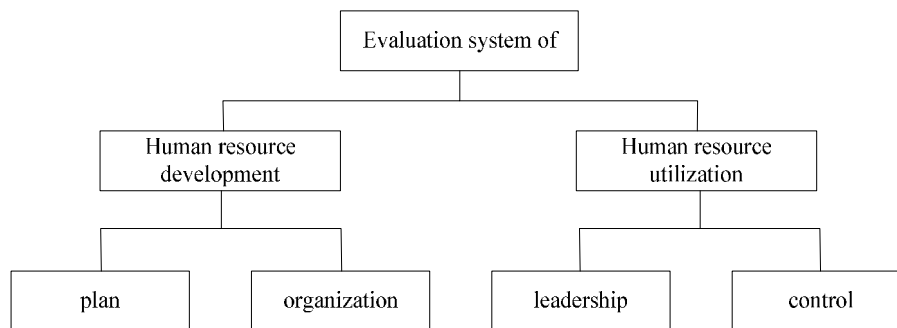


Figure 2. Evaluation structure of staff management ability

In the evaluation of the index system, each three-level index is given a standard of 0-10 points. The evaluators can carefully score each index according to the actual management ability of the enterprise's employees, and the final result obtained can reflect the management ability of the enterprise's employees to a certain extent.

### 3. Calculation of the Evaluation Coefficient of Enterprise Staff Management Ability

The analysis should be objective and accurate when continuing the comprehensive assessment of employees' abilities. In the comprehensive analysis of the evaluation index system of functional management capability, managers should maintain an objective attitude and not give preference to the management of various functions according to their own wishes or positions. Only by objectively and comprehensively analyzing the index system of functional management ability, can the real level of enterprise management ability be accurately obtained and the root cause of the problem be found out [9]. To establish a simple mathematical model, through a simple statistical analysis of the results of the index system, and then obtain the real level of enterprise management ability.

Firstly, it is assumed that the score of functional management capability evaluation index system is  $A_i$ .  $A_i$  generally adopts the percentage system counting method, which is obtained by converting the actual score of each functional management capability evaluation index system into the percentage system. ( $I = 1, 2, 3... N$ ) in the

comprehensive evaluation, the importance of each functional management factor to the whole enterprise's management ability should be considered according to the enterprise's own environment, that is, the corresponding weight  $B_i(I = 1, 2, 3... N)$  including  $B_1, B_2$  and...  $+ + B_i...$  The management ability level of the whole enterprise can be calculated by the following formula:

$$A_i = \frac{z}{A_{i-1}/A_{i-2}} \tag{1}$$

$$B_i = \sum_{i=1}^i A_i (i=1, 2, 3, \dots, n) \tag{2}$$

$$Q = A_1 B_1 + A_2 B_2 + \dots + A_i B_i + \dots + A_n B_n \tag{3}$$

After obtaining the specific value of  $Q$ , it can be compared with the full score of 100, so as to objectively and accurately analyze the current level of enterprise management ability. Before the comprehensive evaluation, the accuracy and authenticity of the evaluation index system of each functional management capability should be guaranteed first. Only on this basis, can the evaluation results of each index be comprehensively evaluated [10]. The so-called synthesis is not to simply add up the evaluation results of each index, but to find and find out deeper problems by using the relationship between each index system. The functional management of an enterprise is interrelated and mutually restricted. The level of any one functional management capability will affect the development of the other several functional management capabilities, and its own development is also restricted by the other functional management. When analyzing why a certain functional management ability is so low, entre-

preneurs should stand in the perspective of the whole enterprise management and analyze the root cause of their low ability. Only by exploring these reasons, can the enterprise reform fundamentally solve the current management problems, and the enterprise's management ability also achieve a qualitative leap.

#### 4. Enterprise Staff Management Ability Evaluation System

For complex, scope of business management functional diversity, to go directly to establish a index system to detailed and accurate evaluation of the existing enterprise management ability level is rather difficult, fortunately, through analyzing the function of enterprise management, we know that several big core function of enterprise management, they are not as complicated as enterprise management, also is extremely strong. We can avoid enterprise management and start from the relatively simple and clear functional management. First, we will analyze the level of enterprise functional management ability through the establishment of index system, and then carry out comprehensive evaluation on this basis. In this way, from the point to the surface, as long as the point on the problem to understand, so there are points formed by the surface of the problem will be readily solved. Firstly,

each functional management index evaluation system truly reflects the level of enterprise management ability. Enterprise management is composed of multiple functional management. Due to the different living environments of enterprises, the pace of development of various functional management is not completely the same, but they all accurately and truly reflect the level of enterprise management ability. Just like the famous "barrel effect", in which the water capacity of a barrel depends on the shortest piece of wood that makes up the barrel, the level of enterprise management capability is more directly determined by the functional management with the lowest capability among all functional management. That is to say, as long as a certain functional management ability of an enterprise is very low, no matter how strong the other functional management ability is, the enterprise's level of enterprise management ability will not be very high, the enterprise's competitiveness in the industry will not be very strong, or even lose the basic survival ability due to the lack of management ability.

After obtaining the set of evaluation factors needed for evaluation according to the above evaluation method, the evaluation of enterprise employees' management ability can be started. The main evaluation process is shown in the following Figure:

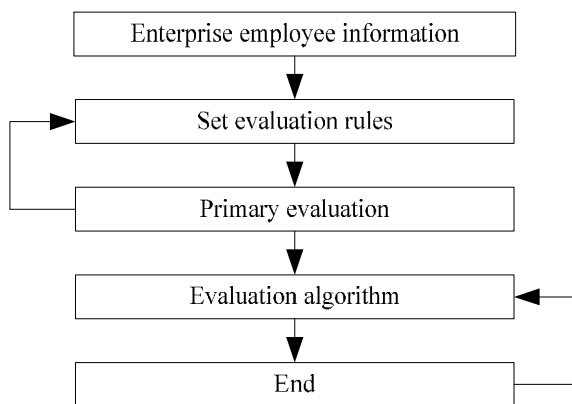


Figure 3. Staff capability evaluation process

According to the above flowchart, the specific working steps are as follows :

Get the basic information of the company and the characteristics of the employees to be evaluated from the human resources department. Two routes: first confirm whether the information is accurate according to the actual situation, and then select the corresponding evaluation module. Get the number of the staff for level backup. Set evaluation rules. First select the initial screening project, including planning, organization, leadership and control four modules; Then select the formal evaluation project, that is to participate in the evaluation of the second level of fuzzy evaluation factors, including the

current state of the enterprise staff work, performance and so on; Finally, set the second-level evaluation weight and the minimum threshold to judge the ability of employees.

Conduct preliminary evaluation and screening. In order to improve the evaluation efficiency, the system will conduct a preliminary screening before the formal evaluation. The initial screening targets are employees with high performance. The basis of preliminary screening is the monthly performance appraisal of enterprise employees, whether their work ability is qualified, and whether their work can meet the requirements of the en-

terprise. In this way, the evaluation time can be saved and the overall efficiency can be improved.

Evaluation algorithm evaluation. After all employees have completed the above steps, the system has obtained the factor set of the comprehensive evaluation (which has been selected in step 2 and its attribute value has also been obtained and normalized in step 3), weight set (which has been set in step 2) and alternative set (alternative employees), and can start the comprehensive evaluation. After the evaluation algorithm module in the perspective of fusion and collaboration is called for comprehensive evaluation, the system obtains a result set and obtains the final employee ability evaluation result.

The evaluation of enterprise employee management ability is the process, method and result of the employee's work behavior within a certain time and space to complete the work goal assigned by the company. However, the traditional evaluation system has some problems such as low evaluation efficiency. In order to verify the feasibility of the evaluation system based on the perspective of integration and collaboration, a simulation experiment is carried out for this method. 200 employees of an enterprise were randomly selected and divided into the experimental group and the control group. Their performance and other information were collected. The initial values of the two groups were reset.

### 5. Analysis of Experimental Results

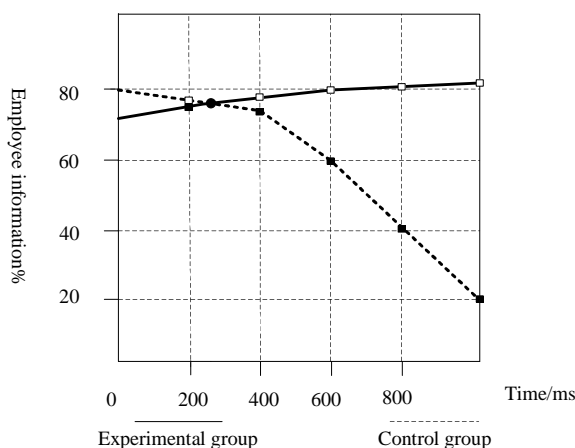


Figure 4. Comparison of experimental results

It can be seen from the above results that the evaluation efficiency of the experimental group is much higher than that of the control group under the condition of the same employee information. The evaluation system of enterprise employee management ability based on the perspective of integration and collaboration can effectively improve the evaluation efficiency. In addition, the accuracy of the method needs to be further verified, and accuracy experiments are carried out on the two groups. The experimental results are shown in the Figure below.

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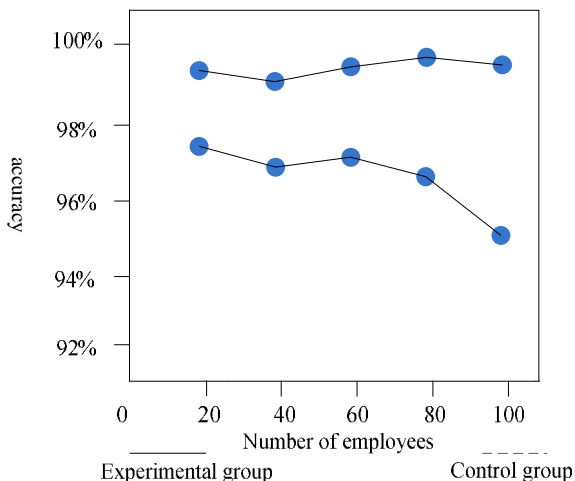


Figure 5. Accuracy experimental results

As can be seen from the results, the comparison between the experimental group and the control group can effectively improve the evaluation efficiency and accuracy, so that enterprises can understand the status quo of their own management ability through the evaluation results, find the deficiencies and problems, and find effective ways to improve the management ability of enterprises.

## 6. Conclusion

With the progress of society, enterprises are developing more and more rapidly, and the enterprise management system is becoming more and more perfect. As a guarantee of the survival of enterprises and always have a strong competitive position of enterprise management is also more and more attention by entrepreneurs, its function is more and more complex. In order to let the enterprise occupy a place in the fierce competition, advanced enterprise management ability is essential. How to accurately and effectively evaluate the current level of enterprise management ability has become a difficult problem for entrepreneurs. Enterprise staff management is actually a process of the development and utilization of enterprise human resources. In terms of the evaluation of enterprise employees' management ability, the corresponding evaluation system should be established, and then the comprehensive analysis should be carried out on this basis, so that the evaluation will be more accurate and intuitive. Let the status quo of enterprise solutions for their management ability, improve the management level, limit the low efficiency of traditional evaluation methods, the accuracy is not high, puts forward integration collaborative research perspective of enterprise staff management ability evaluation system, to test and verify the timeliness and accuracy of the method, carries on the simulation experiment, the results show that this method can effectively enhance the evaluation efficiency than the traditional methods and improve the accuracy of evaluation.

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