

RESEARCH ARTICLE

Correlation Analysis of Corporate Culture, Performance Management and Employee Development

Journal of Global Humanities and Social Sciences

2021 Volume.2(1)68-71

DOI:10.47852/bonviewGHSS2021020103



BON VIEW PUBLISHING

Xinliang Han^{1,*}, Liyang Zhao¹, Qinyuan Li¹, Chang Ye¹

¹Business School in Geely University of China, Chengdu Sichuan, 610057

Abstract: In the process of development, the most important thing is to train talents and improve the comprehensive quality of employees. As the main content of talent training, corporate culture and performance management can be said to provide theoretical support for performance management. A good corporate culture environment can not only restrain the behavior of staff, but also improve the quality of performance management and promote the benign occurrence of enterprises in society. Based on this, this paper analyzes the correlation between corporate culture, performance management and employee development, and perfects the content and system of performance culture.

Keywords: corporate culture; performance management; employee development; relevance analysis

With the rapid development of market economy, enterprises realize the importance of talent resource management and training, and promote the comprehensive development of employees. Corporate culture and performance management are important contents of internal management and important factors affecting employee development. Under this background, enterprises should strengthen cultural construction, improve the performance management system in the actual situation of employees, clarify the key between corporate culture and performance management, and effectively combine the two. In order to promote the stable development of Chinese enterprises in society to provide the basis.

I. Importance of corporate culture and performance management

There are many factors in corporate culture. Strengthening the construction of this part can not only improve the comprehensive quality of the staff, but also provide theoretical support for performance management. However, in the analysis of the correlation between corporate culture, performance management and employee development, the starting point and purpose of each scholar are different, so this will lead to inconsistent dimensions of cultural elements. Enterprises in the current background of the times, in addition to improving the

internal management mechanism, strengthen the control of funds, but also understand that human resources are one of the main factors to improve enterprise in the market competition^[1].

Corporate culture and performance management play a very important role in the development of employees. Performance management is the main tool to standardize the behavior of employees. Therefore, under the current background, strengthening the research between corporate culture, performance management and employee development is the main task of the enterprise in the development, we can improve the management quality through perfecting the content of corporate culture and formulating the performance management system from the perspective of empirical analysis.

According to the relevant investigation, the main types of corporate culture in Shaanxi enterprises are support, bureaucracy, innovation and efficiency. When perfecting the performance management system, it is based on corporate culture, which to some extent says that corporate culture and performance management complement each other, and there is a certain relationship between them. Especially under the background of the continuous development of China's economy, 64.4% of the enterprises are carrying out performance planning, and some enterprises have carried out performance guidance. Because the performance appraisal is mainly superior, it is necessary to perfect the internal business

Corresponding Author: Xinliang Han, Business School in Geely University of China. Email: Han1125LX@163.com

©The Author(s) 2022. Published by BON VIEW PUBLISHING PTE. LTD. This is an open access article under the CC BY License (<https://creativecommons.org/licenses/by/4.0/>)

process, formulate a scientific and reasonable performance appraisal system, do not concentrate on the result appraisal, and integrate the corporate culture into the appraisal process. Strengthen the rational design of financial indicators.

In order to promote the overall development of employees, a few enterprises also conducted performance appraisal interviews, mainly aimed at the situation of employees in the actual work to make an evaluation, improve their professional awareness, strengthen their sense of responsibility. At the same time, in the perspective of employee development, to provide them with vacancy information, while carrying out enterprise problems, but also to actively increase internal training opportunities for employees, improve corporate culture types, Recognize the importance of corporate culture and performance management in the process of employee development, and provide a basis for promoting the stable development of enterprises in society.

II . Relationship between corporate culture and performance management

Corporate culture has been able to be one of the main work contents of enterprise in social development at present. Different scholars have different views on it. Hoffstad said that corporate culture is mainly based on the theory of integrity, which plays a vital role in all aspects of corporate management, especially in performance management. Under the background of the current era, strengthening the cultivation of talents and promoting the all-round development of employees can make enterprises obtain the greatest economic benefits in the process of development. Chinese entrepreneurs have realized the significance of integrating cultural ideas into performance management, strengthening the effective combination of corporate culture and performance management, and making performance management a hard job with some new content. Employees are not afraid of assessment tools, can promote their actual development to find their own value^[2].

However, in the process of cultural construction and performance management, the enterprise does not proceed from the actual development and work situation of the staff, and the content of cultural construction is cliché, which can not stimulate the enthusiasm of the staff. In addition, the performance management system is not perfect, which will lead to the corporate culture concept can not be effectively integrated into performance management. Because corporate culture is formed in the interaction of employees, performance

management is the assessment of the working ability of members, so there is a close relationship between the three, not management is in which content to improve, In order to promote the sustainable development of enterprises in society.

III. Determination of corporate culture connotation and performance indicators

The corporate culture of our country is mainly divided into employee orientation, mission and vision, standardized management, learning and innovation, and so on. In the process of perfecting it, we should effectively select the enterprise performance index according to the current development of employees. In order to ensure the effectiveness of negative assessment, the National Standardization Management Committee has formulated reasonable performance evaluation standards. Therefore, in the process of perfecting the performance management model, enterprises should follow the relevant standards. We can strengthen the integration of cultural ideas and improve employee satisfaction while ensuring the effectiveness of the evaluation.

Corporate culture and performance management can be said to be the soul of the enterprise in the process of development, which plays a great role in the development of employees. In this process, enterprises can constantly stimulate the enthusiasm of employees, strengthen the training of talents and improve the core competitiveness of enterprises in the market through the function of condensing and guiding. Corporate culture also has the function of shaping corporate image. Rich corporate culture can make employees have a clear understanding of performance management and other work, and further promote the sustainable development of enterprises in society. Good corporate culture is a magic to retain talent^[3].

Performance management is mainly to integrate the goals of the organization and individuals, and finally to achieve the establishment of the goals. It is also a process of management and development. Increase the possibility of achieving short-term goals and standardize employee behavior. In a word, whether in the construction of corporate culture or in performance management, all enterprises should realize that the two complement each other, and is related to the development of employees, and take measures to effectively integrate corporate culture into performance management.

IV . Correlation Analysis between Corporate Culture, Performance Management and Employee

Development

A . The premise of performance management is corporate culture

In the process of analyzing the correlation between the three, first, we should know that corporate culture affects the results of performance management . The way it affects performance is to affect the attitude and behavior of employees, and finally the behavior will be performance . Therefore, in order to keep the business performance growing steadily under this background, we must make use of the positive corporate culture, mainly strengthen the integration of corporate culture in personal assessment, and let the staff also realize the importance of enterprise problems. It also in the form of ideas, constantly regulate the behavior of enterprise employees, so that they can work together to improve their awareness of cooperation.

In order to ensure the effectiveness of performance management objectives, it is necessary to build high performance corporate culture performance management, to concretize and perfect the values of enterprises, and to help employees to accept corporate culture more intuitively . At the same time, it also carries out the enterprise culture in the process of performance planning, appraisal and feedback, and evaluates the comprehensive quality of the work of the enterprise staff. If the enterprise attaches importance to the spirit of teamwork, it can divide the employees into multiple parts and reward and punish them, which will weaken the emphasis on personal responsibility to a certain extent . However, if enterprises advocate the construction of corporate culture in performance management, mainly customer-oriented, and design customer evaluation indicators into employee performance appraisal, they will improve the effectiveness of the evaluation results. Further strengthen the quality of service, so that enterprises in the actual development to reflect the of core values ^[4].

B. Integration of corporate culture in performance management

In order to promote the all - round development of employees, we should integrate corporate culture into the process of constructing performance management system, have a clear management at present, and cultivate a high performance corporate culture atmosphere . In this process, the performance goals of each department and every employee

should be effectively unified, and should be formulated under the strategic objectives of the enterprise, and any plan should serve the development of the enterprise. This requires employees to have a strong sense of mission in their work. It is the most fundamental and lofty responsibility and task of the enterprise. It can expand the sense of responsibility of the staff. Let all members in the development of the enterprise closely unite, form a huge cohesion, strengthen their sense of cooperation and exchange.

Strengthening the correlation analysis of corporate culture, performance management and employee development can also gradually desalinate the conflicts of interest between employees and let them fight together for the development of enterprises. During the construction of strategic objectives and organizations, we should first define the strategic positioning, scientifically formulate the deep objectives of performance management, and integrate into corporate culture on this basis. Only in this way can the actual development of employees be comprehensively assessed to ensure the guiding of performance indicators ^[5].

When analyzing the characteristics of performance indicators, we will find that the work covered will become the focus of employees. Therefore, in the process of formulating performance goals, if the strategic positioning is not clear and the corporate culture is not effectively implemented, it will lead to the deviation of the assessment index from the correct direction.

C. Corporate culture and performance management are the guarantee of staff cohesion

The effective implementation of corporate culture and performance management in the development of enterprises can improve the internal management system, at the same time, the staff can be tightly bonded together, so that their work goals are more clear, to ensure the consistency of goal coordination. Because the cohesion of employees is the basis to ensure the achievement of the fundamental goal of the enterprise, in order to strengthen the effective implementation of corporate culture and performance management in the development of employees, we should understand the relationship between the three, form a strong cohesion and strengthen the cooperation between employees^[6].

Conclusion

As far as concerned, with the continuous development of

China's economy, enterprises have strengthened the importance of talent training. Corporate culture and performance management, as the main contents of internal management, have related to the development of employees. Integrating corporate culture into performance management can enhance the sense of responsibility and mission of employees. To ensure the effectiveness of the assessment results, thus providing conditions for the sustainable development of enterprises in the social economy.

Conflict of Interest

The authors declare that they have no conflicts of interest to this work

References

- Qin Xiaoting. *A Study on the Relationship between Corporate Culture, Performance Management and Employee Development [J].*; and *Consumer Guide*, 2019,(1):233-233.
- Pan Qi rare. *A Study on the Performance Appraisal in Human Resource Management [J].* in *China Modern corporate culture*, 2018,(20):372-372.
- Sun Aifen. *Discussion on the Effective Paths of Performance Management to Help the Construction of Corporate Culture [J].* 1 *Enterprise Technology and Development*, 2019,(9):217-218 220.
- Cao Dali. *A Study on the Relationship between Corporate Cultural Identity and Employee's Job Performance [J].* *Chinese and Foreign Entrepreneurs*, No.660(34) : 104-104., 2019
- sou is new. *Discussion on the Influence of Employee Training on the Construction of Enterprise Performance Management System [J].* 1 *Corporate culture (next ten days)*, 2019,(10):168-168.
- Li Linxue. *Research on the Influence of Corporate Culture on Employee Performance —— Take KFC as an Example [J].* for example *Fujian quality Management*, 2019,(2):14-14.