

Application of Catfish Effect in Human Resource Management

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Commitment

The human resources curriculum theory paper on "Application of Catfish Effect in Human Resource Management" submitted by me is the result of independent research under the guidance of the instructor, and the views and materials of others are quoted in the text. The reference documents are all listed in order after the text. The data used in the discussion is also valid and reliable.

Signature: _____

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Summary

With the rapid development of my country's economy and increasingly fierce market competition, the human factor has increasingly become a key factor for companies to achieve their strategic goals. Human resource management has become the core of corporate management. In the new situation, human resources should be strengthened. Management is a necessary measure for the survival and long-term stable development of SMEs. How to strengthen the management of human resources is a problem that many companies urgently need to solve. At present, most companies need to choose whether to use innovative methods or continue to adopt the traditional methods.

This article analyzes human resources based on the "catfish effect" perspective, and analyzes the deviation of the work centripetal force of the employees, the lack of enthusiasm and innovation of the employees, and the lazy and lazy work of the employees in the enterprise, and finds out the corresponding reasons and combines the cases. Take corresponding measures to focus on the charm of the "catfish effect" in the corporate leadership and its impact on employee performance appraisal and employee motivation, which reflects the practical application of the "catfish effect" in human resource management.

Keywords: catfish effect; human resource management; performance appraisal; employee motivation

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Abstract

With the rapid development of my country's economy and increasingly fierce market competition, the human factor has increasingly become a key factor for companies to achieve their strategic goals. Human resource management has become the core of corporate management. In the new situation, human resources should be strengthened. Management is a necessary measure for the survival and long-term stable development of SMEs. How to strengthen the management of human resources is a problem that many companies need to solve urgently. At present, most companies need to choose whether to use innovative methods or continue to adopt traditional methods.

This article analyzes human resources based on the "catfish effect" perspective, and analyzes the deviation of the work centripetal force of the employees in the enterprise, the lack of enthusiasm and innovation of the employees, and the laziness and laziness of the employees in the company. Take corresponding measures to focus on the charm of the "catfish effect" in the corporate leadership and its impact on the performance appraisal and employee motivation of the company's employees, which reflects the practical application of the "catfish effect" in human resource management.

Keywords: catfish effect ; human resource Management ; Performance appraisal; personnel encouragement;

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