



# Research on the Future Development Trends of Salary Management in State Owned Enterprises

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**Abstract.** The purpose of this study is to propose the development trends of salary management in state-owned enterprises based on the policy requirements of salary reform in state-owned enterprises. The research results indicate that state-owned enterprise salary management policies require enterprises to promote internal distribution system reform and improve salary management systems. The future of salary management should focus on two aspects which are diversified salary structure and digitalization of salary management. Enterprises should pay more attention to the diversity of employee compensation needs, enrich incentive methods, establish a comprehensive compensation system, and improve the digitalization and intelligence level of compensation management.

**Keywords:** Salary Management, Future Development Trends, State-owned Enterprises.

## 1 Introduction

The reform of the salary distribution system is one of the core contents of the reform of state-owned enterprises. In terms of salary distribution, the country requires the improvement of the distribution system. Salary distribution is mainly based on the distribution of labor, with more labor and higher income, encouraging hard work to become rich and promoting fair opportunities. The salary reform of state-owned enterprises has been ongoing for 20 to 30 years and has achieved positive results, but it also faces some problems. For example, salary differences cannot fully reflect the differences in job value, the performance orientation of salary distribution is not prominent enough, the space for salary improvement is limited, and the methods of salary incentives are relatively single[1]. Therefore, it is necessary to propose the future direction of salary reform in accordance with the new requirements of state-owned enterprise salary reform. This study mainly analyzes the policy requirements for salary management in state-owned enterprises. Based on this, it proposes the future development trend of salary management in state-owned enterprises from two aspects: strengthening the diversification of salary structure and digitization of salary management.

## **2 Policy Requirements for Salary Management in State-Owned Enterprises**

The reform of state-owned enterprises requires enterprises to strengthen the construction of talent teams, cultivate high-quality and professional cadres and employees with political literacy, adapt to the new requirements of reform[2]. Salary incentives are an effective means of guiding the direction of talent team construction. In order to meet the requirements of the new era for the talent team of state-owned enterprises, corresponding changes need to be made to the salary management system.

### **2.1 Promoting Internal Distribution System Reform**

The government requires state-owned enterprises to accelerate the construction of world-class enterprises. The State owned Assets Management Commission requires state-owned enterprises to focus on value creation and efficiency benefits. In order to achieve the goal of value creation, state-owned enterprises need to establish more effective incentive and constraint systems, establish a scientific evaluation system, vigorously implement medium - and long-term incentives, and create an atmosphere where everyone wants to create value and everyone can create value[3].

The salary system is an important foundational system for enterprise management, and the reform of the salary system is a key measure for enterprises to achieve value creation. To improve the value creation ability of employees, enterprises need to accelerate the reform of internal distribution systems[4]. Enterprises should optimize the rules of internal distribution and establish multiple distribution methods that prioritize contribution, efficiency, and fairness. Enterprises should also adjust their employee income structure and establish a more scientific and fair compensation system to achieve more precise and effective talent incentives.

### **2.2 Improving the Salary Management System**

The reform policy of state-owned enterprises requires state-owned enterprises to reform their internal salary distribution system, establish a distribution mechanism that determines salaries based on performance, and establish a key core talent salary system with market competitive advantages. State owned enterprises should adapt to the requirements of salary reform, continuously optimize their salary system, and truly achieve the ability to increase or decrease salary levels[5].

Enterprises should improve their basic salary management system and establish an employee compensation system that reflects job value and work performance. Enterprises need to strengthen the correlation between employee compensation and job value, competency, and work business, scientifically carry out job value evaluation, and establish a hierarchical, structural, and smooth sequence of job and salary levels.

Enterprises should strengthen the correlation between salary levels and performance evaluation results. Enterprises need to determine salary levels based on per-

formance evaluation results, highlight the value orientation of salary distribution, and achieve flexible salary adjustments and immediate incentives.

### **3 Enhancing the Diversification of Incentives**

#### **3.1 Introducing the Concept of Comprehensive Compensation Management**

From the trend of salary management in state-owned enterprises, the connotation of salary is constantly expanding, and the components of salary are becoming increasingly diversified. In addition to traditional monetary forms of salary income such as wages and bonuses, comfortable working conditions, a good working atmosphere, bright career development opportunities, job challenges, and a sense of achievement, incentive methods that are difficult to measure directly in currency can also play a good motivational role.

Therefore, when optimizing the design of compensation systems, state-owned enterprises should start from the perspective of comprehensive compensation, pay attention to monetary compensation reform, further improve employee health, medical care and elderly care, enrich resource support in education and training, optimize post work and life support, and enhance humanistic care[6]. By exploring diversified and comprehensive salary incentive measures, we aim to enhance the loyalty and satisfaction of cadres and employees.

#### **3.2 Enriching Non-material Incentives Such as Health Management and Career Growth**

We should strengthen the integration and utilization of internal and external resources in state-owned enterprises, and further enrich the forms of non-material incentives. Medical resources can be integrated to conduct employee health analysis through annual physical examinations, health surveys, health risk assessments, and more. We can provide psychological health assessment, children's education consultation, marriage consultation, legal consultation and other consulting services for employees and their families, ensuring physical and mental health and promoting work life balance. We can integrate educational resources and provide education and training programs that run through the entire life cycle of employees based on their career development characteristics, helping them continuously improve their professional and management abilities[7].

#### **3.3 Analyzing Employee Needs**

There are differences in the demand for comprehensive compensation among different employees, such as young employees preferring housing security, middle-aged employees paying attention to children's education and elderly care, and older employees having more urgent needs for recuperation and medical care. By conducting regular discussions, satisfaction evaluations, and soliciting opinions, we can under-

stand the satisfaction of employees of different ages and levels with the current comprehensive compensation program of the company and the demand for other projects that have not been provided[8]. We should establish and improve feedback and communication channels, strengthen democratic management procedures, and maximize employee participation in the process of comprehensive salary design.

## **4 Adapting to the Trend of Digital Management**

### **4.1 Promoting the Digitization and Lean Management of Compensation**

There are many influencing factors in salary management, and the statistical analysis of salary calculation requires a large amount of work. Digital technology can be utilized to develop a digital system for headquarters salary management. It can connect relevant data sources such as employee basic information, job information, performance evaluation results, etc., and achieve automatic calculation of salary structure and salary level. After implementing digital salary management, statistical reports can be automatically generated based on statistical analysis needs[9].

The lean level of salary management should be improved. Through the information system, it is possible to monitor in real-time the impact of changes in team structure such as employee retirement and new hires on the total salary and compensation structure. It can effectively analyze the salary gap between employees from different departments, job levels, and assessment results, further improving the scientific and effective salary management of the headquarters.

### **4.2 Evaluating the Effectiveness of Salary Management**

The improvement of state-owned enterprise salary management system and salary system requires continuous dynamic optimization and adjustment. With the changes in internal and external situation requirements, there may be new maladaptive situations in the salary management of state-owned enterprises. It is necessary to use digital means, according to scientific standards and procedures, to examine various aspects of the operation of the salary management system, and evaluate and monitor the implementation effect of salary management[10].

Regular evaluation of the effectiveness of salary management should be carried out. We need to develop a quantitative analysis module for the effectiveness of salary management operations, integrate performance evaluation report templates, automatically draw charts and generate evaluation reports based on evaluation results, and timely analyze the shortcomings and shortcomings of the salary system operation. We should continuously optimize the salary management system according to the requirements of the enterprise strategy.

### **4.3 Improving the Level of Intelligent Prediction and Analysis in Salary Management**

We can rely on the digital salary management system of state-owned enterprises to collect employee job level, assessment, and salary data. Through machine learning and artificial intelligence technologies, we can scientifically predict the overall salary level and trend of the employee team in the future, providing decision-making basis for the headquarters to scientifically formulate salary policies, optimize performance evaluation systems, and adjust salary strategies. At the same time, data mining and analysis can also be used to analyze the personal salary composition and characteristics of employees, to help them identify their weaknesses, reduce their doubts about salary fairness, and improve job satisfaction and corporate loyalty.

## **5 Conclusions**

The reform of the salary system is a key part of the reform of state-owned enterprises in the new era, and it is of great significance for state-owned enterprises to achieve high-quality development. Salary incentives are an effective means of guiding the direction of talent team construction. In order to meet the requirements of the new era for the talent team of state-owned enterprises, corresponding changes need to be made to the salary management system.

It is necessary to promote the reform of the internal salary distribution system in enterprises in terms of salary policies. Enterprises should establish multiple distribution methods that prioritize contribution, efficiency, and fairness. Enterprises should also improve their basic salary management system and establish a salary system that reflects the job value, ability and quality, and performance contribution of employees.

In the direction of salary reform, enterprises should focus on strengthening the diversification of salary structure and digitization of salary management. In terms of salary structure, enterprises should introduce the management concept of comprehensive salary, enrich non-material incentive methods, and enhance the diversification of incentive methods. At the same time, it is also necessary to increase surveys on employee compensation needs to improve employee satisfaction with compensation and enhance the effectiveness of incentives. In terms of salary management methods, digital technology can be fully utilized to develop a digital information system for salary management, improve the intelligent prediction and analysis level of salary management, and effectively improve the accuracy and effectiveness of salary incentives.

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