

Current Situation and Countermeasures of Human Resource Management in Mongolian Enterprises

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Abstract: Human Resource Management (HRM) plays a vital role in any national enterprise. The purpose of this thesis is to analyse the current situation of human resource management in Mongolian enterprises and to propose corresponding countermeasures to promote the development and enhance the competitiveness of the enterprises. Through the investigation and study of human resource management in Mongolian enterprises, it is found that Mongolian enterprises have some problems in human resource planning, employee recruitment and selection, employee training and development, performance evaluation and compensation and benefits. Based on these problems, this thesis proposes countermeasures to improve human resource management in Mongolian enterprises, including: establishing a sound human resource planning system, strengthening the process of employee recruitment and selection, enhancing the level of employee training and development, optimising the performance appraisal system, and rationally designing the compensation and benefit system. By adopting these countermeasures, Mongolian enterprises can better utilise the role of human resources and improve the overall operational efficiency of the enterprises.

Keywords: Mongolia, Enterprise, Human resource management, Current situation, Countermeasures.

1. Introduction

Human resource is one of the most important assets of an enterprise, and effective human resource management is the key to achieving sustainable development and competitive advantage. As an emerging economy, Mongolia's enterprises face many challenges and opportunities in human resource management. This chapter will introduce the background and research objectives of HRM in Mongolian enterprises, as well as the structure and methodology of the thesis.

2. Analysis of the Current Situation of Human Resource Management in Mongolian Enterprises

This will analyse the current situation of human resource management in Mongolian enterprises through the survey and research of Mongolian enterprises, which mainly includes the problems and challenges in human resource planning, employee recruitment and selection, employee training and development, performance appraisal and compensation and benefits.

2.1. Human resource planning

Mongolian enterprises have some problems in human resource planning, such as the lack of a comprehensive human resource planning system and inaccurate forecasts of future needs. These problems make it difficult for enterprises to allocate human resources appropriately and affect their operational efficiency. Lack of professional HR planning team: Many Mongolian companies lack a professional HR planning team, which leads to the need for random personnel and the inability to plan for the long term. Insufficient information: Due to the relatively complex economic environment and market situation in Mongolia, it is often difficult for enterprises to obtain accurate market information and the supply and demand of talents.

2.2. Employee Recruitment and Selection

Mongolian companies also have some problems in the process of employee recruitment and selection, such as single recruitment channel and cumbersome recruitment process. These problems make it difficult for enterprises to attract and retain high-quality employees, which restricts the development of enterprises. Most of the Mongolian enterprises only use traditional recruitment channels, such as newspaper advertisements and job fairs, which make it difficult to attract high-quality talents. Lack of effective selection methods: Mongolian enterprises often lack effective selection methods to accurately assess candidates' abilities and potential.

2.3. Employee Training and Development

Mongolian companies do not pay enough attention to employee training and development, and the content and form of training are relatively homogeneous and lack personalisation and relevance. These issues limit the professional competence and career development of employees, and affect the innovation and competitiveness of enterprises. Insufficient training resources: Mongolian enterprises often lack professional training resources and institutions, resulting in poor training results. Unreasonable training plans: Some Mongolian enterprises do not fully consider the actual needs of employees and the strategic objectives of the enterprise when developing training plans, resulting in ineffective training.

2.4. Performance evaluation

Mongolian enterprises have some problems in performance assessment, such as unscientific assessment indicators and non-transparent assessment process. These problems lead to lower employee motivation and work incentive, which affects the overall performance of the enterprise. Lack of clear performance appraisal indicators: Many Mongolian companies lack clear performance appraisal indicators,

resulting in inaccurate performance appraisal results. Lack of incentives linked to compensation and benefits: Mongolian enterprises often do not link performance evaluation to compensation and benefits, resulting in low employee motivation.

2.5. Compensation and Benefits

Firstly, due to the level of economic development and the small size of enterprises, many enterprises are unable to offer competitive remuneration packages, leading to high employee turnover. Secondly, the remuneration system lacks flexibility and incentives, which cannot effectively stimulate employees' work motivation and creativity. In addition, in terms of welfare benefits, enterprises generally pay insufficient attention to employee welfare, the system is not sound, and lack of personalisation and other problems.

3. Countermeasures for Human Resource Management in Mongolian Enterprises

Based on the results of the analysis of the current situation of human resource management in Mongolian enterprises, this will put forward countermeasures to improve human resource management in Mongolian enterprises, which mainly include the establishment of a perfect human resource planning system, the strengthening of the employee recruitment and selection process, the enhancement of the level of employee training and development, the optimisation of the performance appraisal system as well as the rational design of the compensation and welfare system.

3.1. Establish a comprehensive human resource planning system

Mongolian enterprises should establish a comprehensive human resource planning system, including human resource demand forecast, job analysis, and personnel recruitment plan. Through scientific human resource planning, enterprises can rationally allocate human resources and improve operational efficiency. Establish a professional HR planning team: Enterprises can hire professional HR planners or train existing employees in order to establish a professional HR planning team. Strengthen the cooperation with universities and professional organisations: cooperating with universities and professional organisations can obtain more accurate market information and talent supply, so as to better carry out HR planning.

3.2. Strengthen the process of employee recruitment and selection

Mongolian companies should consider broadening recruitment channels, such as introducing social media, to improve the efficiency and quality of employee recruitment. In addition, companies should optimise the recruitment process to simplify cumbersome steps and improve candidate satisfaction. Diversified recruitment channels: Enterprises can attract talents through diversified channels such as internet recruitment, social media recruitment, etc. to improve recruitment results. Establishing scientific selection methods: enterprises can introduce scientific selection methods, such as interviews, comprehensive assessments, aptitude tests, etc., in order to accurately assess candidates' abilities and potential.

3.3. Enhance employee training and development

Mongolian enterprises should increase the investment in employee training and focus on developing employees' professional ability and professionalism. At the same time, enterprises can also carry out targeted training programs and provide personalised training services based on employees' career development needs. Seek external training resources: Enterprises can cooperate with professional training organisations to seek external training resources to improve the quality and effectiveness of training. Formulate personalised training plan: When formulating training plans, enterprises should formulate personalised training plans according to the actual needs of employees and the strategic objectives of the enterprise, so as to improve the training effect.

3.4. Optimise the performance evaluation system

Through effective performance evaluation, it can stimulate the enthusiasm and work motivation of employees and improve the overall performance of the enterprise. Establish a scientific performance evaluation system: Enterprises should establish a scientific performance evaluation system, specify the evaluation indexes and evaluation methods, and improve the accuracy and fairness of performance evaluation.

3.5. Reasonable design of remuneration and benefit system

Mongolian enterprises should design a reasonable remuneration and benefit system based on the performance and contribution of employees. Establish a flexible and diversified compensation system, and differentiate the salary settings according to the employees' work performance and contribution, so as to motivate the employees' enthusiasm and development drive. At the same time, the enterprise should also pay attention to the welfare of employees, provide a good working environment and welfare benefits to improve employee job satisfaction and loyalty. Establish a comprehensive welfare system, including flexible work system, employee training and career development opportunities, health insurance, etc., in order to improve employees' welfare benefits and satisfaction. In addition, strengthen the monitoring and evaluation of compensation and welfare management to identify problems and make adjustments and improvements in a timely manner.

4. Conclusion

This paper looks forward to the future development of human resource management in Mongolian enterprises. By analysing the current situation of human resource management in Mongolian enterprises and proposing countermeasures for improvement, it can help Mongolian enterprises better play the role of human resources and improve the overall operational efficiency and competitiveness of enterprises.

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