

# Research on Standardization of Modern Enterprise Economic Management Model Based on Competency Model

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**Abstract:** The economic management of enterprises needs to adhere to scientific management measures and rich experience. Although there are many enterprises in China, the form of economic management is still rough and has certain limitations. Managers should take a longer-term view, pay attention to the standardization of on-site management, and establish a dynamic supervision mechanism to create greater economic and social benefits for enterprises. In the increasingly fierce market competition, the operating costs of enterprises are affected by transportation costs, raw material costs and other factors. If scientific management mode is not implemented, enterprises will be at a disadvantage in the fierce competition. Once the market changes, enterprises will not be able to maintain stable development or even be swallowed up by the market. If enterprises want to achieve long-term development, they must actively change the traditional economic management mode, promote its standardized development and improve their core competitiveness.

**Keywords:** Competency characteristic model, Modern enterprise, Economic management mode, Normalize.

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## 1. Introduction

The standardized management of enterprise economy is the main way for the development of modern enterprises, the necessary process for enterprises to plan economic activities scientifically, and the effective guarantee and main driving force for the rapid development of Chinese enterprises in the future. Enterprise economic management needs to adhere to scientific management measures and rich experience. Although there are a large number of enterprises in China, the form of economic management is still relatively rough and has certain limitations. Managers should take a longer view, pay attention to the standardization of on-site management, establish a dynamic supervision mechanism, and create greater economic and social benefits for enterprises [1]. Modern enterprise economic management mainly refers to a unified management mode to improve the resource value of enterprises. In the process of economic operation, enterprises need to scientifically monitor, coordinate, organize and plan their economic activities, so as to effectively improve the efficiency of enterprises. Therefore, modern enterprises must carry out the reform of management mode, improve the economic management and personnel allocation of enterprises with standardized management mode, so as to achieve the purpose of improving the competitive advantage of enterprises [2].

In the increasingly fierce market competition, in order to achieve long-term development, enterprises must actively change the traditional economic management model, promote its standardized development, and improve the core competitiveness of enterprises. At present, the improvement of the overall management level of enterprises also requires enterprises to make good guidance in the field of economic management level. The two are the connection between the whole and the part. The economic management level is an important factor that determines the overall management level of enterprises, and determines the future and economic level of enterprises [3]. The enterprise's operating costs are

affected by transportation costs, raw material costs and other factors. If the scientific management mode is not implemented, the enterprise will be in a disadvantageous position in the fierce competition. Once the market changes, the enterprise cannot continue to maintain stable development, or even be swallowed by the market. Therefore, we must attach importance to the development of economic management and provide good support for the overall management of enterprises. In the face of this grim situation, we must grasp the process of standardization and scientific transformation of the enterprise's economic management model, and use a more active way to manage the operation and production of enterprises[4-5].

## 2. Problems Existing in Enterprise Economic Management

There are many executable standards in the economic management of enterprises, both national standards and industry norms. At the same time, enterprises have various management standards formulated by themselves in different regions and different market environments. In the process of management, enterprises plan and supervise these problems, and realize the requirements of modern enterprise management through effective work implementation [6]. In order to ensure the smooth operation of enterprises, effective economic management is necessary. In the early development process, it was influenced by the planned economy for a long time. Many enterprises were transformed from state-owned enterprises to joint-stock enterprises, so some enterprises were also influenced by traditional ideas. Until today, economic management still relies more on the judgment of individual leaders or management.

Before the construction of financial sharing, especially in enterprises with a certain scale, it was extremely inconvenient to handle the work mainly by manual calculation or ordinary calculator. In daily business, contact with a large number of numbers will easily lead to calculation errors and repeated

calculations without careful consideration, which greatly reduces the efficiency of handling business. From many aspects such as enterprise services and products, and a standardized management model should be formed.

How to further improve the efficiency needs a lot of manpower and material resources, with a lot of investment and slow effect, and it is difficult to bring considerable profits to enterprises at first, so many enterprise management are reluctant to make changes. In practice, due to the lack of effective innovation in the work related to enterprise economic management, especially in standardized management, the traditional work content is not organically combined with the modern work mode, which restricts the development of enterprise economic management [7-8].

### 3. Research on Modern Enterprise Economic Management Based on Competency Model

#### 3.1. Management of competency model

When an enterprise uses the competency method to conduct human resource management, it is first necessary to determine what is the competency required for a certain type of job. The process of determining competency needs to follow two basic principles. Whether work performance can be distinguished significantly is the only criterion to judge a competency. That is, employees with excellent performance and those with average performance have obvious differences in the recognized competency characteristics that can be objectively measured. Enterprise strategy formulation and strategy implementation are the core of enterprise strategy management [9]. According to the main body, process and characteristics of strategic management and the specific situation of the enterprise, this paper constructs a competency model based on strategic management, as shown in Figure 1.

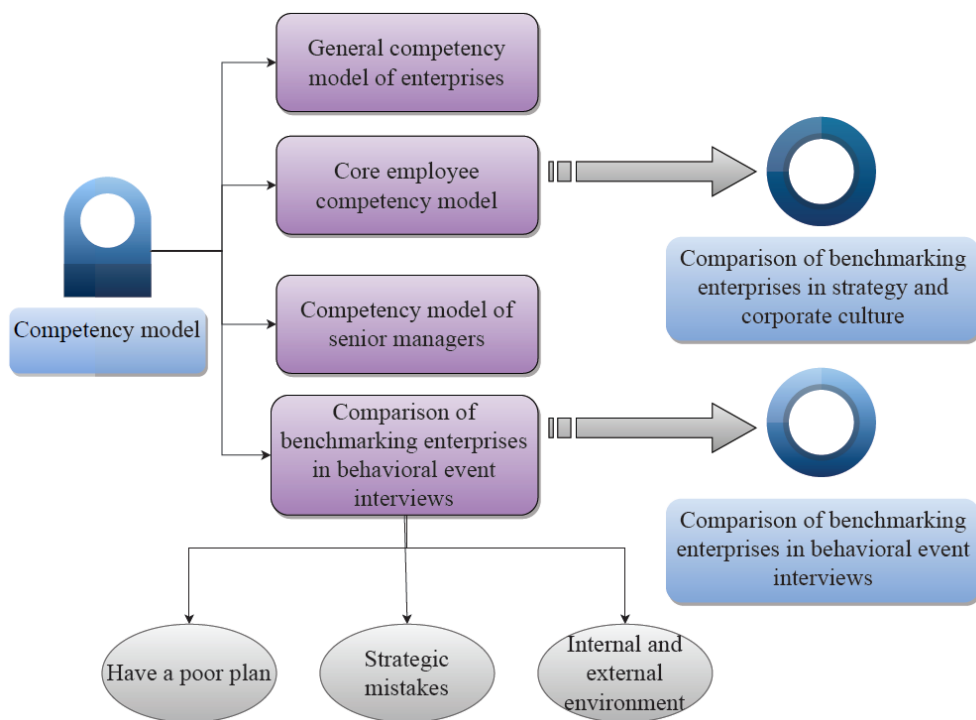


Figure 1. Competency model framework based on strategic management

Competency characteristic resource management includes resource management expressed by the explicit and connotation of employees' characteristics. Competency model is a competency structure, which refers to the needed to effectively complete the work of a specific organization [10]. Explicit characteristic resources are determined by the surface competence characteristics such as knowledge and skills; The connotative characteristic resources are determined by the deep competency characteristics such as values, self-orientation, personality traits, needs and motivations.

#### 3.2. Current situation of enterprise economic management

At this stage, with the rapid development of China's market

economy, it is imperative to innovate the internal standardized economic management of enterprises. First, the impact on the global economy. If Chinese enterprises want to find their own development path, they must carry out a new round of reform and innovation, and change the traditional management mode through competency model innovation. Many enterprises do not pay enough attention to the construction of enterprise system. Although many enterprises have formulated corresponding management systems, most of them are formalistic, practical and operational, and can not be effectively implemented in the actual management of enterprises. Because there is no supervision for a long time, it has a certain hindrance to the economic management of enterprises. The analysis method of competency modeling data is shown in Table 1.

**Table 1.** Analysis method of competency modeling data

Data analysis method	Purpose
Exploratory factor analysis	Analyze the internal structure of competency evaluation tools, merge and delete them.
Reliability Analysis	Test the credibility of the internal structure of competency
Confirmatory factor analysis	Test the theoretical framework of potential competency established by exploratory factor analysis
Validity test	Such as content validity, structural validity, criterion-related validity analysis.

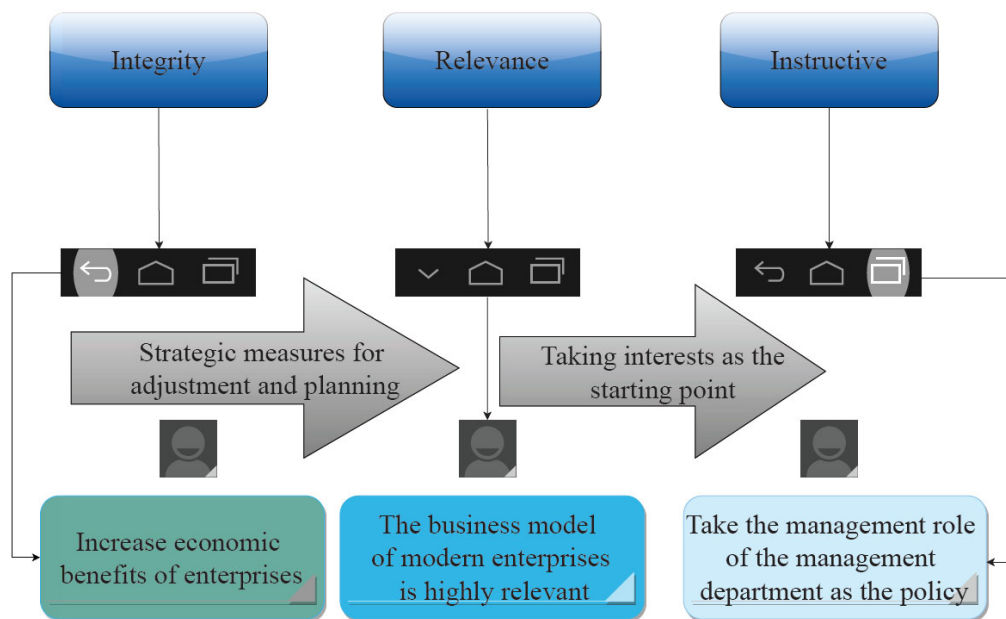
China's economy has developed very rapidly and achieved excellent results, and various industries have become hot with the rapid development of the market. However, due to the large economy and rapid development, enterprises are constantly expanding blindly, and there is still unfair competition to some extent. The economic model of modern enterprises will constantly change with the development of society, and at the same time, it will be affected by the economic situation. Therefore, only the enterprise management work is based on the present situation of the enterprise and combined with the progress of the times can the standardization of the enterprise economic management model be successfully completed. First of all, we should have a certain understanding of the characteristics of enterprise economic management model. big

Some enterprises have not yet realized the transformation from extensive management mode to intensive management mode, which makes it possible for enterprises to improve their efficiency and expand their scale only by means of expanding investment. Modern enterprises should strengthen the overall operation mode of "economic management", analyze and study the operation status of modern enterprises through

competency model, integrate the operation of modern technology and equipment, promote the intensive development of enterprises, and realize resource conservation and efficiency improvement.

### 3.3. The mode of economic management of modern enterprises

Under the system dominated by market economy, the development of enterprises requires a more advanced economic management model. At present, There are many executable standards in the economic management of enterprises, both national standards and industry norms. At the same time, enterprises have various management standards formulated by themselves in different regions and different market environments. In the process of management, enterprises plan and supervise these problems, and realize the requirements of modern enterprise management through effective work implementation[11]. The characteristics of modern enterprise economic management model can be analyzed from three aspects, and its structure diagram is shown in Figure 2.



**Figure 2.** Characteristics of modern enterprise economic management mode

The characteristics of modern enterprise economic management model can be divided into three aspects:

- ① Integrity

The operation and management activities of the enterprise are aimed at increasing the economic benefits of the enterprise, but are based on the organization and operation of

the enterprise's environmental economic activities, and are responsible for the entire regulatory status.

## ② Relevance

There is a high degree of correlation between the business models of modern enterprises, which mainly means that in the actual application of the business models of modern enterprises, the economic management measures of enterprise organizations are based on the economic interests of enterprises as the premise and starting point.

## ③ Guiding

The guiding body of modern enterprise operation and management is the enterprise management organ as the management center and the maker of enterprise policies and regulations. With the overall economic benefits of the enterprise as the premise and the management role of the management department as the policy, the analysis of the enterprise economic management system and operation effect is strengthened.

It can be seen that the economic management of the competency model in this paper can be simply understood as the management process of the enterprise's managers on their economic activities. The content of enterprise economic management includes production and operation, human resources, internal audit and other aspects, covering a wide range of contents.

## 4. Conclusions

In order to ensure the smooth operation of enterprises, effective economic management is necessary. In the early development process, it was influenced by the planned economy for a long time. Many enterprises were transformed from state-owned enterprises to joint-stock enterprises, so some enterprises were also influenced by traditional ideas. Before the construction of financial sharing, especially in enterprises with a certain scale, it was extremely inconvenient to handle the work mainly by manual calculation or ordinary calculator. In daily business, contact with a large number of numbers will easily lead to calculation errors and repeated calculations without careful consideration, which greatly reduces the efficiency of handling business. In the process of economic management, through scientific planning, modern enterprise economic management should be carried out from many aspects such as enterprise services and products, and a standardized management model should be formed. Until today, economic management still relies more on the judgment of individual leaders or management. Before the construction of financial sharing, especially in enterprises with a certain scale, it was extremely inconvenient to handle the work mainly by manual calculation or ordinary calculator. As everyone constantly improves their own competency characteristics and expects to do better, we can see that the company as a whole is also constantly developing, the management level is constantly improving, and the core competitiveness we have determined before is becoming more and more clear and constantly improving. In the process of model construction, the combination of strategic deduction and behavioral event interview enhances the pertinence and predictability of the model; In the process of model application, it is also strategy-oriented, and it is applied step by step in all modules of human resources, and the model is

revised in time according to the changes of internal and external environment. Modern enterprises should strengthen the overall operation mode of "economic management", analyze and study the operation status of modern enterprises through competency model, integrate the operation of modern technology and equipment, promote the intensive development of enterprises, and realize resource conservation and efficiency improvement. Reasonably plan the management objectives of enterprise economy, effectively improve the economic management of enterprises, further improve the economic management system of enterprises, and promote the development of enterprise work in a modern, scientific and standardized direction.

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