Research on the Relationship between Employee Fairness and Human Resources Compensation Strategy and Organizational Commitment Based on Big Data

Yanli Liu1,*
1Beijing WellTrend United Consulting Co. LTD, Beijing, China, 100000
*Corresponding author e-mail: 13581945605@163.com

Abstract. In view of the balance between employee flat feeling and human resource compensation, it is the commitment relationship within the enterprise organization. In the enterprise, the employee compensation strategy and the employee’s flat sense of salary are considered and compared. From the perspective of big data analysis, the employee flat feeling is the effective evaluation effect of the organizational commitment, and occupies the main position and cannot be ignored in the human resource compensation strategy. This paper will make an in-depth analysis and research on the issues of employee equity based on big data, human resource compensation strategy and organizational commitment, so as to ensure the effective adjustment of the relationship between the three.

Keywords: Compensation Strategy, Organizational Commitment, Employee Equity, Human Resources Compensation, Big Data

1. Introduction

Employee fairness and human resource compensation strategy can also be called salary fairness, which is based on the organizational commitment of enterprises. In an enterprise, various measures and methods are carried out to improve the fairness of human resources compensation according to the work behavior and attitude of employees, and the organizational commitment and structure are investigated and studied according to the sense of fairness of employees, different human resources compensation methods are evaluated according to the internal working stages of the enterprise, and the organizational commitment is quoted to deepen the grading system of human resources compensation. And to understand and effectively evaluate the sense of fairness of employees.

2. Research on human resource compensation strategy and sense of fairness
In the current practice of human resources, there are great differences in whether the compensation strategy is fair or not. According to the human resource compensation system, the quality of the system itself has a certain sense of fairness to the employees. In the actual human resources, there is a clear basis and facts for the standards and stages of salary payment. We have formulated three types of human resource compensation strategy and sense of fairness, namely, skill compensation, performance compensation and post compensation. According to these three types of compensation, we have also made a simple description through research.

2.1. Salary strategy for position

Through the research, we can have some understanding from the types of compensation strategy, the salary of the post is the most common salary treatment, but also the basic guarantee of employee treatment. For the post salary, the evaluation standard has a certain quantification and abstraction, for the post compensation strategy, for different enterprises, there are different evaluation standards, but the basic management path is the same, according to different enterprises and different industries, the allocation and treatment of this kind of post compensation funds are also different for employees[1].

Enterprises employ employees, and the position of employees is the basic element of labor organization and management. In the position of the enterprise, the whole workflow and industrial line are composed of employees, who complete a series of process work through their own labor force and enterprise equipment. Moreover, according to the application of enterprise technology and equipment to the quality of work completion and the responsibility of production positions, the salary and treatment of employees are evaluated in stages and types through the performance of employees in the process of work and the positions held by employees in their enterprises.

2.2. Pay strategy for performance

The salary strategy of performance is a kind of assessment and reward of job skills for employees, and it is a guarantee for the workload and quality of employees on the basis of post compensation. This kind of performance pay in different positions and enterprises have different ways of commendation. Among them, the growth scale and evaluation efficiency of performance compensation generally depend on two aspects. The first aspect is to carry on the performance evaluation grade according to the individual salary treatment, and the other factor is to carry on the corresponding performance evaluation grade division for the individual in the reward floating grade, aiming at the effective reward cost control[2].

We can sum up the method of performance reward into several characteristics. First of all, it has a certain evaluation on the floating of personal performance. On many levels, this way of performance reward reflects the performance differences of employees in the workflow, which is not too floating for institutional performance. In addition, there are a lot of information and data records about personal performance, which are monitored and collected by special supervisors. However, there is a theoretical interaction between this kind of compensation system and the results of performance evaluation, and under this kind of reward regulation, the feedback frequency of employees’ sense of fairness may be very low, and finally, most of the feedback trends of this kind of employees’ sense of fairness are too single. From this, we can see that this kind of compensation system is not essentially, in the workflow of many enterprises, some highly capable high-performance employees do not have too high pay for their own related quality of work, compared with other employees with medium performance (see figure
1). This makes many employees in the sense of pay fairness psychological imbalance.

![Figure 1. proportion of personnel distribution in performance wage growth.](image)

2.3. **Compensation strategy for skills**

As far as the salary strategy of skills is concerned, under the promotion of the development of the current era, the promotion in the enterprise is still a more innovative system. In the self-reorganization and result management of the enterprise, when the number of different organizations and teams in the enterprise increases and increases gradually, many employees begin to prefer the skill reward method in the enterprise[3].

In view of the revenge of skills, we have made the following discussion basis, in which workers and employees are more skilled in mastering skills, and at the same time, in exchange for the corresponding contribution value of the current company or enterprise, workers should be paid more for this kind of efficient contribution value. Skills pay is often composed of several parts. In a work flow, first of all, workers have to effectively identify the work tasks to be accomplished. Secondly, effective consideration is given to the skills needed in the course of this work task. Furthermore, through measurement to determine whether an employee’s skills for the task have been skillfully mastered, and then, according to each skill, in the process of use by the worker, Make an assessment of the value ratio of the company, and finally, effectively to the staff.

3. **A summary of the research on the sense of fairness of organizational commitment**

3.1. **The sense of fairness corresponding to organizational culture**

The sense of fairness in the organizational text mainly comes from the employees’ own regulations for the company and the main sense of sensory and psychological balance of salary and treatment[4]. In view of the particularity of organizational culture in a specific enterprise group, the effective integration of the internal and external environment in a specific group, and the understanding of the thought and perception of the employees in the process of integration. There is no specific theoretical basis for the corresponding relationship of organizational culture in the sense of organizational fairness. Effective organizational culture and sense of fairness rely on support guide, internal development to carry out effective control and flexibility transformation, in the process of external development, formulate a specific goal guide, complete the basic structure process of organizational culture.

3.2. **Organizational commitment and sense of fairness**
The general term on the core concept of responsibility and obligation is the organizational commitment and is considered to be the same objective of the internal organization of the enterprise. As to the organization’s commitment, the speech is generally divided into two forms, one is the form of action, and the other is in the form of an attitude, which is mainly focused on the attitude of the person’s personal behavior. The organizational commitment is also divided into three levels on the structure classification, the first level is the emotional commitment, mainly the employee’s goal and work for the enterprise to maintain a high degree of identity and emotion. Second, continuing commitment, under such a commitment, the performance of the continuing commitment of the staff who do not want to lose the pay benefit of the job position and to continue to work in the original position and the enterprise is described. Finally, to the normative commitment, such a commitment is a solid commitment to social responsibility and norms[5].

4. Conclusion

In view of the above, based on the big data analysis, this paper understands the employees' equity awareness, human resource compensation strategy and the commitment of relevant organizations, and conducts in-depth research and analysis on the salary levels and organizational culture of employees in different enterprises. At last, on the basis of this paper, the effect of the post compensation strategy on the sense of the staff’s fairness still has many shortcomings, and it is hoped that the relevant enterprises should draw on and carry on the substantive reform and innovation to the problems of the staff’s equity and the compensation and treatment according to big data, so as to ensure the benefit of the staff[6].

References

[1] Xing Saipeng, Zhao Chenhui, Zhang Yang, Liu Dan. How to Promote the Value of Human Capital in Enterprises by Comprehensive Salary Incentive? Based on the Case Study of Hubei Electric Power Company of State Power Grid[J]. China Human Resources Development, 2017 (11): 119/130.

[2] Tian Chong. This Paper Analyzes the Influencing Factors of Wage Determination in Salary Management of Human Resource Management Module, Taking 02/01 (Investigation of Employee Status of A Bank in the United States from 1969 to 1971) As an Example[J]. Value Engineering, 2017, 36 (30): 33.

[3] Gao Yi Cun. The Report on Human Resources Index of Shanghai Trade Association Chamber of Commerce Issued for the First Time a Comprehensive Evaluation of the Talent Structure, Talent Demand and Talent Compensation of the Chamber of Commerce of Trade Associations[J]. Chinese Social Organization, 2015 (22): 26/27.

[4] Li Juan. The Reference and Enlightenment of the Typical Case of SPOCs Reversal Classroom in Taiwan to Higher Vocational Colleges: A Case Study of the "Salary Management" Course of Human Resource Management Specialty[J]. Journal of Changsha Civil Affairs Vocational and Technical College, 2015, 22 (03): 89≤91.

[5] Zhang Qu. Deepening Human Resource Management to Encourage Employee Development and Reshaping Employer Brand-Summary of Core Viewpoints of 2014 China Garment Human
Resources Development report and 2013 Chinese Service Enterprise Salary and Welfare Research report[J]. Human Resources Management, 2014 (03): 40/41.

[6] Enrique Mu, Laurie J. Kirsch, Brian S. Butler. The Assimilation of Enterprise Information System: An Interpretation Systems Perspective[J]. Information & Management, 2015, 52(3).