Retraction

Retraction: Research and Realization of Artificial Intelligence-based Salary System Optimization (J. Phys.: Conf. Ser. 1915 022056)

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The authors of the article have been given opportunity to present evidence that they were the original and genuine creators of the work, however at the time of publication of this notice, IOP Publishing has not received any response. IOP Publishing has analysed the article and agrees there are enough indicators to cause serious doubts over the legitimacy of the work and agree this article should be retracted. The authors are encouraged to contact IOP Publishing Limited if they have any comments on this retraction.

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Research and Realization of Artificial Intelligence-based Salary System Optimization

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Abstract. With the development of technology, computers have penetrated into various industries. At this stage, the way of companies manage their compensation has also gained wide attention, especially in the economics industry and the management industry. No matter what kind of company, the compensation management system is crucial. Due to the continuous progress of our national economy, the competition in the market becomes more and more fierce, and for enterprises, in order to meet the competition in the market, they need to improve the requirements for the compensation system and plan a suitable compensation management system according to the market requirements, it can improve the efficiency and achieve a win-win situation between enterprises and employees. To achieve this requirement, the traditional management model is no longer applicable, and this paper focuses on the research and implementation of salary system optimization based on artificial intelligence.

Keywords: Artificial Intelligence, Salary Management, Optimization Research

1. Introduction

Under the guidance of the current system reform policy, how to further improve the personnel and salary management of employees is one of the key tasks of Chinese enterprises. Looking at the current management mode of personnel compensation in China, it is mainly based on comprehensive target management, which can complete cost accounting well, but it is difficult to mobilize employees' enthusiasm for work, there also exists unfair phenomena. The current performance management methods are not comprehensive, the evaluation index is too single, and the overall assessment is not effective. This paper mainly discusses the optimization and realization of the salary system in the era of artificial intelligence, which can improve the overall performance management level of the department.

2. Salary management system based on artificial intelligence
A salary management system based on an artificial intelligence platform includes a data entry module, a data storage module, a data display module, and a data communication module, as shown in Figure 1. Perfect coordination and coordination among the various modules can form a complete salary management system. The data entry module is configured to be connected to the data processing module and used to enter the collected data; the data storage module is configured to be connected to the data processing module to store the data collected by the data entry module; the data display module, after configuration, is connected with the data processing module to display the data processed by the data processing module; the data communication module is configured to connect with the data processing module to realize data transmission through the internet network. Through the artificial intelligence-based salary management system, the company's salary management system can be designed simply and quickly, so that superior leaders can timely grasp the progress of various work, link the employee's work results on the day to the monthly salary, and really achieve more work, more gains [1].

![Salary management system](image)

**Figure 1. Salary management system**

2.1. Data entry module

The data entry module includes an image acquisition unit for image acquisition, a position acquisition unit for acquiring real-time positions, and a work entry unit for entry of work content. The image acquisition unit adopts image sensors to realize video data acquisition; the position acquisition unit adopts satellite positioning components to realize real-time acquisition of position information; the work entry unit adopts manual input or non-contact information automatic entry to realize manual and automatic entry of work content [2].

2.2. Data processing module

The data processing module includes an image processing unit for analyzing and processing video images, a trajectory analysis unit for processing data collected by satellite positioning components, and a performance analysis processing unit for analyzing and processing data collected by the work entry unit. The image processing unit is an image recognition method based on neural network and an image recognition method based on wavelet moments. The performance analysis and processing unit can use machine learning methods to process the manually input information.

2.3. Data storage module

The data storage module can use mechanical hard drives and solid state drives.
2.4. Data display module

The data display module can adopt LED, OLED, liquid crystal display.

3. Salary management method based on artificial intelligence

Salary is assessed on a monthly basis, and the monthly salary includes monthly basic salary and monthly performance salary [3].

3.1. Monthly basic salary

The monthly basic salary is determined according to the employee’s working ability, including post salary, education subsidy, job subsidy, technical grade, special skills, working age subsidy, driver subsidy, etc. Among them, the job salary is determined with reference to the local wage standard and the internal job position of the company to which it belongs; the academic subsidy is determined according to the employee’s academic level; the job subsidy is determined according to the employee’s employment in the company; the technical level is determined according to the professional registration certificate obtained by the national unified examination is determined; the special skills are determined according to the special positions and certificates obtained by laws and regulations; the working age subsidy, field subsidy, safety award, driver subsidy, and the specific subsidy amount are determined according to the enterprise situation; The basic salary obtained according to the above regulations is the quantitative standard base B1[4]. The ratio of basic salary to salary is P1, and the ratio of performance salary to salary is P2, and P1+P2=100%. The ratio values P1 and P2 can be adjusted according to the nature of the work, and calculated based on this relationship Performance pay is the quantitative performance base B2.

3.2. Monthly performance pay

The monthly performance salary is determined based on the employee's monthly performance score, the monthly performance score is determined based on the daily performance score, and the daily performance score is determined based on the scoring quantitative standard items. The scoring quantitative standard items include work integrity, work completion rate, work quality, work report and compliance, 5S management, and the sum of the scores of the scoring quantitative standard items is S [5]. The performance analysis and processing unit uses machine learning methods to analyze and learn the manual input work content, work quantity, time spent, and work integrity after scoring, work completion rate, work quality, work reporting and compliance, and 5S management scores. , Realize and automatically score and save work integrity, work completion rate, work quality, work report and compliance, and 5S management according to the work content, quantity, and time parameters. The total monthly performance score can be calculated according to formula 1. According to formula 2, the average daily performance score can be calculated. The stated monthly performance salary is calculated according to formula 3. The stated monthly basic salary is calculated according to formula 4. According to formula 3 and formula 4, formula 5 can be used to calculate monthly salary [6,7].

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D = \sum_{i=1}^{n} V_i
\]  
(1)
4. Implementation guarantee of the company's salary management system optimization plan

4.1. Organizational guarantee for the optimization plan of the salary management system

In order to make the work of salary management optimization can proceed smoothly, it is necessary to establish a relevant leadership group. Among them, the team leader needs the relevant leaders of the company to serve, then the relevant branch leaders and the responsible persons of the labor union and the party committee serve as the deputy team leaders, and other departments serve as the team members, and then some external consulting agencies need to be hired. Guaranteed. It should be noted that the office of the salary management system needs to be set up to make it fully clear about the work that it is responsible [8]. Among them, it is necessary to enhance the staff's work awareness, carry out a variety of activities for publicity and management, and enhance the work enthusiasm of the staff; The next step is to determine the compensation management optimization measures, and then the leadership team will be responsible. Subsequently, the various suggestions that exist are collected, processed by the leaders
in a unified manner, and the corresponding information briefings are determined. This can fully clarify the various needs of the salary management system, which can make the salary management system more perfect.

4.2. The cultural guarantee of the compensation management system optimization plan

For the construction of corporate culture, it is necessary to attach great importance to cultural protection. Corporate culture has played a significant role in the company, and can fully reflect the spirit and value of the company, which can fully show the situation of employees in the company. The corporate culture can use relevant systems to restrict the behavior of employees, so that the development of the company can be more guaranteed [9].

4.3. System guarantee for the optimization plan of the salary management system

The improvement of the salary system needs to be recognized by the staff, and a relatively complete guarantee method needs to be set up to ensure that the optimization of salary management can be carried out smoothly. In order to make relevant work a reference, it is necessary to continuously improve the existing human resource management system, and it is particularly important to set up a sound system [10].

5. Conclusion

In order to ensure that the salary management system can be implemented smoothly, it is necessary to improve the employee salary management system in time; it is an important task; the next step is to promote the optimization measures and optimization effects of the salary management system. It can prevent the staff from having negative emotions. Improve the awareness of employees, which can improve the quality and work efficiency of these personnel. So it is necessary to obtain more core talents for enterprises, which can greatly improve the competitiveness of enterprises and make the corporate activities develop better.

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