

Literature Review on Salary Management Research in Chinese Vocational Colleges

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Abstract

By reviewing the literature on salary management in Chinese vocational colleges in recent years, it is found that the research topics of salary management in Chinese vocational colleges in recent years mainly focus on basic theoretical research, current situation and problems, optimization strategies, information construction, non-economic incentives, fairness and incentives, as well as the limitations of existing research. Summarized the shortcomings of current research on salary management in Chinese vocational colleges, and finally identified areas for further research in the future. This comprehensive review can provide strong theoretical support and practical guidance for the in-depth development and research of salary management in Chinese vocational colleges and promote the continuous construction of the university teaching staff to a new level.

Keywords: vocational education, salary management, literature review

1. Introduction

At present, the salary management system in Chinese vocational colleges lacks incentives and guidance, and has failed to effectively attract and retain outstanding talents. Constrained by the administrative management system, universities lack autonomy and find it difficult to develop a scientific and reasonable salary system based on the characteristics and strategic goals of the teaching profession. These factors limit the incentive effect of salary management in Chinese vocational colleges and affect the stability and work enthusiasm of the teaching staff. In recent years, many scholars have paid a lot of attention to this field, and many scholars have conducted a lot of research on salary

management in Chinese vocational colleges. This article summarizes the research in recent years in order to provide reference for future research.

2. Methods

This review synthesizes and reviews the existing academic literature on university faculty performance. The author mainly relies on the CNKI platform to search for suitable published papers.

The author scans titles and discards play publications, opinion articles, and cited journal articles. Papers are selected for final review based on the following criteria:

Published in Chinese;

Focused on Vocational Colleges management; And

Pay attention to the performance of college teachers

The author conducted a theoretical analysis of the papers selected in this review study. I have read these papers several times.

3. Results and Discussion

Through the analysis of the selected studies, the following main themes were identified. A detailed discussion of these themes follows.

Topic 1: Research on the Basic Theory of Salary Management in Chinese Vocational Colleges

1) Definition and Connotation of Salary Management

Salary management is an important component of human resource management, aimed at stimulating employees' work enthusiasm and creativity through reasonable salary design and management, and improving the overall performance of the organization. Liu Xiaoping (2009) pointed out that the salary management of Chinese vocational colleges not only involves the setting of basic salaries, but also includes various aspects such as performance bonuses and benefits. Li Zhenghai (2014) further emphasized that the core of compensation management lies in the fair and reasonable allocation of resources to achieve the strategic goals of the organization. Cao Xinfeng and Qian Hui (2008) believe that salary management is not only an economic incentive tool, but also should consider employees' psychological needs and social values.

2) Theoretical Basis of Strategic Compensation Management

Strategic compensation management is the close integration of compensation management with organizational strategy to achieve the long-term development goals of the organization. Lin Zhenghai (2013) pointed out in his research that strategic compensation management should be approached from a long-term perspective of organizational development, organically integrating compensation management with organizational strategy to maximize the effectiveness of limited organizational resources. Li Zhenghai (2014) further proposed that the core of strategic compensation management lies in achieving a win-win situation for both the organization and employees through a scientifically reasonable compensation system

design. Chen Gang (2008) explored how to optimize salary management and improve employees' work enthusiasm through performance appraisal from the perspective of performance management.

Topic 2: The Current Situation and Problems of Salary Management in Chinese Vocational Colleges

1) Issues with Salary Level and Structure

Currently, the salary level in Chinese vocational colleges is generally low and the structure is unreasonable. Liu Xiaoping (2009) found through a questionnaire survey that the salary level of teachers in vocational colleges in Shaanxi is lower than other types of universities in the same region, and the phenomenon of internal distribution inequality is relatively common. Li Zhenghai (2014) pointed out that the salary level of vocational colleges in Guangxi is also relatively low, and there is a lack of effective incentive mechanisms, which leads to low work enthusiasm among teachers. Zhu Yan (2019) further analyzed the current situation of salary distribution in public Chinese vocational colleges and pointed out that a single salary system seriously affects teachers' work enthusiasm and initiative.

2) Issues Concerning Performance Evaluation and Incentive Mechanisms

Performance appraisal is an important part of salary management, but there are many problems with the current performance appraisal system in Chinese vocational colleges. Guo Ying (2016) pointed out through case analysis that M Vocational College has problems such as unclear assessment indicators and unfair assessment processes in performance evaluation, which leads to low satisfaction among teachers with performance-based pay. Cao Xinfeng and Qian Hui (2008) also mentioned that the unscientific nature of performance evaluation directly affects teachers' work enthusiasm. Liu Xiaoping (2009) further emphasized that performance evaluation should be combined with salary incentives, and through scientific evaluation indicators and transparent evaluation processes, teachers' work enthusiasm should be improved.

Topic 3: Optimization Strategies for Salary Management in Chinese Vocational Colleges

1) Building a Reasonable Salary System

Building a reasonable salary system is the key to

improving teachers' work enthusiasm. Li Zhenghai (2013) proposed a new compensation system design based on strategic compensation theory when studying the current salary situation of N Vocational and Technical College, emphasizing the scientific and rational nature of the compensation system. Zhu Yan (2019) suggests establishing a salary system based on job based salary and incentives, designing differentiated salary structures, and improving employment systems and assessment mechanisms, while taking into account national salary policies comprehensively. Liu Xiaoping (2009) also proposed that by constructing a reasonable salary system, excellent teachers can be effectively attracted and retained, and the competitiveness of Chinese vocational colleges can be improved.

2) Improvement of Performance Evaluation and Incentive

Mechanisms Performance evaluation and incentive mechanisms are important means to enhance teachers' work enthusiasm. Guo Ying (2016) proposed a method combining 360 degree performance evaluation and key performance indicator evaluation through case analysis to improve the performance evaluation system of M Vocational College. Chen Gang (2008) explored how to optimize salary management and improve employees' work enthusiasm through performance appraisal from the perspective of performance management. Cao Xinfeng and Qian Hui (2008) also emphasized that performance evaluation should be combined with salary incentives to improve teachers' work enthusiasm through scientific evaluation indicators and transparent evaluation processes.

Topic 4: Informationization Construction of Salary Management in Chinese Vocational Colleges

1) Application of Information Management Platform

The application of information management platform in salary management of vocational colleges in China is becoming increasingly widespread. Based on the OBE concept, Lin Shaoyun (2021) utilized the Chaoxing Learning Platform to develop a blended learning design for the salary management course, which improved students' course participation and practical skills through information technology. Yu Jiaying (2010) designed a web-based salary

management system for Chinese vocational colleges, which achieved process and standardization of salary management through a three-tier management information system. Zhao Xiaochun (2010) also explored how to use existing information technology to manage the salary incentive system and put forward his own views and ideas.

2) The Importance of Data Management and Analysis

Data management and analysis are important components of information technology construction. Wang Rui (2018) emphasized the importance of data management and analysis when designing a personnel management and analysis system for a Chinese vocational college. Through the application of the system, vocational colleges can more conveniently obtain human resources related information and reduce management costs. Yu Jiaying (2010) also pointed out that through data management and analysis, the accuracy and reliability of salary management can be effectively improved. Zhao Xiaochun (2010) emphasized that through data management and analysis, decision-making can be better supported, and the scientificity and effectiveness of salary management can be improved.

Topic 5: Non-Economic Incentives for Salary Management in Chinese Vocational Colleges

1) Concept and Importance of Non-Economic Compensation

Non-economic compensation refers to forms of incentives other than money, such as career development opportunities, work environment, organizational culture, etc. Starting from relevant salary theories and combining with the actual situation of vocational colleges in China, Pan Junyi (2018) explored the impact of non-economic salary on teachers' work efficiency, pointing out that non-economic salary can effectively improve teachers' happiness and job satisfaction. Liu Xiaolin (2008) also emphasized that non-economic compensation is an important component of compensation management, which can make up for the shortcomings of economic compensation and improve teachers' work enthusiasm.

2) Specific Measures for Non-Economic Compensation

Including providing career development opportunities, improving the working

environment, and establishing a good organizational culture.

Pan Junyi (2018) suggests that Chinese vocational colleges can enhance teachers' sense of professional achievement and belonging by providing more career development opportunities, such as training and further education. Liu Xiaolin (2008) emphasized that improving the work environment and establishing a good organizational culture can effectively enhance teachers' job satisfaction and happiness. Zhu Qian and Yao Zhigang (2013) also proposed that by establishing a scientific and reasonable salary system and incentive mechanism, teachers' sense of happiness can be improved, thereby enhancing their work enthusiasm and teaching quality.

Topic 6: Fairness and Incentive of Salary Management in Chinese Vocational Colleges

1) The Importance of Fairness

Fairness is one of the important principles of salary management, which directly affects teachers' work enthusiasm and satisfaction. Guo Ying (2016) pointed out through case analysis that M Vocational College has the problem of unfair distribution in performance-based compensation management, which leads to low satisfaction among teachers with performance-based compensation. Liu Xiaoping (2009) also emphasized that fair salary distribution can effectively improve teachers' work enthusiasm and satisfaction. Zhu Yan (2019) further pointed out that a fair salary system can reduce conflicts and contradictions among teachers and improve team cohesion.

2) The Importance of Motivation

Motivation is another important principle of salary management, aimed at stimulating teachers' work enthusiasm and creativity through reasonable salary design and management. Zhu Yan (2019) suggested establishing a salary system based on job based salary and incentives, designing differentiated salary structures, and improving employment systems and assessment mechanisms. Liu Xiaoping (2009) also proposed that by constructing a reasonable salary system, excellent teachers can be effectively attracted and retained, and the competitiveness of Chinese vocational colleges can be improved. Guo Ying (2016) proposed a method combining 360 degree performance evaluation and key performance indicator evaluation through case

analysis to improve the performance evaluation system and enhance teachers' work enthusiasm.

Topic 7: Limitations of Existing Research

From the academic history review of the above literature, we can find that the current limitations of research on salary management in Chinese vocational colleges are as follows:

1) Insufficient Research Depth

Although many scholars have paid attention to the issue of salary management in Chinese vocational colleges, most research mainly focuses on describing the current situation and analyzing problems, lacking in-depth theoretical exploration and empirical research. For example, although Liu Xiaoping (2009) and Zhu Yan (2019) pointed out the problems in salary management, they lack specific solutions and empirical data support.

2) Single Research Method

The existing research methods mainly rely on questionnaire surveys and case analysis, lacking comprehensive research from multiple perspectives and methods. For example, the research methods of Guo Ying (2016) and Li Zhenghai (2013) are relatively single, lacking interdisciplinary comprehensive research methods such as experimental research and big data analysis.

3) There Are Many Regional and Specific Studies

Existing research is mostly focused on specific regions or types of vocational colleges, lacking systematic research nationwide. For example, Liu Xiaoping's (2009) study mainly focused on vocational colleges in Shaanxi, while Zhu Yan's (2019) study mainly focused on public vocational colleges in China, lacking nationwide comparative research.

4) There Is Limited Research on Non-Economic Incentives and Fairness

Although some scholars have recently begun to focus on non-economic incentives and fairness, related research is still relatively scarce, lacking a systematic theoretical framework and empirical data support. For example, although the research by Pan Junyi (2018) and Guo Ying (2016) involves non-economic incentives and fairness, it lacks systematic theoretical support and empirical data.

4. Directions for Further Research

In summary, these shortcomings and limitations indicate that the research field of salary

management in Chinese vocational colleges needs to be improved and strengthened in the following areas.

1) Enriching Research Methods

Adopting various research methods, such as experimental research, big data analysis, longitudinal studies, etc., to enrich research methods and improve the scientific and credibility of research. Empirical data can be used to validate theoretical hypotheses and provide more convincing research results.

2) Expand the Scope of Research

Conduct systematic research nationwide to compare the current situation and problems of salary management in different regions and types of vocational colleges in China and provide reference for policy formulation. More empirical data can be collected through large-scale questionnaire surveys and field research.

3) Pay Attention to Non-Economic Incentives and Fairness

Strengthen research on non-economic incentives and fairness, establish a systematic theoretical framework and empirical data support. The impact of non-economic incentives and fairness on teachers' work motivation and satisfaction can be explored through experimental research and case analysis.

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