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**IMPROVEMENT OF SALARY POLICY OF AN ENTERPRISE
(TAKING CHINESE IT-COMPANY AS AN EXAMPLE)**

Master's Thesis

Speciality 1-25 80 01 Economics

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ABSTRACT

Master thesis: 65 pages, 16 tables, 2 figures, 40 references.

Keywords: SALARY SYSTEM, SALARY STRUCTURE, CHINA, EMPLOYEE INCOME, PERFORMANCE APPRAISAL

Topic: Improvement of Salary Policy of an Enterprise (Taking an Chinese IT-Company as an Example)

Purpose: In the era of knowledge economy, talent is the core competitiveness of enterprises, from the angle of salary management how to attract and retain talents gradually by the modern enterprise managers' attention, the salary management system in the enterprise is reasonable or not, and the matching degree of enterprises with the current stage of development, is directly related to the long-term stability and development of enterprises.

Objectives:

1. Research the theoretical aspects of salary management.
2. Collect and analyze the relevant data of company D's salary system.
3. Analyze the current problems of company D and propose ways to improve.

Methods: Literature survey method, Inductive method, Qualitative analysis method, Quantitative analysis method, Observation method

Main results:

1. The salary system in the Internet age is constantly evolving and changing, which requires companies to continuously reform to give play to the incentive role of rewards and attract talents.
2. The most important part of the salary system is the salary structure and performance appraisal. The salary structure and performance appraisal determine whether the salary system is reasonable.
3. The inadequacy of a company's salary management system is caused by many reasons, the most important reason is job evaluation and internal fairness.
4. Re-reforming the salary system is a very complex task, which requires reforms in terms of employee income, benefits, labor market prices, internal competitiveness of employees, and employee grades.

The results of the master thesis were presented at the conference of the students of Belarusian State University (21. May. 2021).