



# Application of Information Technology in Performance Appraisal Management of State Owned Enterprises

Yue Ye

Kunming Rail Transit Group Co., Ltd., Kunming, Yunnan, China  
DOI: 10.32629/memf.v5i3.2391

---

**Abstract:** In order to improve the competitiveness of state-owned enterprises, performance evaluation management needs to rely on information technology. The article explores the specific application and advantages of information technology in performance evaluation and management of state-owned enterprises. Information technology has improved work efficiency, promoted information sharing, and achieved data visualization. To promote application, it is recommended to build a digital management system, conduct information training, and strengthen information security management. These measures will help improve the performance management level of state-owned enterprises and enhance their competitiveness.

**Keywords:** state-owned enterprises, performance evaluation, information technology, management, competitiveness

---

## 1. Introduction

With the development of China's market economy, state-owned enterprises are facing increasing pressure in competition. How to improve the competitiveness of state-owned enterprises has become an urgent problem to be solved. Performance evaluation is an indispensable part of improving the competitiveness of enterprises, and state-owned enterprises need to use information technology to improve the management level of performance evaluation.

## 2. The specific application of information technology in performance evaluation management

The performance evaluation of state-owned enterprises is a complex process that requires comprehensive and accurate evaluation and analysis of various indicators. The application of information technology can help state-owned enterprises achieve intelligent and data-driven management, improve the efficiency and accuracy of performance evaluation. Firstly, information technology can help state-owned enterprises establish a comprehensive performance evaluation index system. By establishing an information platform, enterprises can centralize all business data and operating conditions in order to develop assessment indicators more scientifically and comprehensively[1]. Meanwhile, through data analysis and mining, it can also assist enterprises in identifying potential problems and opportunities, and better formulate relevant strategies and plans. Secondly, information technology can help state-owned enterprises achieve automation of performance evaluation. Traditional performance evaluation usually requires manual participation, which is time-consuming and prone to errors.

## 3. The advantages of information technology in performance evaluation and management of state-owned enterprises

### 3.1 Improving work efficiency

An important advantage of information technology in performance evaluation and management of state-owned enterprises is the improvement of work efficiency. Firstly, information technology makes the collection and organization of performance evaluation data more convenient and efficient. Traditional data collection methods may require a significant amount of manpower and material resources, and are prone to data errors or omissions. With the help of information systems, enterprises can achieve automated data collection and processing, greatly saving time and labor costs. For example, through an intelligent assessment system, employees can obtain real-time work data, performance indicators, etc., avoiding the tedious manual input and organization process. Secondly, information technology has improved the feedback speed and timeliness of performance evaluation. The traditional assessment method may require waiting for a period of time to obtain results, and feedback to employees also requires a certain amount of time[2].

### **3.2 Promoting Information Sharing**

Information sharing plays a crucial role in the performance evaluation and management of state-owned enterprises. Firstly, information technology has improved the convenience and transparency of information acquisition. By establishing a unified information platform, enterprises can centrally manage data and information from various departments, achieving unified storage and sharing of information. In this way, information between different departments can be exchanged at any time, avoiding the problems of information silos and barriers, and improving the collaborative efficiency within the enterprise. Secondly, information technology has expanded the scope and channels of information sharing. Traditional information sharing is often limited to communication among internal employees, while with the help of information technology, enterprises can achieve information sharing with external partners, suppliers, customers, and other parties.

### **3.3 Realizing Data Visualization**

In the performance evaluation management of state-owned enterprises, achieving data visualization is an important aspect for information technology to play a role. Data visualization transforms abstract data into intuitive visual displays through charts, graphs, and other forms, providing managers and employees with more intuitive and easily understandable data analysis and decision support. Firstly, data visualization improves the efficiency and accuracy of data analysis. Traditional data reports may require a large amount of text and numerical descriptions, which can be tedious and difficult to understand[3]. However, through data visualization, data can be transformed into intuitive charts and graphics, making data analysis more intuitive and easy. Managers can quickly understand business conditions and trends through a single chart, without the need to delve into a large number of data reports, improving the efficiency and accuracy of data analysis. Secondly, data visualization promotes information sharing and communication. By visualizing data on large screens or reports, managers can visually display business situations and performance to team members and relevant stakeholders, promoting information sharing and communication.

## **4. The application and promotion strategy of information technology in performance evaluation and management of state-owned enterprises**

### **4.1 Building a Digital Management System**

Building a digital management system is a key measure in the performance evaluation and management of state-owned enterprises. The construction of this system means incorporating the performance evaluation process of enterprises into the scope of information management, and using digital technology to collect, analyze, monitor, and provide feedback on performance data, thereby improving management efficiency, reducing costs, and more scientifically supporting decision-making. Firstly, building a digital management system can achieve centralized management and unified standards of data. Traditional performance evaluation management may have problems such as scattered data and information silos. Different departments and positions adopt different evaluation standards and indicators, resulting in inconsistent data and difficulty in comparison. By building a digital management system, various performance data can be centrally stored on a unified platform, and a unified data standard and indicator system can be adopted to achieve standardized and consistent management of data, improving its comparability and credibility. Secondly, building a digital management system can achieve real-time monitoring and dynamic feedback of data. Traditional performance evaluation management is often cyclical and static, making it difficult to detect and solve problems in a timely manner. Through digital management systems, real-time monitoring and analysis of performance data can be achieved, and business anomalies and problems can be detected in a timely manner. Through the warning mechanism and feedback function provided by the system, performance evaluation plans can be adjusted and optimized in a timely manner, improving management flexibility and response speed.

### **4.2 Conducting Information Technology Training**

It is necessary to carry out information technology training in the performance evaluation and management of state-owned enterprises. With the continuous development and application of information technology, enterprises need to continuously improve their employees' information literacy, help them master various information tools and systems proficiently, complete work tasks more efficiently, and better adapt to the requirements of enterprise digital transformation. Firstly, conducting information technology training can improve the work efficiency of employees[4]. Traditional performance appraisal management often requires a large amount of data collection, analysis, and reporting, while information technology can achieve automated and intelligent data processing through the establishment of performance appraisal management systems, greatly reducing manual operations and time costs. By conducting information technology training, employees can master the usage methods of various information technology tools and systems, improve work efficiency and accuracy, and reduce

management costs and error rates. Secondly, conducting information technology training can promote employees' innovation awareness and teamwork spirit. The application of information technology requires employees to have innovative thinking and collaborative abilities. Through information technology training, employees can be guided to learn and master new technologies and tools, cultivate their innovation awareness and teamwork spirit, and lay a good foundation for the digital transformation of enterprises.

### 4.3 Strengthening Information Security Management

Strengthening information security management is crucial in the performance evaluation and management of state-owned enterprises. With the rapid development and widespread application of information technology, enterprises are facing an increasing number of information security threats and risks. Firstly, strengthening information security management can prevent data leakage and information loss. In performance appraisal management, it involves a large amount of important data such as employee personal information and business data. If these data are illegally obtained or lost, it will cause serious losses to the enterprise. By strengthening information security management, sound security policies and control measures can be established, such as encryption technology, access permission management, data backup, etc., to protect the integrity, confidentiality, and availability of data and prevent the risk of data leakage and information loss[5]. Secondly, strengthening information security management can prevent network attacks and malicious behavior. In the digital environment, network attacks and malicious behavior are becoming increasingly rampant, and enterprises need to take effective measures to identify, defend, and respond to various security threats. By strengthening information security management, a comprehensive network security system can be established, including intrusion detection systems, firewalls, security audits, etc., to enhance the resilience of enterprises and prevent the risk of network attacks and malicious behavior.

## 5. Conclusion

In summary, information technology plays an important role in the performance evaluation and management of state-owned enterprises. By improving work efficiency, promoting information sharing, and achieving data visualization, information technology provides effective management tools and support for state-owned enterprises. To promote the application of information technology in performance evaluation management, state-owned enterprises can adopt strategies such as building digital management systems, conducting information training, and strengthening information security management. These measures will help improve the performance evaluation and management level of state-owned enterprises, enhance their competitiveness, and promote sustainable development.

## References

---

- [1] Ma Genqing. Construction Path of Human Resource Performance Assessment Management System for State Owned Enterprises [J]. Sichuan Labor Security, 2024 (04): 114-115.
- [2] Xie Qian. Optimization Measures for Strengthening Human Resource Performance Assessment Management in State Owned Enterprises [J]. Modern Corporate Culture, 2024 (05): 133-135.
- [3] Han Qishun. Application of Refined Management in Human Resource Performance Evaluation Management of State Owned Enterprises [J]. Modern Corporate Culture, 2024 (05): 145-147.
- [4] Qi Hui. Analysis of Performance Evaluation in Human Resource Management of State Owned Enterprises [J]. Quality and Market, 2024 (01): 111-113.
- [5] Tian Xiaoling. Research on Optimizing Human Resource Performance Assessment Management in State Owned Enterprises [J]. Modern Corporate Culture, 2023 (34): 137-140.