RESEARCH ON THE FACTORS INFLUENCING THE ACCEPTANCE OF

THE ALLIANCE-TYPE EMPLOYMENT RELATIONSHIP IN

ENGINEERING MANAGEMENT CONSULTING ENTERPRISES

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Abstract

Title: Researchon the Factors Influencing the Acceptance of the

Alliance-type Employment Relationship in Engineering

Management Consulting Enterprises

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       For consulting management companies with professional talents as their core, recruiting talents, managing talents and retaining talents are the priority tasks that enterprises need to adapt and develop in the network age, to maximize the economic benefits, and to innovate the technology and equipment at the same time, we must give full play to the advantages of enterprise human resources. In the contract employment relationship, the enterprise and employees are taken away from long-term investment, such a focus on the current short-sighted thinking has not been applied to the development of contemporary human resources management, employment relations is actually an alliance relationship (Reid Hoffman, 2015), This relationship has established a working model that encourages companies and individuals to invest in each other, and the new alliance-type employment relationship has become a hot topic in current research. In the engineering consulting management company with professional talents as the core, is this new type of alliance employment relationship acceptable to employees and what are the factors affecting employee acceptance? In view of these problems, this research has carried on the

questionnaire survey to the project management Enterprise to affect the enterprise and the Employee Alliance type employment relationship acceptability. and make SPSS Statistics v23 software, descriptive statistic analysis, factor analysis and regression analysis of the survey results.

The research shows that the most notable influence on the acceptance of the alliance-type employment relationship in Engineering management Consulting Enterprises is the mode of employment relationship, followed by the corporate culture and the compensation management. From the questionnaire survey data and research results show that the company's enterprise and employee employment relations still have a lot of space needs to be sound and perfect.

Keywords: Human Resources Management, Employment Relations, Alliance

摘　要

对以专业人才为核心的咨询管理公司而言，招聘人才、管理人才和留住人才是当今网络时代企业适应和发展所需的优先要务，企业要想实现经济利益最大化，在进行技术和设备革新的同时，还必须要最大限度地发挥企业人力资源的优势。在合同制雇佣关系中，将企业和员工均带离了长期投资，这样的注重当下的短视思维已经不适用于当代人力资源管理的发展，雇佣关系其实是一种联盟关系（Reid Hoffman，2015），这种关系建立了一种鼓励公司和个人相互投资的工作模式，新型的联盟式雇佣关系已经成为当前研究的热点。在以专业人才为核心的工程咨询管理公司中，这种新型的联盟式雇佣关系是否让员工接受，员工接受度到底受到哪些因素影响？针对这些问题，本研究对工程管理企业中影响企业与员工联盟式雇佣关系接受度的相关因素进行问卷调查。并使 SPSS Statistics v23 软件，对调查结果进行描述性统计分析、因子分析和回归分析。

研究表明，工程管理咨询企业中对联盟式雇佣关系接受度影响最显著的是雇佣关系模式，其次企业文化，再次是薪酬管理。从问卷调查资料和研究结果显示，公司的企业与员工的雇佣关系方面还有很大的空间需要健全、完善。

关键字：人力资源管理　雇佣关系　联盟

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Qiaoni Lu

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Content

CHAPTER 1

INTRODUCTION

1.1 Research Background

Engineering consulting industry has been developing history in China for many years. With the development of our country's economic construction, the importance of engineering consulting is increasing. The engineering consulting industry covers specific businesses such as construction, energy, communications, water conservancy and hydropower, infrastructure construction, government procurement, etc., project feasibility study, survey design, project evaluation, tender agency, cost consultation, project supervision and project procurement. Since the late 1990s, China's engineering consulting industry has made great progress. Many laws and regulations related to consulting industry have been introduced successively, standardizing the development of consulting industry, rapid development of engineering consulting enterprises, and more than 4,000 engineering, consultancies in the country as of 2007. At present, the world has formed an annual turnover of US $422bn. In the face of China's huge project consulting market, foreign consultancies are beginning to do business in our country. In the face of the increasingly fierce market competition, domestic engineering consulting enterprises must recognize the internal strengths and weaknesses of enterprises, actively cultivate the core competitiveness of enterprises, and find out the business strategy suitable for the survival and development of enterprises.

For engineering management consulting company, core competitiveness can be a mature enterprise integrated management system, which includes enterprise management system, physical technology system, employee's knowledge and skill, value and specification, etc. It has a perfect, efficient project management team, and there are items Management operation and process management standards, there is a

perfect talent training and introduction system, there is information system that can meet data exchange inside and outside the enterprise, can maintain competitive enterprise qualification level in the market and so on, these are the core competitiveness of engineering consulting company. In the case of consulting management companies based on professional talents, recruiting talent, managing talent and retaining talent are the priorities of enterprise adaptation and development in today's network time, so the research of employment relationship and its influencing factors has become a hot issue in engineering management consulting enterprises.

1.2 Research Issues

Looking back on the social and economic development process, there has been a different employment relationship between employers and employees, from the evolution of "lifelong employment relationship development" to today's" liberalization contract system employment relationship". However, in this kind of liberalization contract employment relationship, the enterprise and the staff are brought away from the long-term investment, to pay attention to the short-sighted thinking of the present satisfaction, there are many problems and confusion, has given the enterprise steady, benign development brings a great degree of negative influence. Employers have long been advocating long-term co-operation, but they will suddenly dismiss you; employees will jump or start a business if they are loyal to how they are loyal during the interview. At the moment, in China, where people start their businesses, every boss is worried about the employee leaving, and every employee has a dream of starting a business. So no matter how the co-operation begins, the end is mostly chilling.

The employment relationship is actually a union relationship (Reid Hoffman, 2015), which establishes a model of work that encourages mutual investment between companies and individuals; creates an environment for managers and employees to

communicate openly with each other's goals and timetables, a management The work content agreed upon by the members and members of the team is in line with the environment where the values and ideals are in line with their values and ideals, and an environment where employees are still able to maintain a reciprocal relationship with the company, even if the employee reaches another company. This kind of employment model environment and culture has been formed and implemented for many years in Silicon Valley, LinkedIn and other companies, and has achieved good results.The league's relationship is more like a team, working together to maximize the team's interests (the team wins) when the team's interests are maximized (the team wins) and the personal gain is maximized (the star's popularity has improved).

At present, in most engineering management consulting enterprises in China, employers and employees are still in the employment relationship of free contract system, there are problems and confusion and have no good solution. Can this alliance type of employment relationship be applied to engineering management consulting firms? What is the acceptance of the union-style employment relationship between engineering management consultants? What factors affect the acceptance degree of the union-style employment relationship by the staff of the engineering management consulting firm, and what human resources management improvement should be done to promote the better development of the enterprise, it is the research issue and objective of the subject.

1.3 Research Meaning

The alliance's new employment relationship is a win-win model for employers and employees who trust each other and invest in each other. This article probes into the acceptance of the new type of employment relationship between the staff of the engineering management consulting firm and the relevant influencing factors; improvement of human resource management in the enterprise is of great significance to promote better development of enterprises, and can also improve the

application condition theory of the employment relationship, and provide some reference basis of actual data provides useful reference for similar research in the future.

The establishment of alliance employment relationship is of great significance for those engaged in the study of labor economy and human resource management. In the selection of employment relationships, the combination of managers and employees is much stronger than separation. The task of managers is to create a working environment to encourage self-government to promote unity and to work for the common good. Companies that adopt this view should look at the relationship between the work as a whole, the development of unified culture, strong and in-depth leadership skills, clear vision of organizational goals, etc., and help managers and employees to work together. In addressing internal tensions, this approach lays emphasis on breaking the social hierarchy in the workplace, developing open communication links among different stakeholders, enhancing joint efforts and avoiding conflicts that can better reflect common interests.

1.4 Theoretical Framework

As can be seen from the existing domestic and foreign literatures, the employment relationship is the result of multi-level influencing factors, which can be divided into individual factors, group or group factor, organization factor, organization external factors and so on. This study is based on the internal factors and external factors that affect the attitude of employees. As shown in Figure 1.

Interior factors

External factors Enterprise culture Employment relationship Salary

Union-styl e employment relationship acceptance
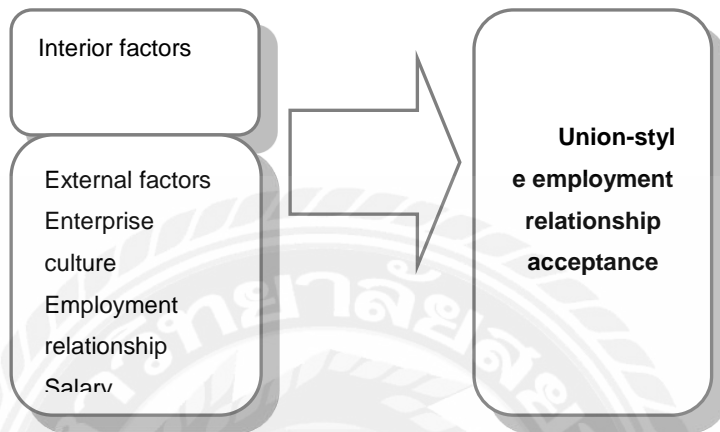
Figure. 1

CHAPTER 2

LITERATURE

2.1 Employment Relationship

Employment relation is generally a contractual relationship between natural persons, one is an employer, the other is an employee, and the employer pays a certain amount of labor remuneration.

In theory, employment relationship refers to a social economic benefit relationship between labor users and workers in realizing labor. It has also been an important category of labor economics, labor sociology, and human resources management discipline. In practice, because of different social systems and cultural traditions, employment relations are called labor relations, labor relations, employee relations, labor relations and even industrial relations. The employment relationship has different degrees of use in industrial relations, human resources management, industrial psychology, industrial sociology, labor economics, labor law and labor history, with different definitions (Abbott, 2006).

In the United States human resources management literature, it is often used to describe the subject of human resources management and the interaction between individual employers and employees in the workplace. This usage, the description of the employment relationship is significantly different from the traditional forms of representation in personnel management and industrial relations (Beardwell Sensing Holden, 1994). In the UK's human resources management literature, however, the application of employment relationships has broader implications beyond the workplace, encompassing most of the interactive types that can arise between countries, employers' associations and organized workers. The employment relationship includes not only micro-relations between individual managers and employees (as used in most cases in the United States) but also the interrelationships

with external regulators (Gennard Sensing Judge, 2002).

In this study, we focus on investigation, research and analysis from the scope of human resources management, and find its applicability and deficiency through the employment relationship between natural persons and enterprises in the engineering consulting and management industry.

2.2 The Development of Employment Relations Theory Abroad

The theoretical study of employment relationship is early and the history has a long history. It can be said that, along with the beginning of the Western European Industrial Revolution in the middle of the 19th century and the emergence of the employment relationship, the theoretical study on the employment relationship has begun. From Marx (1818-1883) to the Weber couple (1858-1947), to Comunce (1862-1945) and Perlman (1888-1959), they distinguished themselves from politics, economy, history and society. This paper has carried out a fruitful study on the important socio-economic phenomena of the employment relationship, and formed the theory of employment relations with its own characteristics, which can not be ignored for further theoretical development and perfection. There is no doubt that the study of Marx and others is the historical origin of the theory of employment relations. The theory of employment relations between the contemporary school and the relevant scholars is formed and developed on the basis of the study of Marx and others.

In the United States and in other countries, over the past two decades we have witnessed unprecedented changes in the employment relationship between enterprises and general employees, particularly in the Middle East. The micro-employment relationship refers to a formal or informal, economic, social and psychological link between the two parties. In 2002, five basic methods of employment relationship were put forward based on the analysis of existing literature.

The first is to treat the employment relationship as an employment contract

between the two parties. The most typical example is the labour contract (Ehrenberg Smith Smith, 1994; Hart, 1983) and the remuneration or incentive contracts (Hart Lane Holstrom, 1987).

The second approach is psychological, known as a psychological contract (Milward Bound Brewerton, 2000; Rousseau, 1995).

The third method is based on the work force management model (Osterman, 1988; Walton, 1985).

Thefourth method is Strategic Human Resources Management (Arthur, 1994; Delery Sensing Doty, 1996; Ichniowski, Shaw Epoxy Pamphushi, 1997).

The fifth method is based on the theory of management science, which regards the employment relationship as an employee's contribution and an employer's direct exchange of incentives (Barnard 1938, March 1955,Simon 1958).

In the first case, employment relationships are considered a formal contract between employees and employers (Ehrenberg Smith Smith, 1994). As a formal contract, it should clearly state the parties' commitment to do (e.g., work results) or pay (e.g. wages or benefits) and if a party does not implement all the circumstances that should be done, including the failure of one party to complete or cancel the contract. In fact, most of the employment contracts are incomplete and implicit, unable to cover complex possibilities and problems in a variety of situations, thus punishing rarely is difficult to implement. Therefore, employment contracts are not regarded as a valuable concept in the study of employment relationships (Rousseau, 1995).

A psychological contract refers to an employee's subjective concept of mutual obligations between employees and employers (Rousseau, 1995). Unlike an employment contract, it can be written or formally agreed that the psychological contract is an intrinsic cognitive relationship (Robinson, 1996), because of the intrinsic nature of such an internality, even if it is the employee of the same employer who serves the same employer a completely different psychological contract

(Rousseau Nova Tijoriwala, 1996). In addition, as time goes by, the changes in the employee's environment, the change in the working environment or the interaction between the two parties can lead to a change in the psychological contract. As a result, the failure to meet expectations and unfulfilled promises has become a constant phenomenon, at least for employees. The psychological contract is largely based on an employee's point of view, while other methods of employment are mostly focused on employers' perspectives. The biggest difference between the employer's angle of view and the psychological contract is that the former is based on the relationship between the management and the group of employees, because it is not efficient for an enterprise to form a particular employment relationship with each employee; and the psychological contract is from the bottom. It is based on the personal level, as Rousseau (1989, p126) points out, "The individual has a psychological contract, the organization is not."

The third view is the employment relationship from the labor management model. Etzioni (1961) proposed an early discussion on labor management in employment relations. He describes two forms of employee participation (employee involvement). A form of participation is utilitarian, the relationship is functional or instrumental; another form of participation is standardized, and the relationship is both social and psychological in nature. Employees are expected to devote themselves wholeheartedly to the organization, requiring the organization to provide benefits beyond personal and work considerations. A similar classification was made by the Imperial Palace and Johnson (1978). They put forward two theoretical models of organizational control: type A organization and Z-type organization. Walton (1985) proposed a Labour management model that contained two strategies, which he called the strategy of control and commitment. Lawler ($number, 1992) also distinguishes between participatory and control-oriented strategies. Osterman (1988) divided four employment subsystems from the aspects of job classification and job definition, employee arrangement, job security and salary system: industrial model, salary model,

4

craft model and secondary model. Mahoney and Watson (1993) distinguish between three types of workforce management: the authority model, the collective bargaining model, and the employee participation model. European scholar Romme (1999) contrasted the self-determination as a form of control with traditional controls. In short, one common point in the views of different scholars is that there are two modes of control, one based on hierarchy and employer's authority, and the other on the values and authority shared by both sides. The former focuses on the employee's performance in the job, while the latter expects employees to be able to focus on a wider range of performance.

The fourth view is the employment relationship of the human resources management system. The employment relationship under the human resources management system inherits the results of two control modes under the labor management model and continues to explore. Arthur (1992, 1994) distinguishes two structures of the human resources management system: control and commitment. Huselid (1995) put forward the High Performance Work System (HPWS) or "High Commitment" in the research. The management system has divided the elements of the high-performance work system into two categories, namely Employee Skills and Organizational Structure and Employee Motivation. Macduffie et al. (1995) distinguishes three production systems: flexible production system, transition system and large-scale production system, and combining human resource management practice with production practice. Delery and Doty (1996) conceptually defined two ideal employment systems, called market-type systems and internal systems. Kalleberg et al. (1996) distinguishes three groups of organizations: high performance, low performance and trainers, and their employment relationships. On the basis of predecessors, Youndt et al. (1996) also put forward two human resources system: administrative system and human capital promotion system, so as to analyze the employment relationship. Through empirical analysis of a series of human resource management practices, Ichniowski (1997) distinguishes four human resources systems:

5

innovation system, traditional system and mixing system.

The fifth view is based on the inducement-contribution framework under the employment relationship. The first formal discussion of a similar employment relationship was Barnard (1938), which viewed the organization as a collaborative system, which Ms. Barnard viewed as an incentive for companies to contribute to their employees' expectations. Barnard did not elaborate on the specific form of the relationship, but his idea was thought to be the origin of the Millward Bound Brewerton, 2000 an,d the concept of employment. March and Simon (1958) further use concepts and contributions to describe the exchange relationship between employees and employers. The inducement is the contribution of an employer to an employee in exchange for the contribution of an employee to an employer, or in return. Theoretically, the inducement-contribution framework can be divided into four general methods of employment: two balanced methods and two non-equilibrium methods. In 1997, the research on the field is further expanded, and the employment relationship between different dimensions is described and analyzed.

The latter three methods are considered to be an employer's angle of employment relationship, the main feature of the literature is to emphasize the content or type of the relationship, not too much attention to the process, and how and why an employer will develop or select a particular method. This also makes literature research in type is rich, some based on control theory, while others are based on human resource management practice. Another notable feature of this kind of literature is that the types of research are focused on two basic generic models, a focus on employees' concerns and efforts at work, and another focus on employees' concerns about the organization as a whole. The organization and its team call it the employee-organization relationship of the employee-organization relationship and organization center of the work center. The third characteristic is that the two types of relationships are intrinsically linked, for example, the model tends to employ both parties to take short-term relationships and limited investments, while the model of

6

the organizational centre contains a long-term and extensive investment between the two parties.

From abroad document analysis can draw the following characteristics of employment relationship:

The framework of research is gradually changed from pluralism to univariate transformation from multi-alism to union, power confrontation, employer, co-operation and research.

The level of analysis is gradually shifted from macro-level government and legislative to micro-work place, based on social exchange relations and psychological contract to analyze the exchange contents and obligations of both parties;

The School of Employment Relations and the School of Human Resources Management have realized unification, human resources management and systematism in the co-construction of the problem of collective labor cooperation, and the management mode of employment relationship under cooperation is emphasized.

With the change of social environment and organizational environment since the 1990s, the employment relationship research focuses on the changes of external environment and the development of the content of the employment relationship.

2.3 Employment Relations Study in China

Because of the nature of our country and the characteristics of the employment system, the research on the employment relationship between the working class and the working people, which is the master of the state, is not under the planned economy There are employment relationships. With the development of China's market economy and the angle of theoretical research, many scholars believe that the productive labor in our country exists in the employment relationship (e.g. Wang Dongsheng, 1998; Chen Guotai et al., 1999), but the employment relationship under public ownership in our country does not exist (Peng Songxiang, 1989). Chang Kai put forward the theory of labor relations in the first part of the book "Labor

Relation and Laborer Labor Law-Contemporary China's labor problem", and concretely analyzed the labor problem in China, which is called the First Book of China System Research and Labor. The scholar put forward a scientific research on China's labor problem: to study the labor problem in China. It should be based on the study of the change, present situation and trend of labor relations in the transition to market economy, based on the status, status and rights of the workers in the labor relations. Based on the right of labor as the core and theoretical clue.

Guo Qingsong (1999) believed that the basic area of enterprise labor management lies in the conflict of labor relations and the cooperation between enterprises and labor relations. The research on the management of labor relations among enterprises mainly involves the workers' strike resistance, the closure of managers, workers' participation in management, mutual agreement system, collective bargaining system. The scholar also discusses and researches on the present situation and characteristics of labor relations between state-owned enterprises and non-state-owned enterprises and their management, deciding factors, the main problems and the management framework and key links of enterprises' labor relations.

Through analyzing the basic theory, school, system model, theoretical viewpoint and argument of labor relations in western countries, Cheng Yan Yuan (2004) summarized the basic system and general rule of the adjustment of labor relations in the market economy and explored the basis of analyzing the present situation of labor relations in China. The development direction, system and adjustment model of labor relations are chosen. The scholar also proposed the content of employee relationship management, human resource management method, the role of human resource professionals, and management of employee relationship management. It is proposed that strengthening human resource management is a new model of adjusting labor relations under the globalization and marketization of China's economy.

Liu Xin (2004) believes that the employment relationship management

system in modern enterprises is actually a complete system, including human resources philosophy, human resources management system, enterprise strategy and organizational culture. The scholar systematically studied the historical development of the relationship management system of U.S. and Japanese enterprises and the latest changes, and elaborated on the development and evolution of employment relationship management practice in Chinese enterprises, and discussed the relationship between economic globalization and the era of knowledge economy. This paper puts forward some suggestions for the construction of the system. From economics, the scholar finally settles into the enterprise management practice, especially the content of strategic human resources management. For those engaged in the study of labor economy and human resources management, it is important for practitioners of human resources management.

According to Zhang Yi (2004) on the inducement of employment relationship on the inducement of employment relationship, the influence of ownership of enterprise ownership on the employment relationship between enterprises under ownership by enterprises under ownership by enterprises has become a form of ownership. There is no significant difference between the dominant mode of employment relationship and the enterprise's expected contribution to the managers in the form of ownership.

According to the model of psychological contract theory and motivation-contribution model, we put forward I-P/ S (I: organization's input to employees; P: employee performance; S: employee satisfaction) model, and put forward eight types of employment relationship and management Strategy.

China's current research on the employment relationship of enterprises, whether in management or in the field of economics, is not a system. In the early 1990s, China's academic circles began to use the theory and method of employing relationship theories and methods of employing the market economy, and conducted research on the employment relationship in China, including Chang Kai, Cheng Yan

Yuan and so on, but the scholars who really invested in this field are still very good limited, the approach is mostly employed in employee programmes and social programmes. Related research in China is mainly manifested in two aspects:

As discussed in a number of legal frameworks for the employment relationship of enterprises, the themes of such research are largely focused on how companies should deal with their relationship with employees on the basis of compliance with the labour laws, mainly focusing on how to deal with the principle of tripartite coordination and collective bargaining. The relationship between managers and employees within a good company is the trade union and the enterprise. A direct and self-management relationship between employers and employees is not apparent in the study.

Second, the research on the individual system of human resources management of the enterprise, such as compensation system, performance evaluation system and employee engagement management system, are mainly from the angle of actual management need to research and solve some practical problems in management and lack of concept of micro-employment relationship thinking about the philosophy of employment. As a result of the achievements in the field since 2000, Chinese scholars are studying and drawing on a more micro-employment relationship framework, and analyze and study the problem of employment relationship in China.

2.4 Influencing Factors Related to Employment Relations

In changing employment relationships, leaders themselves need to adopt new leadership. They need to shift from command and control to new ways to create common thinking patterns, to create new ways to expand their goals and colleagues; they need to shift from knowing the right answers to the right questions; but at the same time, they need to always focus on the results and keep a clear understanding of the responsibility, making a difficult decision. Leaders are able to use a lot of leverage to promote proper penetration, and four of the most powerful levers are: encouraging

access to information across all boundaries; giving people autonomous decision-making power in action and resources; helping people develop sophisticated skills and energy using information and resources. The ability to provide the right, conducive to the realization of the enterprise's share incentive.

According to Rousseau's theoretical analysis of the employment relationship, the employment relationship is influenced by internal and external factors. Internal factors include personal explanation style, values, characteristics, etc; external factors include information and social cues from outside, such as work relationships, organizational incentives, etc. Prior to entry, due to the lack of formal contact with the organization, the internal factor of the individual is the main force that influences the employee's understanding of the employment relationship; after the entry, the organization and work exert influence on the individual employees, the internal and external factors influence the development of the employment relationship, and the external factors may become the main force that influences the development of employment relationship. In the traditional employment relationship, the performance of the working relationship is the promotion of long-term employment and organization; in the background of knowledge economy, the employment relationship between the two parties is more emphasis on freedom and autonomy, and emphasizes mutual commitment and two-way responsibility. The success of employment relationships requires the nurturing of a social environment and a common shift between the two parties, while the supportive human resources management policies of the employer play an active role in the employment relationship.

In this study, we discuss the influence of internal and external factors on the employment relationship, so as to understand the acceptance of the new employment relationship by the employees.

Internal Influence

Since Rousseau's view of the employment relationship exists only in the employee's understanding of the responsibilities and obligations of both parties, the

main factors that affect the employment relationship should come from the cognition and explanation style of the individual employees. An individual's early socialization process affects his/ her cognitive and interpretation style. We examined the effect of five basic variables on the union's employment relationship: gender, age, education, position and industry hours.

External Influence

The influence of external factors will be discussed in four aspects such as corporate culture, employment model, compensation management and enterprise situation.

The enterprise culture includes the influence of internal work environment, leadership style democracy, professional knowledge training of employees, undertake extra work, help individuals or groups strive for performance, accept challenging work, training plans within employees, and incentive system of employees.

Job role definition is clear and quantifiable;

The remuneration management is based on the principle of economic exchange and compensation, including the performance of quantitative indicators management, and whether the performance is matched with a long-term performance. In the long run, performance increases the percentage value of experience growth, calculates the annual experience by 15%, and can be supplemented according to the person being investigated different opinions.

Other business conditions include clear direction of the company's future development; on the individual's understanding, the company's current management advantages are obvious; the current state of development meets the individual requirements; after another company, the company maintains a reciprocal relationship with the original company.

2.5 Alliance Employment Relationship and its Influencing Factors

With the tide of globalization and the information age, the original employer

and employee's free contract system employment relationship has been hit. These changes make many companies, or most of them, in order to improve their ability to adapt, and the approach is to lift existing contracts rather than expand new ones, as well as engineering management consulting firms. When you need to reduce costs? Layoffs!Need new technology? Recruiting new talent! Such free-market libertarianism motivated employees to think of themselves as" free men "who could leave at any time in the team, leaving employees looking for other better opportunities to move when opportunities arise and job-hopping, disguised incentives to encourage mobility. More importantly, the lack of job security contributes directly to the more adaptable and entrepreneurial workforce, but the loss is innovative and adaptive as companies save costs. We therefore believe that the time has come to create a new employer's employee contract to accommodate today's needs. The current contract model is the most obvious in technology companies, but we also see its shadow in other areas, such as consulting firms.

The primary foundation of a new compact is reciprocal, voluntary, based on unforeseen employment relationships, seeking to build trust and investment relationships, but unlike previous firm loyalties, both sides are seeking common interests in the "union".

What is a union employment relationship?

As an alliance, employers and employees try to add value to each other. If you create value for me, I will improve your value, the employer said. If you help me grow, I will help the company grow. Employees are committed to enhancing their ability to adapt to the new environment and to enhance their employability. Tom Tierney, the former CEO of Bain Co, told new employees and advisers that "we're going to make you more successful in the talent market."

Such reciprocal contracts may be impersonal, but it is based on mutual trust. Since both sides are looking for a union rather than a short-lived money deal, even recognising that this relationship will end up eventually, the new compact will still

have a stronger relationship. It allows both sides to take more risks and invest more time and resources to seek benefits in a global context, rather than simply looking for a moment of glory.

But the union-style employment relationship presents new problems and challenges in the human resources management of enterprises.

The employee's recognition of the enterprise and the question of attribution

The economic transactions between the two parties are more obvious: the two parties, in accordance with the terms of the contract, provide the knowledge, skills and efforts required by the enterprise, while the enterprise pays the corresponding market price based on the results of labor. Due to the reason of the alliance, employees may be concerned about the seriousness of the work in the work of the enterprise, the effort to do things, etc. For example, due to poor working procedures and poor supervision, such practices such as laziness, neglect and violations occur frequently, and delays, absences, departures and so on occur. Another enterprise may, because of the increase in the flow of personnel, increase the business risk of the enterprise, the flow of personnel may take away many of the core confidential and customer resources of the enterprise, the future of the enterprise is a fatal blow.

Team collaboration problem

Because of the league's reasons, employees have no sense of belonging, so the team's effective management is difficult to reduce the team's interpersonal and productive efficiency.

Potential cost of enterprise

On the face of it, union employment can bring great cost savings to companies. However, because employees are unable to establish a sense of belonging, the enterprise's rules and regulations and responsibility are not strong, casual absenteeism and negative neglect of job opportunities and opportunities more than ever, resulting in the cost of absenteeism, neglect of labor costs and the cost of

separation than to increase the opportunity to live.

Construction and quality of talent echelon construction and talent

After the establishment of the alliance, there will be problems in the construction of talent echelon and the quality of future talents. The value of the employment relationship has changed, and people have more personality and mobility. They are no longer looking for a permanent job, and they don't exist anymore, and they need to be able to get more self-fulfilling careers. Therefore, the enterprise has the advantage in identifying ability, identifying cycle and attracting talent. It can provide personalized and more comprehensive salary conditions for the core talents needed by the enterprise.

Therefore, on the above issues, this study will analyze the factors which affect the acceptance of the union type employment relationship from the internal and external factors that affect the employment relationship, and the variables are selected and expected as shown in Table 2-1 below.

Table 2-1Selection of Influencing Factors Influencing the Acceptance of Union-style Employment Relationship

Variable name	Research expectation
I. Internal factors	
Gender	Forward
Age	Forward
Education background	Forward
Post level	Forward
Industry working time	Forward
II. External factors	
Enterprise culture	
Impact of the internal work environment of an enterprise	Forward
the degree of leadership style democracy	Forward
Professional Business Knowledge Training	Forward

15

Take extra work to help individuals or groups strive for performance	Forward
Accept challenging work	Forward
Employee's internal training plan	Forward
Incentive system of employees	Forward
Position Responsibilities	
Job definition is clear and quantifiable.	Forward
Salary management	
Performance score of quantitative index management	Forward
Whether performance is matched with a long-term performance	Forward
In the long run, performance increases the percentage value of experience growth and is calculated by year	Forward
Annual experience increased by 15%	Forward
Other business situations	
The direction of the company's future development is clear	Forward
With regard to individual understanding, the company's current management advantages are obvious;	Forward
The current state of development meets individual requirements;	Forward
To maintain a reciprocal relationship with the original company after taking office	Forward

CHAPTER 3

RESEARCH METHODS

3.1 Research Design

The main purpose of this study is to study the influence factors on the acceptance degree of the union employment relationship between the engineering consulting and management enterprise staff, mainly using the literature method and the investigation method. Refer to relevant literature and theoretical works, and obtain information about the influence factors, engineering management consulting firms, etc. on the acceptance degree of alliance type employment relationship. The effects of the data on the acceptance of the union employment relationship were compared.

3.2 Research Tools

The questionnaire survey is widely used in the investigation industry, according to the investigation purpose design survey questionnaire, take a random sampling method to determine the investigation sample, by completing the preliminary design of the investigation item, by statistical analysis to the results of the investigation.

The questionnaire and questionnaire were investigated by questionnaire, and the questionnaire was used in this study.

The questionnaire structure is based on the general survey questionnaire design principles, including title, description, basic information, investigation content and so on, mainly from the Likert scale problem, close-end question composition, open question to carry out constructive supplement. Easy to understand, easy to answer, can fully cover the contents of the investigation, can also collect data outside the volume, at the same time to facilitate the summary, statistics and analysis of the answer.

3.3 Data Collection Method

This study was conducted by engineering consulting management enterprise as a sample survey object, and the questionnaire was distributed among the enterprises.

According to the recommendations of Tanaka (1987), the number of sample sizes is based on the number of variables that are at least five times the number of variables, so this study provides a number of 135 questionnaires to facilitate sampling, and the questionnaires are released until the sample number is met.

The general survey method includes questionnaire, post issuance and questionnaire survey. This study uses a network questionnaire as an investigation method, which is easy to collect, convenient and easy to analyze.

3.4 Data Analysis Method

The basic methods of statistical data analysis include descriptive analysis of data, regression analysis, variance analysis, principal component analysis and typical correlation analysis, discriminant analysis, clustering analysis, Bayes statistical analysis, etc. This study mainly uses two major analytical methods, namely descriptive statistical method and regression analysis.

3.4.1 Descriptive Statistics Method

Descriptive statistics method is used to summarize and describe the whole state of things as well as the statistical method of interrelation between things. By statistical processing, a set of statistical values can be used to represent the volatility of a set of data.

212 questionnaires were collected in this study, descriptive analysis of variable factors, through the data obtained by sex, age, education, post level, industry working hours and other individual characteristics of the grouping, describing these different groupings in the corporate Culture, Alliance-type employment relations, pay management, enterprise situation, Enterprise proposal and other aspects of the

different requirements and the distribution of opinions, through statistical comparative analysis, to obtain effective and desirable recommendations for enterprises in the construction of a perfect management system to provide help.

3.4.2 Regression Analysis Method

Regression analysis can be a self-variable or two or more independent variables. There are several variables in regression analysis: there is a question of principle, the importance of these independent variables, who is the most important, who is more important, who is not important. Therefore, we use SPSS Statistics v23 so,ftware for regression calculation, stepwise discriminant analysis, use of linear prediction function to model, and the unknown model parameters are estimated by data to obtain the influence of these independent variables Degree.

The bivariate Logistic regression analysis used in this study was analyzed.

3.4.2.1 Model Selection

Logistic (Regis) regression model was used in this study.

$P=e^{f(x)}/(1+ e^{f(x)})$

Among them: 1) P represents the dependent variable;

2) X represents the independent variable

P is affected by factor X and the formula is as follows:

$P=ef(x)/(1+ ef(x))$

$\ln P/(1-P)= f(x)= \beta_0+ \beta_1X_1+ \beta_2X_2+\ldots+ \beta_KX_K$

Logistic (Regis) regression model is a probabilistic nonlinear regression model, which is a multi-variable relationship analysis method. What it needs to explain is the relationship between the results of the classification and the multiple influencing factors, which is the relation between the dependent variable p and multiple independent variables x. Here's why:

Regression analysis is generally used to study the interrelationships among variables, mainly including linear regression analysis and nonlinear regression analysis. Variables in linear regression analysis must be continuous variables, and the

interrelationships among variables must also be quantitative relationships that cannot be used to solve the problem of dependent variables as discontinuous variables. In reality, however, the relationship between variables is mostly non-linear, so the linear regression equation cannot be used to explain the relationship between variables.

If we adopt non-linear regression analysis in the research process, because nonlinear regression analysis is very complex in the process of research, when the nonlinear regression analysis is explained, it is usually the appropriate conversion of the corresponding nonlinear regression model to transform it into a linear model. The nonlinear regression analysis is not applicable to this study.

The basic principle of logistic regression analysis is to use a set of data to fit the logistic regression model, which is used to reveal the relationship between some independent variables x and a dependent variable p value, reflecting the interdependence of P X. The logistic regression model can effectively limit the range of the dependent variable to [0, 1], so he is particularly suitable for the study of the two categorical variables. Because the model of the study in this paper, consumers buy organic fruits and vegetables behavior is "yes" or "no", using numbers to represent "0" or "1", so this paper is to use the Logistic regression model for analysis.

3.4.2.2 Variable Set

There are a lot of factors that affect the acceptance of the union type of employment relationship. We divide the employees' basic information, enterprise culture, employment relationship, compensation management, enterprise status, etc. into a total of 21 specific independent variables that are outside the dependent variable, and we will now pair 21 specific independent variables and variables should be defined, as shown in table 3-1:

Table 3-1 Variable Definition

Code	Name	DEFINITION	Remarks
	argument		
x1	Gender	Male = 1, female = 2	
X2	Age	20-25 years old = 1, 26-30 years old = 2, 31-35 years old = 3, 36-40 years old = 4, 41-50 years old = 5, 50 years old = 5	
X3	Education background	Living alone = 1, Couple = 2, family = 3 with parents live = 4	
x4	Post level	Employee = 1, Supervisor = 2, Functional Manager = 3, middle management = 4, Senior Management = 5	
x5	Industry working time	0-1 year = 1, 2-3 years = 2, 4-5 years = 3, 6-10 years = 4, 10 years = 5	
x6	Internal work environment and atmosphere	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
x7	The degree of leadership style democracy	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
x8	Professional Business Knowledge Training	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
x9	Take extra work to help individuals or groups strive for performance	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
X10	Accept challenging work	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
X11	Employee's internal training plan	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
x12	incentive system of employees	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
x13	Job definition is clear and quantifiable.	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
x14	Performance score of quantitative index management	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
x15	Whether performance is matched with a long-term performance	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
x16	In the long run, performance increases the percentage value of experience growth and is calculated by year	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
x17	Annual experience increased by 15%	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
X18	The direction of the company's future development is clear	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
X19	With regard to individual understanding, the company's current management advantages are obvious;	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
X20	The current state of development meets individual requirements;	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
X21	To maintain a reciprocal relationship with the original company after taking office	Satisfied = 1, Satisfactory = 2, General = 3, Not satisfied = 4, very satisfactory = 5	
y	Acceptance of union employment relationship	Yes=1,NO=2	

3.4.2.3 Model Inspection

After we have established the logistic regression equation, we can not immediately conclude the relationship between the explanatory variables and the explanatory variables, but we can not use the result to analyze the actual problems. We must carry out various tests and verify the building Logisti through inspection. The rationality of the regression equation is to validate the validity of the logistic regression equation for each variable relationship, and we usually apply the following methods:

KMO Inspection.

KMO test is a kind of index used to test the correlation coefficient between variables and the partial correlation coefficient, which is mainly used to analyze multivariate statistics. The value of KMO is between 0 and 1, if the correlation coefficient between all the variables squared and far greater than the square of the partial correlation coefficient, then the KMO value is approaching 1, which means that the correlation between variables is very strong, that is to say, these variables are suitable for factor analysis. Conversely, if the correlation coefficient between all the variables squared and approaching 0, the KMO value also tends to close to 0, which means that the correlation between variables is weak, these variables are not suitable for factor analysis.

Reliability Analysis

The reliability standard uses Cronbach, α value judgement, it is 1951 Cronbach proposed the α coefficient method, overcomes the shortcoming of partial half method, is the current social science research most commonly uses reliability, the reference reliability height and the cronbachα coefficient comparison table.

The Parameter Significance Test.

We usually use the Wald card square to test the significance of the parameter, in the regression equation, the interpreted variable must be able to get a better explanation of the explanatory variable, otherwise the explanatory variable should be

eliminated. The Wald card square is used to determine whether the explanatory variables can better explain the explanatory variables and whether they should be included in the regression model. It is possible to establish a Wald statistic with 1 degrees of freedom, if the Wald test results of the explanatory variables are greater than 3.841 on the level of the A=0 05, the level of α=0.01 is greater than 6.635 at the level of α=0.0001 It is shown that the test results are significant, and the explanatory variables can be used to explain the variables, so the variables could be placed in the regression logistic model. (Wang Jichuan, 2001)

Fitting the Goodness Test.

The so-called fitting goodness test is to test the aggregation degree of the sample data points around the sample regression line, to judge the representativeness of the regression equation to the sample data by the density of aggregation degree, the higher the aggregation of the sample data points, the better the regression equation's fitting to the sample point. In the one-dimensional linear regression model, the determination coefficient R2 is used to measure the fit of the sample regression line and the sample observation value, which can be used in multivariate linear regression. Because the logistic regression model can be transformed into multivariate linear regression model, because there is no corresponding statistic index in logistic regression model, some scholars put forward the class R2 on the basis of likelihood value, which can be used to measure the logistic The regression model was fitted with the sample regression value. Cox-Snell R2 and Nagelkerke R2 are common tools for verifying the fitting of the regression equation to sample observations. Cox and Snell R2 are usually less than 1, Nagelkerke the Cox and Snell R2, and the adjustment class determinant coefficient of Logistic regression model is proposed, so that the R2 value is (0, 1].

Likelihood ratio card test.

The significance test of regression equation is a hypothesis test which is significant correlation between the explanatory variable and the whole explanatory

7

variable, and it is generally carried out by the F test in the test of multivariate linear regression model, and in the Logistic regression model we test the test by likelihood ratio. The value range of likelihood ratio is [0, 1], and when the likelihood ratio is approaching 0 o'clock, it shows that the explanatory variable is irrelevant or relevant to the interpreted variable, and when the value of the judgement coefficient is near 1 o'clock, the explanatory variable is significantly correlated with the interpreted variable.

3.5 Research Process

Figure 2 Workflow of this thesis
The study process is shown in the following figure

Present problem of employment relationship

↓

Determine the direction of research

↓

Data collection

↓

Research metholody

↓

Data Summary

↓

Result analysis

↓

The paper studies the conclusions and recommendations
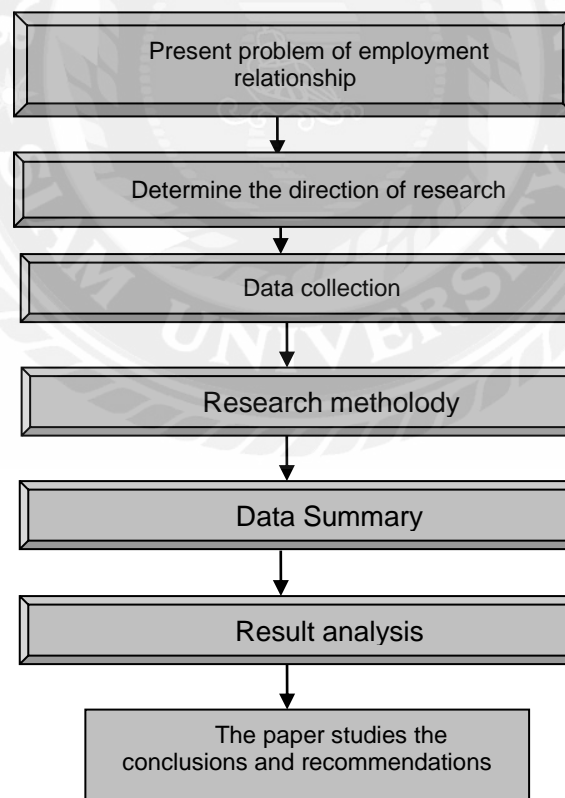
CHAPTER 4

RESULT AND ANALYSIS

4.1 Descriptive Statistics

This study takes the engineering consulting enterprise as the sample research object. According to the recommendation of Tanaka (1987), the sample number is at least five times times the measurement variable as the principle, this study questionnaire measured the variable is 21, issued a total of 212 questionnaires, the recovery of 212 questionnaires, the recovery rate of 100%. The quantity satisfies the minimum five times times the variable principle, conforms to the sample number request the suggestion value, the questionnaire recovery reorganization situation as shown in table 4-1.

Table 4-1 Inventory recovery statistics

issue a questionnaire	recovery questionnaire	Recovery ratio (%)
212	212	100

4.1.1 Gender

From the perspective of gender distribution, there are 212 total samples of the union-type employment relationship with the enterprise, of which there are 92 men, accounting for 43.4%, and a total of 120 females, accounting for 56.6%. According to the survey data, the number of female members in the survey, but there is not a large proportion of male and female ratio difference, indicating that in the interpretation of the Union employment relationship, the employee held the basic balance of the State, there is no obvious bias. At present, the survey of sex ratio is of significance to research, and the object state is true.

4.1.2 Age

The results showed that the age from 20 to 50 years of age were involved, the questionnaire design is mainly divided into six age groups. Among the effective research samples, 36 people aged 20-25 years, 16.98% of the sample, 26-30 years of age 44, 20.75% of the samples, 31-35 years, 68, 32.08%, 36-40 of the sample number , 32 people over 0-50 years of age, accounted for 15.09% of the sample, 4 people over 50 years of age, and 1.9% of the sample number. The survey shows that the 20-40-year-old group is the cornerstone of the enterprise's daily work, and the most creative and vitality Group, and the questionnaire data accords with the real state of the research object.

4.1.3 Education

Judging from the distribution of education, the distribution of cultural level is more uniform, the college and college below 64 people, accounting for 30.19% of the sample, the number of undergraduate degrees 76, accounted for 35.85% of the sample, the number of Master's degree 64, accounting for 30.19% of the number of samples; Accounted for 3.77% of the sample size. From the overall situation, the respondents ' cultural structure is well distributed, as the normal development of the enterprise, the knowledge structure distribution of the grassroots power is more beneficial to the acceptance and popularization of the Alliance employment mode.

4.1.4 Position Levels

The position level in basic information is divided into employees, supervisors, functional managers, middle managers and senior managers. Among those surveyed, the distribution of personnel is as follows: employee, supervisor 67.92%, Functional Manager, Middle Management, Senior Management 32.02%, the questionnaire data corresponded to the real state of the study object.

4.1.5 Working Hours in Industry

In the basic information industry work time is divided into 0-1 years, 2-3 years, 4-5 years, 6-10 years and 10 years and five period. From the survey, 0-1 years,

24 of the respondents accounted for 11.32% of the total number of samples, 2-3 years 44, accounted for 20.75% of the total number of samples, 4-5 years 20, 9.43% of the total number of samples, 6-10 years, 48 10 years or more, 76 of the total number of samples, 35.85% of the questionnaire data in line with the real state of the research object.

4.1.6 Inside Work Environment and Atmosphere

Survey shows that the respondents to the enterprise internal working environment, the atmosphere expressed satisfaction accounted for 5.66%, the satisfaction accounted for 1.89%, the general accounted for 22.64%, the rest expressed dissatisfaction and very dissatisfied with the survey number of 39.92%, 26.42%, The above data show that more than half of the staff of the enterprise internal working environment, the atmosphere is not satisfied with the need to do a lot of internal work environment and atmosphere construction.

4.1.7 Leadership Style Democracy

The survey showed that the leadership style of the respondents to the democratic degree of satisfaction accounted for 3.77%, the satisfaction accounted for 7.54%, the general accounted for 16.98%, dissatisfaction accounted for 39.92%, is not satisfied with 28.3%, the above data show that the leadership of the enterprise in the management of the lack of democracy, management blunt, Need to be rebuilt in management skills and leadership charm.

4.1.8 Professional Business Knowledge Training of Staff

The survey shows that enterprises are satisfied with the professional knowledge training of employees. 89%, satisfied with 9.43%, general accounting for 26.42%, not satisfied with 41.51%, very dissatisfied with 20.75% of the above data show that the enterprise has no construction and lack of employee training program in the field of employee training.

4.1.9 Take Extra Work to Help Individuals or Groups Win Glory

Surveys show that respondents are willing to undertake additional work, and are willing to help individuals or groups to win the honor is satisfied with the 5.66%, the satisfaction accounted for 3.77%, the general accounted for 18.87%, dissatisfaction accounted for 39.62%, is not satisfied with 32.08%, the above data show Enterprises 2/ 3 of the staff are unwilling to undertake additional work, management lacks the corresponding incentive system.

4.1.10 Accept Challenging Work

Survey data show that respondents are willing to undertake additional work, and are willing to help individuals or groups to win the honor is satisfied with the 5.66%, the satisfaction accounted for 1.89%, generally accounted for 16.89%, dissatisfaction accounted for 39.92%, is not satisfied with 32.08%, The above data shows that only a few people have the psychological state of accepting the challenging work, which conforms to the actual situation.

4.1.11 Training Plans within An Employee's Enterprise

Survey data show that the respondents expressed their satisfaction with the internal training plan of the employees accounted for 3.77%, the satisfaction accounted for 7.54%, the general accounted for 26.42%, the dissatisfaction accounted for 32.08%, is not satisfied with 30.19%, the above data indicate that the enterprise internal has 9% People are satisfied with the training plan inside the enterprise, from stimulating the vitality of the enterprise, the enterprise needs to provide a platform for all employees to give full play to their ability, so it is more applicable to the alliance-type employment relationship.

4.1.12 Motivation System for Employees

Survey data show that the staff of the Investigation staff incentive system: expressed satisfaction accounted for 7.54%, the satisfaction accounted for 5.66%, the general accounted for 26.42%, the dissatisfaction accounted for 26.42%, is not satisfied with 33.96%, the above data show that the enterprise incentive system is not sound, can not inspire the work of staff enthusiasm.

4.1.13 Job Definition is Clear and Quantifiable

Survey data show that the staff of the definition of job responsibilities and quantify the satisfaction of the following: expressed satisfaction accounted for 3.77%, the satisfaction accounted for 5.66%, the general accounted for 24.53%, dissatisfaction accounted for 39.92%, is not satisfied with 22.64%, the above data show that the definition of job responsibility is not clear, The quantitative situation is not clear enough.

4.1.14 Quantitative Index Management Performance

Survey data show that the performance of the performance of quantitative indicators management: The satisfaction of the 5.66%, the satisfaction accounted for 3.77%, the general accounted for 24.53%, dissatisfaction accounted for 33.96%, is not satisfied with 32.08%, the data show that the performance of quantitative indicators management dissatisfaction with the attitude of the Super 60%, Therefore, enterprises need to further adjust the quantitative indicators of employees, design a reasonable range of indicators.

4.1.15 If the Current Performance Matched with the Year?

From the survey, the current performance and year long-term whether the matching situation: expressed satisfaction accounted for 3.77%, the satisfaction accounted for 9.43%, the general accounted for 32.08%, dissatisfaction accounted for 18.87%, is not satisfied with 35.85%, The data shows that the value of the growth period of the employee does not match the value of the performance currently set. Designing reasonable performance calculation method is one of the ideal ways to balance the relationship between employees and enterprises.

4.1.16 Growth in the Established Period, Performance Increase Experience Growth Percentage Value, Annual Calculation

From the survey, expressed satisfaction with 3.77%, satisfaction accounted for 5.66%, the general accounted for 30.19%, dissatisfaction accounted for 26.42%, is not satisfied with 33.96%, the data show that employees on the annual performance

plus experience growth percentage value is not satisfied. It is suggested that the company should make further decomposition according to the year, adjust the quarterly or half-year to adjust the employee's satisfaction, encourage the staff's enthusiasm, and match the actual growth process of the employees.

4.1.17 Years of Experience Growth with 15%

From the survey, expressed satisfaction accounted for 1.89%, the satisfaction accounted for 7.54%, the general accounted for 32.08%, the dissatisfaction accounted for 26.42%, is not satisfied with 32.08%, the data show that the staff years experience growth value calculation is not satisfied, should consider adjusting growth value or growth value calculation method.

4.1.18 The Direction of the Company's Future Development is Clear

From the survey, expressed satisfaction with 5.66%, satisfaction accounted for 5.66%, the general accounted for 15.09%, dissatisfaction accounted for 35.85%, is not satisfied with 37.74%. Employees in the Alliance employment model, the future development of the company's confidence is insufficient, enterprises need to further expand their business, build, operate a good external platform and internal platform, so that enterprises have a good development prospects.

4.1.19 On the Understanding of the Individual, the Company's Current Management Advantage is Obvious

From the survey, expressed satisfaction accounted for 3.77%, the satisfaction accounted for 5.66%, the general accounted for 22.64%, dissatisfaction accounted for 35.85%, is not satisfied with 32.08%, the data show in the Alliance employment model, the company's current management of the advantages of staff dissatisfaction, It shows that the current management system and mode are inconsistent with the employment relationship, and enterprises need to comb the current management, establish and adjust the management system that matches the current relationship.

4.1.20 The Current State of Development Meets Individual Requirements

From the survey, the current development status of enterprises to meet the individual requirements of the situation: expressed satisfaction accounted for 5.66%, the satisfaction accounted for 3.77%, the general accounted for 26.42%, dissatisfaction accounted for 32.08%, is not satisfied with 32.08%, the data show that the current development of enterprises can not meet the needs of staff growth.

4.1.21 After Inauguration of Another Company, it Maintains Reciprocal Relation with the Original Company

From the survey, expressed satisfaction accounted for 9.43%, the satisfaction accounted for 3.77%, the general accounted for 30.19%, dissatisfaction accounted for 28.3%, is not satisfied with 28.3%, the survey data show that the original company to maintain mutual benefit Group super (including general) 30%, There is a gap between the requirements to meet the conditions of the alliance-type employment relationship, but it is also a good result in the early alliance.

4.2 Determination of the Adaptability

Because potential variables cannot be determined directly, we need to use factor analysis to explore the structural components of these concepts and define potential structural planes. We use KMO and Bartlett's spherical tests to determine if these samples are representative and are suitable for the analysis of factors when the correlation between variables is too high or too low.

Kaiser (1974) proposed the determination criteria for KMO sampling adaptation as follows: 4-2:

Table 4-2

0-0.5	0.5-0.59	0.6-0.69	0.7-0.79	0.8-1.0
Not acceptable	Cruel	Ordinary	Moderate	Great

The Bartlett's spherical test is used to calculate the correlation matrix. In normal circumstances, the values of the correlation matrix must be greater than 0 as a criterion for determining the suitability of a factor.

Table 4-3 Company performance and ability reviewing methods of senior leadership

Table 4-3KMO and Bartlett test

KMO sampling adaptive quantity.		.906
Bartlett's sphericity test	approximate chi-square	5277.643
	mobility	120
	significance	.000

As shown in the 4-3 table, the KMO sampling airworthiness of this study is 0.906>0.7 compared with 1, it shows that this research institute has a strong correlation between variables, and the significance of Bartlett's spherical test is 0.000 < 0.05, this questionnaire and the set variable are suitable for factor analysis to meet the validity requirement.

4.3 Factor Analysis

4.3.1 Factor Extraction

When the value of the eigenvalue is greater than 1, it is important that the variable can be interpreted more than 1, and it can be retained as one of the factors; when less than 1, it is not important to give up, as shown in table 4-4.

8

Table 4-4total variance interpretation

Composition	Initial eigenvalue			extract the sum of squares of load			sum of squares of rotation load		
	TOTAL	variance percentage	Cum %	TOTAL	variance percentage	Cum %	TOTAL	variance percentage	Cum %
1	11.605	72.531	72.531	11.605	72.531	72.531	6.615	41.347	41.347
2	1.573	9.834	82.365	1.573	9.834	82.365	6.563	41.018	82.365
3	.817	5.104	87.468						
4	.420	2.622	90.091						
5	.313	1.955	92.046						
6	.280	1.752	93.798						
7	.191	1.193	94.991						
8	.169	1.054	96.045						
9	.149	.934	96.978						
10	.137	.857	97.835						
11	.101	.634	98.469						
12	.074	.465	98.934						
13	.069	.433	99.366						
14	.041	.256	99.622						
15	.039	.244	99.866						
16	.021	.134	100.000						

Extraction method: principal component analysis method.

Through SPSS principal component factor analysis, the results show that 2 factors are extracted, their eigenvalues are more than 1, and the cumulative method contribution rate is 82.365% (table 4-4), which can be used to analyze the factors reserved in the Social science metrology research.

4.3.2 Main Ingredients Determination

After extracting the factor, we need to rotate the factors, which will make it easier to explain the meaning of the factors, then the public factor after the meaning of the rational explanation factor. The factors are rotated as shown in table 4-5:

Table 4-5post-rotation component matrix

	Composition	
	1	2
X7.the degree of leadership style democracy	.877	.271
X9.Take extra work to help individuals or groups win glory	.859	.379
X13.Job definition is clear and quantifiable.	.852	.412
X 10.Accept challenging work	.849	.396
X8.Professional Business Knowledge Training	.844	.329
X11.Employee's internal training plan	.787	.419
X6.Internal work environment and atmosphere	.785	.405
X12.incentive system of employees	.732	.529
X15.Whether performance is matched with a long-term performance	.352	.895
X16.In the long run, performance increases the percentage value of experience growth and is calculated by year	.350	.882
X17. Annual experience increased by 15%	.355	.876
X14.Performance score of quantitative index management	.379	.871

X20.The current state of development meets individual requirements	.453	.832
X18.The direction of the company's future development is clear	.416	.819
X19.With regard to individual understanding, the company's current management advantages are obvious	.481	.717
X21.To maintain a reciprocal relationship with the original company after taking office	.226	.558
Extraction method: principal component analysis method. Rotating method: Caesar is the maximum variance method.		
a The rotation has been convergent after three iterations.		

The results of the report output are shown in table 4-6 after another factor analysis is made to confirm the item and construction surface.

Table 4-6post-rotation component matrix a

	Composition	
	1	2
X7.the degree of leadership style democracy	.877	
X9.Take extra work to help individuals or groups win glory	.859	
X13.Job definition is clear and quantifiable.	.852	
X10.Accept challenging work	.849	
X8.Professional Business Knowledge Training	.844	
X11.Employee's internal training plan	.787	
X6.Internal work environment and atmosphere	.785	
X12.incentive system of employees	.732	
X15.Whether performance is matched with a long-term performance		.895

X16.In the long run, performance increases the percentage value of experience growth and is calculated by year		.882
X17. Annual experience increased by 15%		.876
X14.Performance score of quantitative index management		.871
X20.The current state of development meets individual requirements		.832
X18.The direction of the company's future development is clear		.819
X19.With regard to individual understanding, the company's current management advantages are obvious		.717
X21.To maintain a reciprocal relationship with the original company after taking office		.558

Extraction method: principal component analysis method.

Rotating method: Caesar is the maximum variance method.

a The rotation has been convergent after three iterations.

Factors 1: X6 (internal working environment, atmosphere), X7 (leadership style democracy), X8 (Professional business knowledge training of employees), X9 (undertaking extra work to help individuals or groups strive for performance), X10 (accepting challenging work), X1 3 (Job title definition is clear and quantifiable);

Factor 2: X14 (quantitative indicator management performance result), X15 (current performance is matched with year's length), X16 (established long-term, performance increase experience growth percentage value, by year), X17 (annual experience growth value 15%), X20 (enterprise) At present, the development state meets the individual requirements), X18 (the direction of the company's future development is clear), X19 (the current state of development meets individual requirements), X21 (after another company, with the original company to maintain reciprocal relation) together.

4.4 Credit Validity Analysis

Cronbach and α value were determined by Cronbach and α value criterion.

It was Cronbach's α coefficient in 1951 to, overcome the shortcoming of partial folding, which is the most frequently used reliability and criterion of social science research.

Table 4-7A cross-reference table of confidence level and Cronbach's coefficient

Trust	Cronbach's α-number
Not trusted	Cronbach α＜0.3
barely credible	0.3≦Cronbach α＜0.4
trusted.	0.4≦Cronbach α＜0.5
Very believable (most common)	0.5≦Cronbach α＜0.7
Very believable (sub-commonality)	0.7≦Cronbach α＜0.9
as credible as a bell	0.9≦Cronbach α

After extraction, reliability analysis is shown in table 4-8.

Table 4-8reliability statistics

Clonbach Alpha	Clonbach Alpha based on standardisation	Number of terms
.973	.974	16

Data analysis from table 4-8 sho,ws that the reliability stability of the data table α value used by this research institute belongs to a very creditable range. Where:

Factor1, X6 (internal working environment, atmosphere), X7 (leadership style democracy), X8 (Professional business knowledge training for employees), X9 (undertaking extra work, helping individual or group win), X10 (accepting challenging work), X 11 (Training Plan for Employees), X12 (Motivation System for Employees), X13 (Job Responsibilities Definition is clear and quantifiable), 1 alpha, = 0 is obtained. 976, to a high degree of credibility.

Factor2, X14 (quantitative indicator management performance achievement), X15 (current performance and year's long-term match), X16 (established long-term, performance increase experience growth percentage values, by year), X17 (annual experience growth value 15%), X18 (male) The future development direction is clear), X19 (the current state of development meets individual requirements), X20 (after Inauguration another company, with the original company to maintain reciprocal relation), get factor two α = 0. 962, to achieve a high credible state.

The extraction factor validity and reliability are as shown in table 4-9.

Table 4-9degree of validity and reliability of extraction

structural plane	Code	VARIABLE	factor loading	Characteristic value	Explaining Variations %	Cumulative explanation variance	reliability coefficient
Factor 1	x7	the degree of leadership style democracy	.877	11.605	72.531	72.531	0.971
	x9	Take extra work to help individuals or groups win glory	.859				
	x13	Job definition is clear and quantifiable.	.852				
	X10	Accept challenging work	.849				
	x8	Professional Business Knowledge Training	.844				
	X11	Employee's internal training plan	.787				
	x6	Internal work environment and atmosphere	.785				
	x12	incentive system of employees	.732				

14

Factor 2	x15	Whether performance is matched with a long-term performance	.895				
	x16	In the long run, performance increases the percentage value of experience growth and is calculated by year	.882				
	x17	Annual experience increased by 15%	.876				
	x14	Performance score of quantitative index management	.871				
	X20	The current state of development meets individual requirements	.832	1.573	9.834	82.365	0.962
	X18	The direction of the company's future development is clear	.819				
	X19	With regard to individual understanding, the company's current management advantages are obvious	.717				
	X21	To maintain a reciprocal relationship with the original company after taking office	.558				

4.5 Regression Analysis

4.5.1 Regression Analysis

This study uses the IBM SPSS Statistics 23 so,ftware to carry out binary logistic regression analysis of 212 sample data. In the process, forced entry method is used to analyze two common factors in the result of factor analysis The regression model was introduced, and the logistic regression analysis between the various factors and the signing of the union employment relationship was shown in Table 4-10.

Table 4-10 Analysis of the Regis Regressive between the Factors and the Acceptance of Employment Relationship between the Alliance and the Alliance

<table>
<tr>
<th colspan="2" rowspan="2">predicted variable</th>
<th colspan="3">Factor = sign union employment contract (1 = Yes, 0 = not)</th>
</tr>
<tr>
<th>M1</th>
<th>M2</th>
<th>M3</th>
</tr>
<tr>
<td rowspan="8">Factor 1</td>
<td>X7</td>
<td>0.017</td>
<td></td>
<td>0.014</td>
</tr>
<tr>
<td>X9</td>
<td>0.000</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>X13</td>
<td>0.000</td>
<td></td>
<td>0.792</td>
</tr>
<tr>
<td>X10</td>
<td>0.001</td>
<td></td>
<td>0.046</td>
</tr>
<tr>
<td>X8</td>
<td>0.141</td>
<td></td>
<td>0.075</td>
</tr>
<tr>
<td>X11</td>
<td>0.472</td>
<td></td>
<td>0.312</td>
</tr>
<tr>
<td>X6</td>
<td>0.596</td>
<td></td>
<td>0.503</td>
</tr>
<tr>
<td>X12</td>
<td>0.271</td>
<td></td>
<td>0.335</td>
</tr>
<tr>
<td rowspan="8">Factor 2</td>
<td>X15</td>
<td></td>
<td>0.161</td>
<td>0.002</td>
</tr>
<tr>
<td>X16</td>
<td></td>
<td>0.000</td>
<td>0.012</td>
</tr>
<tr>
<td>X17</td>
<td></td>
<td>0.114</td>
<td>0.001</td>
</tr>
<tr>
<td>X14</td>
<td></td>
<td>0.005</td>
<td>0.003</td>
</tr>
<tr>
<td>X20</td>
<td></td>
<td>0.021</td>
<td>0.497</td>
</tr>
<tr>
<td>X18</td>
<td></td>
<td>0.004</td>
<td>0.015</td>
</tr>
<tr>
<td>X19</td>
<td></td>
<td>0.555</td>
<td>0.056</td>
</tr>
<tr>
<td>X21</td>
<td></td>
<td>0.007</td>
<td>0.142</td>
</tr>
<tr>
<td colspan="2">Cox & Snell R2</td>
<td>0.271</td>
<td>0.224</td>
<td>0.438</td>
</tr>
<tr>
<td colspan="2">Nagelkerke R2</td>
<td>0.403</td>
<td>0.334</td>
<td>0.652</td>
</tr>
<tr>
<td colspan="2">2 Log likelihood</td>
<td>169.223</td>
<td>182.377</td>
<td>113.966</td>
</tr>
<tr>
<td colspan="2">Chi-square</td>
<td>32.665</td>
<td>17.569</td>
<td>6.377</td>
</tr>
<tr>
<td colspan="2">p-value</td>
<td>0</td>
<td>0.014</td>
<td>0.605</td>
</tr>
</table>

The Regis regression analysis between the various factors and the acceptance of the union's employment relationship:

Factors1 include X6 (internal work environment, atmosphere), X7 (leadership style democracy), X8 (Professional business knowledge training for employees), X9 (undertaking extra work, helping individual or group win), X10 (accepting challenging work), X11 (training plan within the employee's enterprise), X12 (employee motivation system), X13 (job definition is clear and quantifiable), the overall value of the overall model is 32. 665, whereas the P value is 0. 000 (P) valusig = 0. 05. In order to meet the requirements, it can be used. In this way, the predicted variable has a significant effect on the willingness to sign the alliance relationship, and it is the way to influence the behavior intention by exponential distribution. X7, X9, X13, X10 an,d other factors P value are significant, representing this variable can effectively predict the acceptance of union type employment relationship.

Factors2 inclu,de X14 (quantization indicator, management performance), X15 (current performance is matched with a year's length), X16 (established long-term, performance increase experience growth percentage values, by year), X17 (annual experience growth value 15%), X18 (Company's future development direction is clear), X19 (on personal understanding, the company's current management advantage is clear), X20 (the current state of development meets individual requirements), X21 (after another company, with the original company to maintain reciprocity), the overall model card value is 1 7. 569, while the P value is 0. 014 (P) valusig = 0. 05. In order to meet the requirements, it can be used. In this way, the predicted variable has a significant effect on the willingness to sign the alliance relationship, and it is the way to influence the behavior intention in the way of exponential distribution. X16, X14, X20, X18, X21 an,d other factors P value are significant, representing this variable can effectively predict employee will.

We extracted a significant factor in the two sets of factors in Table 4-11: X7 (leadership style democracy), X9 (assuming extra work, helping individuals or groups

strive for glory), X13 (Job title definition is clear, quantifiable), X10 (accepting challenging work)), X16 (mutual investment mode, personal growth value is higher than salary value), X14 (quantitative index, management performance), X20 (enterprise current development status meets individual requirements), X18 (company future development direction is clear), X21 (after another company, with the original company to maintain reciprocity)，and other nine factors were explained as the results of logistic regression analysis.

Table 4-11variable in equation

		B	Standard error	Valde	mobility	significance	Exp(B)
Step 0	Const	-1.124	.160	49.575	1	.000	.325

Table 4-11 is the Logistic regression model of SPSS output, which includes only the constant terms, as can be seen from the table above, the estimated value of the constant terms is-1.124, the standard error of the estimate is 0. $number, the Wald test value is 49.575, the degree of freedom is 1, The significance is 0.000, achieves the remarkable level, thus can negate all explanation variable coefficient zero hypothesis.

Table 4-12Omnibus test of model coefficient

		Chi square	mobility	significance
step 1	Procedure	97.434	9	.000
	Piece	97.434	9	.000
	model	97.434	9	.000

Table 4-12 in,dicates that the overall coefficient of the model is significant and the Chi-square value of the whole model is 97.434, Sig. =0. The significance of the overall coefficient of the regression equation was proved to be significant.

Table 4-13Model Summary

Procedure	-2 logarithmic, likelihood	Cox-Snell R formula	NegorkoR
1	138.774[a]	.368	.548

a Due to the lack of variation in the parameter estimation value. 001, therefore, it is estimated at the end of the 8th iteration.

Table 4-13 shows the results of the correlation strength test in the logistic model, and it is known that the value of -2 Log likelihood in regression model is $number. 774, Cox and Snell R2 value is 0. $number (Cox & Snell R2 value requirements less than 1), Nagelkerke The R2 value is 0. $number (Nagelkerke R2 value is required between 0 and 1), from the test results, the model fitting effect is more ideal.

Table 4-14Hosmer-Lemmershaw test

Procedure	Chi square	mobility	significance
1	14.997	8	.059

Table 4-14 shows the fitting goodness test of the model, the test of fitting goodness of Hosmer-Lemmes Shaw in the logistic regression model is that of $number, (Sig. $number. $number, sig. > 0.05), which indicates that the fitting goodness of the logistic regression model of the independent variable is good, The argument can be effectively interpreted by the argument.

Table 4-15variable in equation

		B	Standard error	Valde	mobility	significance	Exp(B	95% confidence interval of EXP (B)	
								Lower limit	Upper bound
Step 1	X7.the degree of leadership style democracy	4.273	1.255	11.594	1	.001	766	132	839.895
	X9.Take extra work to help individuals or groups win glory	2.493	.577	18.682	1	.000	12.095	3.906	37.454
	X 13.Job definition is clear and quantifiable.	-1.296	.721	3.228	1	.072	.274	.067	1.125
	X 10.Accept challenging work	-2.074	.645	10.333	1	.001	.126	.035	.445
	X16.In the long run, performance increases the percentage value of experience growth and is calculated by year	-3.156	.971	10.567	1	.001	.043	.006	.286
	X 14.Performance score of quantitative index management	1.177	.606	3.768	1	.052	3.245	.989	10.649
	X 20.The current state of development meets individual requirements	.312	.571	.298	1	.585	1.366	.446	4.184

		B	Standard error	Valde	mobility	ignificance	Exp (B)		
X 18.The direction of the company's future development is clear		-1.430	.846	2.859	1	.091	.239	.046	1.256
X 21.To maintain a reciprocal relationship with the original company after taking office		-.824	.253	10.635	1	.001	.438	.267	.720
Const		-.374	1.039	.130	1	.719	.688		

a Variables entered in Step 1: X7. Leadership style democracy, X9. Take extra work to help individuals or groups win glory, X13. Job responsibilities define clear, quantized, X10. Accept challenging work, X16. In the long run, performance increases experience growth percentage values, calculated by year, X14. Performance score of quantitative index management, X20. The current state of development meets individual requirements, X18. The future direction of the company is clear, X21. After taking office another company, it maintains reciprocal relations with the original company.

The most ideal analysis was given to the self-variables in table 4-15 e,quation, and the results were as follows: 4-16.

Table 4-16variable in equation

		B	Standard error	Valde	mobility	ignificance	Exp (B)	95% confidence interval of EXP (B)	
								Lower limit	Upper bound
Step 1	X7.the degree of leadership style democracy	2.138	.655	10.648	1	.001	8.484	2.349	30.642
	X9.Take extra work to help individuals or groups win glory	2.246	.483	21.626	1	.000	9.451	3.667	24.355
	X 10.Accept challenging work	-2.014	.518	15.136	1	.000	.133	.0488	.368
	X16.In the long run, performance increases the percentage value of experience growth and is calculated by year	-2.126	.523	16.500	1	.000	.119	.043	.333

X 21.To maintain a reciprocal relationship with the original company after taking office	-.750	.196	14.646	1	.000	.473	.322	.694
Const	-.082	.895	.008	1	.927	.921		

a Variables entered in Step 1: X7. Leadership style democracy, X9. Take extra work to help individuals or groups win glory, X10. Accept challenging work, X16. In the long run, performance increases experience growth percentage values, calculated by year, X21. After taking office another company, it maintains reciprocal relations with the original company.

CHAPTER 5

CONCLUSIONS

5.1 Conclusion

By empirical analysis, the factors influencing the acceptance of the union's employment relationship are as follows:

5.1.1 Internal Factors

Internal factors include five variables such as gender, age, education, position grade and industry working time. By descriptive analysis, the distribution of each factor in the acceptance degree of the union employment relationship is shown, and the positive and negative effects on the dependent variable are not produced.

5.1.2 External Factors

5.1.2.1 Corporate Culture, Job Responsibilities

Corporate culture and post-job responsibilities are influenced by the acceptance of the alliance's employment relationship as a whole because of the influence of the overall influence structure in factor analysis.

First, corporate culture and employment relationships include eight variables, as follows:

Enterprise culture: internal work environment, atmosphere; leadership style democracy; professional knowledge training of employees; undertake extra work to help individuals or groups strive for glory; accept challenging work; foster plans within employees; motivate employees.

Job Responsibilities: Job Duties Definition is clear and quantifiable.

In the analysis of factors, the enterprise culture and post function explanation variable reaches 72. 531%, reliability value 0. 971, belonging to high trust;

The regression analysis showed that sig=0.000 0.05, the performance of the dependent variable is significant, the final model is fitted, X7 (leadership style of

democracy), X9 (undertake additional work to help individuals or groups to win the honor), X10 (Accept the challenging work) and other three variables significant p value is less than 0.05, can be interpreted as a variable, the coefficient b value of 2.138, 2.246, 2.014.

The positive and negative effects of each variable on the dependent variable are shown below: X7 (leadership style democracy) is positive impact, X9 (assuming extra work to help individuals or groups win glory) is positive impact, X10 (accepting challenging work) is negative to influence, residual variable There is no definite positive or negative influence in the regression analysis of corporate culture and post duties.

5.1.2.2 Compensation Management, Enterprise Status

The remuneration management and other enterprise situation also influence the acceptance degree of the alliance's employment relationship as a whole in the analysis of factors, so it is also explained in the summary of this study.

First, the compensation management and other business conditions consist of four variables, as follows:

Salary Management: (quantization indicator, management performance), (current performance and year's long-term match), (established in the long-term, performance increase experience growth percentage value by year), (annual experience growth value 15%).

Business Situation: (Company's future development direction is clear), (on the individual understanding, the company's current management advantage is clear), (the current state of development meets individual requirements), (after taking office another company, with the original company to maintain reciprocal relation).

In factor analysis, compensation management and other business conditions explain variables up to 9. 834%, reliability value 0. 962, belonging to high credibility;

The regression analysis showed that sig=0.014 0.05, the impact on the acceptance of the Alliance employment relationship was significant; After the final

model fitting, the variable X16 (in the established growth period, the performance increases the experience growth percentage value, the yearly computation), X21 (after assuming another company, To maintain a reciprocal relationship with the original company. The significant p value is less than 0.05, which can be used as an explanatory variable, and the coefficient b value is-2.126,-0.750.

The positive and negative effects of each variable on the dependent variable are shown as follows: X16 (established long-term, performance increase experience growth percentage values, by year) and X21 (after Inauguration of another company, with the original company to maintain reciprocity) negative impact, residual compensation management and other business conditions Status variables have no definite positive and negative effects in the analysis.

5.2 Research Limitations

The study is subject to the following factors:

The purpose of this study is to investigate and analyze the reasons that affect the acceptance of the employment relationship of the staff union, and the detailed breakdown and explanation of the factors are not in general, and if it is used as a guiding enterprise to refine the management system, more detailed breakdown and research will be required for each item.

The influencing factors in the study focus on the employees of the enterprise.

5.3 Research Proposal

The purpose of this study is to investigate the employment relationship between engineering management consulting enterprises. It is not only to find out which factors that affect the acceptance of employees, but also as a reference for improving the human resources management of enterprises, we can establish and improve the good human resources management according to the information we

investigated Li. In addition to the simple labor and payment relationship between enterprises and employees, the healthy development of enterprises depends on the establishment of good staff relations, management systems, corporate culture and so on.

5.3.1 Establish the Enterprise Culture, Enhance the Employee's Cognition to the Enterprise

Enterprise culture is the soft power of enterprise development, strengthens the establishment of enterprise culture, can enhance the employee's cognition of the enterprise, thus realizes the enterprise cohesive force. The enterprise value standards, ethics and code of conduct provided by the enterprise culture not only serve as the basis for the spirit and behavior of human resource management, but also create a good environment and atmosphere for enterprises to cultivate high-quality staff. Paying more attention to emotional investment and humane care, improving the self-development consciousness of employees, not only reduces the cost of human resources, but also enables the organization to maintain a long-term competitiveness. In particular, it can be considered in some ways.

Propaganda enterprise's good vision, mission, values, make the idea of enterprise deeply rooted, gradually become a part of enterprise culture.

Care and respect for each employee, tolerance, understanding to them, to have a good democratic consciousness, staff opinions and suggestions should be dealt with in a timely manner and feedback, at the same time to treat each employee equally.

Create sincere and warm feelings between enterprises and employees. Through the organization, literature and art, sports and other activities to provide the opportunity to communicate with each other, the atmosphere of leisure and entertainment, the harmonious staff and the staff, the staff and the enterprise relationship.

To create a good growth space for the employees, give employees adequate training and learning opportunities, so that they have enough growth ability. In addition, for those who have strong pursuit of career development and achievement desire, the enterprise should be more multi-culture, continuous training, entrusted with heavy responsibility, adhere to the responsibilities of responsibility, create a positive interaction environment for enterprise development and talent growth.

The enterprises also actively encourage competition, let the staff dig the potential, make the enterprise full of vitality.

5.3.2 Establish Fair and Reasonable Labor Contract Relationship

In today's society, enterprises and employees mostly create employment relationships by signing labor contracts, so the labor contract is the most effective way to manage the relationship between enterprises and employees so far. It is also a powerful guarantee for the implementation of employee relationship management. No matter which employment relationship is adopted, the establishment of fair and reasonable labor relations requires enterprises to protect the lawful rights and interests of employees according to law, safeguard the personal safety of employees, while the enterprise damages the legitimate interests of employees, and the employees shall have the right to hold the economic compensation and corresponding legal liabilities of the enterprise.

5.3.3 Establishment A Scientific Human Resources Management System

Any effective management must be built on a scientific and reasonable basis and platform, as does the human resources management of the enterprise. It should include a series of performance guidance, evaluation system and system corresponding to this, such as salary design, personnel change appraisal, personnel training development, promotion and promotion of personnel, etc. Through the design of various policies and systems and the optimal allocation of human resources, enterprises and employees can obtain the desired mutual promotion and mutual promotion, thus winning the advantage of market competition.

First of all, we should pay attention to the enterprise's human resource development plan, and provide information support for the organization's employment, training, promotion, adjustment and so on according to the organization's objectives.

In addition, attention should be paid to the work analysis, specific research on the content of human resources, determine the procedures and codes of conduct for the completion of a work, through work analysis, formulate detailed work instructions, according to the qualification requirements of the selection of personnel, the most appropriate Talent is used in the most appropriate post, while clarifying everyone's duty of work, avoiding duplication of work, duplication of effort and overstaffing.

Secondly, to establish effective incentive mechanism to fully mobilize the enthusiasm of employees, to attract talent and retain talent.

Finally, the management process emphasizes" man-centred ". According to the enterprise values, the enterprise culture and the spiritual atmosphere to personalize management, respect human personality independence and personal dignity, emphasize individual emancipation, equality of rights, democratic management, hope from the inside to stimulate each employee's inner potential, initiative and creative spirit, make every A staff can truly be happy, spare no effort to develop continuously for the development of the enterprise.

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APPENDIX

Filling description:

Dear Staff: Thank you for your contribution to the management of the company! The company is undergoing a change and adjustment period, many deep-seated problems need to be solved, we have a new alliance employment relationship to make a small adjustment to understand the employee's true ideas and opinions, better solve the relationship between employees and enterprises, establish more reasonable talent and enterprises to each other Growing environment, retaining talent, protecting talents, and promoting the development of enterprises. Please fill in the company's existing problems and your views, and your opinion is critical to the company's development.

Alliance employment relationship: a reciprocal agreement between an independent two parties with clear terms. In the coalition, employees are committed to helping the company succeed, while the company is committed to improving the market value of its employees.

We sincerely thank you for your support for our investigation in your busy schedule.

I. Interior Factors

1. Gender: Male Female

2. Age: aged 20-25, aged 31-35, 36-40, 40-50 years, oldder than 50 years

3. Education: junior college and college, undergraduate, master, doctor

4. Position level: staff, supervisor, function manager,middle management personnel, senior management personnel

5. Industry working time: 0-1 years, 2-3 years 4-5 years 6-10 years, longger than 10 years

Survey Info

1.Establish a working model of mutual investment with enterprises

1. Yes 2. No

II. External Factor

Enterprise culture

1.Internal work environment and atmosphere

very satisfied   satisfaction   general   dissatisfaction   not satisfied

2. the degree of leadership style democracy

very satisfied   satisfaction   general   dissatisfaction   not satisfied

3. Professional Business Knowledge Training

very satisfied   satisfaction   general   dissatisfaction   not satisfied

4. Take extra work to help individuals or groups strive for performance

very satisfied   satisfaction   general   dissatisfaction   not satisfied

5. Accept challenging work

very satisfied   satisfaction   general   dissatisfaction   not satisfied

6. Employee's internal training plan

very satisfied   satisfaction   general   dissatisfaction   not satisfied

7. incentive system of employees

very satisfied   satisfaction   general   dissatisfaction   not satisfied

Employment relationship

1.Job definition is clear and quantifiable.

very satisfied   satisfaction   general   dissatisfaction   not satisfied

2. Communicating with companies for growth goals and timetables

very satisfied   satisfaction   general   dissatisfaction   not satisfied

3. Basic period of contract 3 years,

very satisfied   satisfaction   general   dissatisfaction   not satisfied

4. In mutual investment mode, personal growth value is higher than the compensation value

very satisfied   satisfaction   general   dissatisfaction   not satisfied

5. In mutual investment mode, the compensation value is higher than the personal growth value

very satisfied   satisfaction   general   dissatisfaction   not satisfied

6. the terms and conditions of the Covenant

very satisfied   satisfaction   general   dissatisfaction   not satisfied

Salary management

1.Performance score of quantitative index management

very satisfied   satisfaction   general   dissatisfaction   not satisfied

2.Whether performance is matched with a long-term performance

very satisfied   satisfaction   general   dissatisfaction   not satisfied

3.In the long run, performance increases the percentage value of experience growth and is calculated by year

very satisfied   satisfaction   general   dissatisfaction   not satisfied

4.Annual experience increased by 15%

very satisfied   satisfaction   general   dissatisfaction   not satisfied

different opinion value_____

Other business situations

1.The direction of the company's future development is clear

very satisfied   satisfaction   general   dissatisfaction   not satisfied

2.With regard to individual understanding, the company's current management advantages are obvious

very satisfied   satisfaction   general   dissatisfaction   not satisfied

3.The current state of development meets individual requirements

very satisfied   satisfaction   general   dissatisfaction   not satisfied

4. To maintain a reciprocal relationship with the original company after taking office

very satisfied   satisfaction   general   dissatisfaction   not satisfied