

POM美国杜邦500PBK602黑色

产品名称	POM美国杜邦500PBK602黑色
公司名称	东莞市华韵塑胶原料有限公司
价格	28.00/KG
规格参数	品牌:POM美国杜邦500P 型号:500PBK602黑色 产地:POM500P进口杜邦
公司地址	东莞市樟木头镇奥园塑金国际8栋214
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产品详情

POM美国杜邦500P BK602黑色 POM500P进口杜邦

POM	美国杜邦	311P NC010
POM	美国杜邦	327UV NC010
POM	390PM	18000

POM 美国杜邦 500P

近年来，随着国企改革提升，作为化工类上市公司的企业，云南云天化股份有限公司更是在内部改革方面全面提速。

2016年，公司实施的以组织机构优化和人力资源效率提升为主题的改革实践，在组织机构、干部职数大幅压缩30%以上的基础上，员工人数从改革之初的近2万人，压缩到了15990人。

凭借改革的东风，2017年一季度，云天化一改颓势，在2016年亏损30多亿的基础上，实现了当季开门红。并且从前几个月的运行情况看，总体平稳，经营状况在预算

范围内。

是什么原因促成了云天化的巨大转变?很明显，改革红利的释放是一个重要的因素。

由于历史原因，云天化的运作模式、组织架构、人员配置，明显地呈现出传统生产制造型企业的特征，重心主要集中于制造单元，对市场的反应迟缓，基于市场化的企业运营效率，远远不能适应发展和外部环境变化的要求。

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为此，云天化聘请国内的咨询公司——华夏基石，对公司的整体管理现状进行了全面诊断，分析了公司在战略、运营、员工队伍、人力资源和企业文化五个方面存在的问题，并在此基础上，提出了“战略+运营”的新型母子公司管控模式。

按照新的管控模式，总部主要扮演战略决策、运营监控、共享服务、资本运作四大职能中心的角色，下属的分子公司则按照价值链划分为研发、采购、物流、营销和制造五大业务单元。

为实现这种管理架构的建立需要，云天化在2016年实施了以组织机构和人力资源优化为重点的内部变革，其力度之大、范围之广，前所未有。

本次改革完成后，总部职能部门由16个优化为10个，中层管理干部从22名优化到16名，员工总数净减一半。下属子公司水富云天化、磷化集团、天安化工等9家主要制造单位的组织机构总数从178个压缩到91个，压缩比例48.88%;中层干部人数从531人精简到306人，精简比例42.37%，机关管理服务人员从1842人优化到1032人，压缩比例43.9%。

通过组织变革和人员优化，云天化在岗员工减少到15990人，同比降幅高达11.29%。这次瘦身健体，云天化进一步清晰了企业的管控模式和经营体系，将逐步建立适应市场需要的运作精良的新型组织，从体制机制层面爆发出新的活力。

按照多元化的经营思路，云天化从1999年进入聚甲醛领域，投产之初，不仅填补国内聚甲醛自己生产的空白，还承担了国内聚甲醛的标准起草。所以，无论从产能、质量、溢价能力和品牌影响力，都是国内当之无愧的。

但由于行业产能逐步饱和过剩，近年来，产品价格呈现不断下跌之势，云天化聚甲醛也受到影响，由盈利转为亏损。除了市场方面的原因，内部管理模式的缺陷，也是影响云天化聚甲醛盈利能力的重要因素。

一直以来，云天化聚甲醛的生产、销售、研发分别由三个独立的分子公司负责。实际运行过程中，三者在生产订单、质量控制、定价机制、考核约束等方面，不可避

免地出现掣肘的情况，从整个产业的角度看，难以形成合力。

所以，云天化在2016年年初成立聚甲醛产品事业部，将涉及聚甲醛产业的生产、销售、研发业务，全部划归到事业部，实现了研产销的一体化运作。同时，积极配套各种资源，配套多种激励机制，尤其是以经营结果为导向的弹性激励机制的建立，可以说为聚甲醛的态势扭转起到了定海神针的作用。

这种从管理模式到管理机制的创新，极大地释放了云天化聚甲醛产业的活力。一方面，作为独立的核算主体，事业部能够快速提升响应市场和应变市场的速度，准确把握市场变化带来的经营机遇，从由市场端传导至生产端，根据市场需求实现产能大化，降低产品单耗，提升盈利空间。同时，通过准确研判国际、国内竞争对手的经营策略，加强定向销售和物流优化，促进产品销量、销价双双大幅上升。

另一方面，事业部实行工效挂钩制度，及时兑现员工考核绩效，从激励机制层面刺激了员工的创造力，使整个队伍保持了较高的工作积极性。这在生产管理上尤为突出。今年一季度，云天化聚甲醛三条生产线全部实现了安全、稳定、连续运行100天的长周期运行，这在国内同类型聚甲醛运行史上尚属。在提高产量的同时，也进一步降低了消耗，使生产成本得到有效控制。

改革的成效是显著的。2016年底，事业部就打了一场漂亮的突击战。在不到一年的时间里，成功甩掉了多年亏损的帽子，全年实现净利润4300万元。

这也进一步激发了整个团队的信心。事业部负责人表示，“今年我们要争取在2016年的基础上，突破利润一亿元大关，确保产业良性健康发展。”快报显示，2017年一季度，云天化聚甲醛产品利润较2016年同期翻4番，一季度完成全年经营目标的44%。

云天化方面表示，下一步将针对聚甲醛产业成立新公司，提升整个产业的运营能力和融资能力，争取高新技术企业政策扶持，加强聚甲醛产品的深度开发，缩短聚甲醛产品进入汽车制造原料的时间，进一步延展聚甲醛产业链，提升产品在国际、国内市场的竞争力。

事实上，一年多时间以来，云天化先后推出的重大变革措施，既有整体运营架构层面的考量，也有机制体制层面的规划，更有具体业务管理层面的突破。

American dupont 500P is supplied by Dongguan Huayun Plastic Material Co., Ltd. . In recent years, as a leading company of chemical listed companies, with the promotion of the reform of state-owned enterprises, yunnan Yuntianhua Co., Ltd. is in the internal reform of the overall speed up. In 2016, the company implemented the reform practice under the theme of Organizational Structure Optimization and human resources efficiency improvement. On the basis of a significant reduction of the number of organizational structures and cadres by more

than 30 percent, the number of employees has increased from nearly 20,000 at the beginning of the reform, down to 15,990. With the reform of the East Wind, in the first quarter of 2017, Yuntianhua changed the declining trend, in 2016 on the basis of a loss of more than 3 billion, to achieve a red start to the season. And from the first few months of the operation, the overall smooth, operating conditions within the budget. What is the reason for the great change in the sky? It is clear that the release of the reform dividend is an important factor. Due to historical reasons, Yuntianhua's operating mode, organizational structure and staffing clearly show the characteristics of traditional manufacturing enterprises, with the focus on manufacturing units and slow response to the market, based on the market-oriented enterprise operating efficiency, far from being able to adapt to the development and changes in the external environment. Dupont 500P for this reason, Yuntianhua hired the famous domestic consulting company —— China Stone to conduct a comprehensive diagnosis of the overall management status of the company, this paper analyzes the problems existing in the five aspects of strategy, operation, staff, human resources and enterprise culture, and on this basis, advances a new management and control mode of "strategy + operation" for parent-subsidary companies. According to the new management and control model, the headquarters mainly plays the role of the strategic decision-making, the Operation Monitoring, the sharing service, the capital operation four major functions center, the subsidiary company is divided into five business units according to the Value Chain: R & D, Procurement, logistics, marketing and manufacturing. To meet the need for such a management structure, in 2016, Yuntianhua implemented internal changes focusing on organizational structure and human resources optimization, which were unprecedented in scale and scope. After the reform was completed, the headquarters functional departments were optimized from 16 to 10, and the middle-level management cadres were optimized from 22 to 16, reducing the total number of employees by half. From 178 to 91, the total number of organizations in the nine main manufacturing units under its subsidiary, Shuifuyuntianhua, phosphating group and Cheonan Chemical Industry, was reduced, with a reduction ratio of 48.88% ; the number of middle-level cadres was reduced from 531 to 306, with a reduction ratio of 42.37% , the number of administrative and service staff was optimized from 1,842 to 1,032, with a reduction of 43.9 percent. Through organizational change and personnel optimization, the number of on-the-job employees in Yuntianhua was reduced to 15,990, a drop of 11.29% compared with the same period last year. This slimming fitness, Yuntianhua further clear the enterprise's management and control model and operating system, will gradually establish a well-functioning new organization to meet the needs of the market, from the institutional level of a new burst of vitality. According to diversified business ideas, Yuntianhua entered the field of POM from 1999. At the beginning of production, it not only filled the gap of domestic pom production, but also undertook the standard drafting of domestic pom. Therefore, no matter from the capacity, quality, premium capacity and brand influence, are worthy of the domestic leader. POM dupont 500P but in recent years, because the industry capacity gradually saturated surplus, product prices have been falling, POM also affected, from profit to loss. In addition to the reasons for the market, the internal management model of defects, but also affects the

profitability of the important factors of pom. For a long time, the production, sales and R & D of Pom are in the charge of three independent molecular companies. In the actual operation process, the three are inevitably restricted in the aspects of production order, quality control, pricing mechanism and check and restriction, and it is difficult to form resultant force from the perspective of the whole industry. Therefore, in early 2016, Yuntianhua set up pom products division, will be involved in the production of POM Industry, sales, R & D Business, all transferred to the division, to achieve the integration of research, production and marketing operations. At the same time, actively supporting all kinds of resources, supporting a variety of incentive mechanisms, especially the establishment of results-oriented flexible incentive mechanism, can be said to play a role in the reversal of the Ruyi Jingu Bang. The innovation from management mode to management mechanism has greatly released the vitality of pom industry. On the one hand, as an independent accounting body, the business department can quickly improve the speed of responding to and responding to the market, accurately grasp the business opportunities brought about by market changes, and transfer from the market end to the production end, according to the market demand to achieve capacity maximization, reduce unit consumption of products, improve profit space. At the same time, through the accurate analysis of international and domestic competitors' business strategies, to strengthen targeted sales and logistics optimization, to promote product sales, sales prices have increased significantly. On the other hand, the business department implements the Ergonomics linkage system, realizes the staff appraisal performance in time, stimulates the staff's creativity from the incentive mechanism aspect, causes the entire team to maintain the high work enthusiasm. This is particularly prominent in production management. In the first quarter of this year, all three production lines of pom in Yuntianhua achieved a safe, stable and continuous 100-day long-cycle operation, which is the first time in the history of pom operation of the same type in China. At the same time, the output is increased, the consumption is further reduced, and the production cost is effectively controlled. The results of the reform have been remarkable. At the end of 2016, the division had a good surprise attack. In less than a year's time, successfully shed the years of loss of the hat, the full-year net profit achieved 43 million yuan. This also further inspired the confidence of the whole team. "This year, we will strive to break through the 100 million yuan mark on the basis of 2016 to ensure the sound and healthy development of the industry, " said the head of the business department. In the first quarter of 2017, yuntianhua pom product profit than the same period in 2016 quadrupled, the first quarter of the year to achieve the operating target of 44% . Yuntianhua said that the next step will be to set up new companies for the POM Industry, improve the operating and financing capabilities of the entire industry, strive for policy support from high-tech enterprises, and strengthen the in-depth development of POM products, shorten the time when pom products enter the raw materials of automobile manufacturing, further extend the pom industrial chain, and enhance the competitiveness of products in the international and domestic markets. In fact, over the past year or so, the major changes introduced by Yun Tianhua have not only taken into account the overall operation structure, but also the planning of the institutional level and the breakthrough of the specific business management level.

