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that require a unique selling point for the product and puts the functional attractiveness of the product first. Price: Depending on the different market positioning, different price strategy developed, product price is based on the company's brand strategy, pay attention to the brand gold content. Distribution (location): Instead of facing up to consumers directly, companies focus on growing dealers and building distribution networks, and the link between business and consumers is through distributors. Promotion: Companies focus on changes in sales behavior to stimulate consumers, with short-term behavior (e.g. profit, buy-to-let, marketing atmosphere, etc.) to promote consumption growth, attract other brands of consumers or lead to early consumption to promote sales growth. The 4P proposal lays down the basic theoretical framework for management marketing. The theory, based on a single company as an analytical unit, states that there are two factors that influence the effectiveness of a company's marketing activities: controllable factors Uncontrollable factors product, Price, distribution, promotion society, population, technology, economy, environment/nature, politics, law, ethics, geography, external environment, one of which is that the company is uncontrolled environmental factors such as social/demographic, technological, economic, ecological/natural, political, legal, ethical, geographical factors, etc., are considered uncontrollable factors, which are also external environments for the company. Note: P1 product (product) P2 price (price) P3 square (channel) P4 promotion The advantages of this model are obvious: It sums up such a complex economic phenomenon of corporate marketing activities as three circles and summarizes the thousands of factors available in the enterprise marketing process into four main factors, namely 4P's theory - products, prices, channels and promotions that are very clear and easy to understand. Thanks to this advantage, it quickly became a widely accepted marketing mix model for the marketing community and marketing practitioners. Although the concept of the marketing mix and 4Ps were quickly and widely disseminated, they were also criticized in some ways by some marketing scientists, especially the European School. This is mainly due to the following points: (1) The marketing element is only suitable for small-scale missions, as it is only for the seller of the transaction to take into account the problem, obsessively what the marketer does to the consumer, and not from the interests of the customer or society as a whole, which is still a reflection of the concept of production orientation rather than reflecting market orientation or customer orientation. , and its focus is short-term and purely transactional; According to Boden, the concept of a marketing mix is not intended to define marketing, but rather to provide a reference for marketers who should combine the factors or variables that can be used in a uniform marketing plan (Neil Borden, 1964). However, the 4Ps model does not explicitly contain elements of coordination and integration, does not contain interaction factors, and empirical studies such as the main marketing factors and how they are taken into account and accepted by marketing managers are ignored, a preference for structure is much greater than a focus on the process (Kent, 1986). At the same time, marketing is the mutual satisfaction of interrelationships, and the 4Ps model ignores the influence of a large number of factors in the interrelationship; In addition, consumer goods manufacturers have mainly industrial relationships with retailers and wholesalers, who increasingly see themselves as service providers. In this case, the role of 4P in the consumer goods sector is limited; (4) 4Ps define marketing as a functional activity, separate from other activities in the company and approved for professionals responsible for analysis, planning and implementation. Companies set up marketing or sales departments specifically for marketing functions, and of course sometimes involve experts from outside the company to engage in certain activities such as market analysts and advertising experts. Consequently the rest of the organization is decoupled from marketing, and marketers are not involved in product design, production, delivery, customer service and opinion processing, and other activities. Involved. the Bulte, 1991); (5) The marketing mix and the 4Ps theory do not have a solid theoretical basis. As a basic marketing theory, Groenros believes that it is largely gained from practical experience and is probably influenced by microeconomic theory, especially monopoly theory in the 1930s. However, the link to microeconomics was quickly cut off and even completely forgotten. As a result, the marketing mix has only a few P-factors left without theoretical roots piling up in the body (Christian Gronroos). Gosta Mickwitz (1959) pointed out as early as 1959 that when empirical work in marketing mechanisms shows that companies assume a large number of significantly different parameters from each other, the theory of corporate behavior in the market is very unrealistic if it is satisfied with only a few of them. In response to this criticism, later scientists continue to enrich the 4Ps model by adding many subfactors to each marketing mix factor, forming a product portfolio, a price portfolio, a sales portfolio, a communication, and a promotion mix, each of which changes four factors, requiring other factors to respond to change. This creates a marketing mix (see Figure 1-2). According to the real requirements of combining marketing factors, endless changes that drive the development of marketing management and the optimal allocation of marketing resources. The requirements and purpose of the marketing factor combination is to use the most appropriate products, the most appropriate prices, the most appropriate advertising methods and the distribution network to best meet the needs of consumers in the target market in order to achieve the best reputation and economic benefits. Therefore, the theoretical 4Ps model is still a very effective guiding theory in marketing decision-making practice. The author continues to use this theoretical model in later application analysis. As we all know, 4Ps and 4Cs are complementary rather than alternative relationships, i.e. Customer, refers to the use of customers instead of products to examine the needs and desires of customers and then to produce, operate and sell the customer to determine the service products they want to buy; It means that the sales strategy should be as convenient as possible for customers, communication means to replace promotion with communication, communication is in both directions, and promotion is a linear way of communication, whether it is a promotion strategy or a pull strategy. The relationship 4Ps and 4Cs is shown in the table below. 4Ps and 4Cs Interrelational Comparison Table Category 4Ps4Cs illustrates the scope of product services, projects, service product positioning and service branding and other customers (customers) to study customer requests, and provide the appropriate product or service price (price) base price, payment method, commission discount, and other costs (costs) is willing to pay the customer's costs and costs. Is. Advertising, personal development, business promotion and public relations Communication (communication) proactive communication with customers, looking for a win-win identity time in the mid-1960s (McCarthy) in the early 1990s (Lauterang) based on the market segmentation of employees within the company, lending the basic strategy combination of marketing: 4ps product, price, sales (location) promotion can help the human resources department of the company to better complete the production and promotion of various products of personnel management. In particular, the marketing of human resources management can be focused on the following three target markets for the Enterprise Senior Management Line Manager (Peer Department Manager) and grassroots employees. 1. Human resources management product strategy for different levels of personnel to the different needs of personnel management, the development of the appropriate personnel management products is conducive to improve employee satisfaction, to create a harmonious working relationship. Since the specific tasks and responsibilities of employees vary at different levels of the workplace, the different personnel policies of the company and different personnel plans differ in the specific implementation, its content, the methods and other aspects of the corresponding differences. Take, for example, the products (training programmes or training programmes), the products for managers are usually based on new theories, new ideas, new methods, since the main contents of common methods are: case analysis and research, document processing, business games, etc.; The training of basic staff focuses mainly on general theoretical knowledge, expertise and operational skills and accepts lectures, audiovisual teaching, apprenticeship training and so on. 2. Pricing strategy for human resources management 3. Human resources management channel strategy human management channel strategy includes how human resources product for specific consumers. Different marketing channel strategies can be selected for the Human Resources Department consumers in different market segments. (1) Marketing of the Executive Board: Direct channel marketing for the executive team is carried out mainly through the transfer of product to the HUMAN resources department. Since the formulation and implementation of specific human resources management policies and various personnel plans must be recognised by management, HR departments as specific policy makers can often pass products to management through feasibility analysis reports, face-to-face communication, meetings, and other channels. This is also the best sales channel for this segment. (As shown in Figure 1) (2) Marketing of supervisors (department heads of the same level): direct channels plus indirect channels, for line managers, marketing can choose both direct and indirect channels. On the one hand, the HR department can pass the product directly on to the manager through public relations, training, meeting, etc., on the other hand, the product of various personnel management can be passed on from top to bottom by the management by ordering work, dissection of tasks, etc. to the manager. (3) Marketing of employees at the grassroots level: Direct channels plus indirect channels Human resources departments should train management departments as the main channels of product transfer, as they are general human resources managers who are the main managers responsible for human resources management practice, by implementing various management functions, line managers can be a variety of human resources management products (such as performance assessment indicators and standards, welfare systems, etc.) for staff. At the same time, the HR department can also organize various human resources management activities and various advertising materials directly product transfer. 4. The core of the human resources management support strategy is to use different communication methods and means to promote the strategies and plans of human resources management and to improve the understanding and recognition of the personnel management system of companies. For managers, product promotion is at the heart of improving their human resource management capacity based on the role of the specific companies in their human resources practice. Only if the manager fully understands and fully understands the various personnel management tools and methods, can he really be able to implement human resources management. Human resources departments should provide comprehensive training for supervisors in a variety of ways to understand how to use various human resources management tools (e.g. communication techniques for performance assessment, etc.), applicable scenarios, operational processes, and so on, so that they can be mastered and used skillfully. The most important thing for the average employee is to have as much information as possible about the human resources management system. Therefore, in addition to the manager in the implementation of management functions, the HR department can also use product promotion for employees at the grassroots level through a variety of promotion opportunities to enable employees to exchange as much information as possible in order to strengthen trust between employees and supervisors, employees and human resources departments. For example, timely disclosure of job vacancies in the company, personnel-related training projects can be implemented on time and the implementation of the quality, pay and performance system, which is explained in detail and clearly, can open up a variety of communication channels that enable employees to communicate with human resources at all times. In summary, human resources management is no different than talking on paper without the involvement of all employees. Therefore, the HR department should carefully analyse the needs and expectations of personnel at all levels of the company for human resources management and constantly improve their ability to improve customer needs so that customers can offer better products and services, thus promoting the realization of comprehensive human resources management. A company is a major product m industrial company, has its own distribution centers and channels, over the years good performance. Product m has two processes, the first process after completion of the unit production costs of 300 yuan, unit cost 20 yuan, the second process after completion of the unit production costs of 500 yuan, unit cost 40 yuan, are completed in the own department of the A. Company A is a general taxable person with an applicable income tax rate of 33%. This year a company revenues of 30 million yuan, taxable income of 3 million yuan. Company A designs the Marketing plans for product m from a 4Ps perspective. (1) Product (new product development) A company that has chosen to develop M-product replacement products by exploring potential market demand is expected to be completed in 3 years. The total investment is 2.1 million yuan, progress is evenly distributed, and the plan is to invest 700,000 yuan per year. The amount of taxable income of the company is 3 million yuan, and the income tax to be paid in the first year: (300-70<50%) ×33% x 8745 million yuan: the second year payable income tax: 300×33% - 990,000 yuan; Income tax payable in the third year: 300×33% - 990,000 yuan, total 2.8545 million yuan in three years. According to the tax planning, without affecting the progress of research and development, the company will be the first year 600,000, the second year 700,000, the third year 800,000 distribution, the first year should pay income tax: (300-60<50%) ×33% - 891,000 yuan; Yuan; (2) Prices (Transfer prices) A company according to market research, noted that its products m customers are mainly in Shenzhen area, and customers want that products m can be customized on request, taking into account costs, competition and other factors, A company will price products with 800 yuan. Then Company A should pay income tax of 85.8 yuan under normal circumstances. After tax planning, Company A set up company C in the high-tech development zone and other areas that enjoy tax advantages, the second way: transfer the process to company C (15% applicable income tax rate), so that the second process can meet customer order needs, and company A each product is subject to income tax (400-300-1 20) ×33% to 26.4 yuan, C company should pay (800-400-200-200-20) ×15% to 27, yuan tax savings of 32.4 yuan per product. (iii) Promotion 1. Promotion. Enterprise A promotes the product m by buying the product cash back. Unit product price of 1000 yuan, the cost of a single piece of 600 yuan, 100 yuan per cashback, calculated vatable 58.11 yuan, income tax 84.05 yuan, sources personal income tax 20 yuan, and corporate profits reduced by 100 yuan. According to the tax planning, Company A decided to promote the product discount way, to sell any original price of 1000 yuan of the products 900 yuan and at the same time write a turnover of 900 yuan check. Vatable 58.11 yuan per item, income tax 99 yuan, tax saving of 14 yuan per product. 2. Advertising and advertising costs. A company to improve the visibility of product m, decided to advertise in the press and radio and other media, and in the target area of customer concentration for large-scale advertising. The company plans to spend 550,000 yuan on advertising (the tax law allows the deduction of 600,000) and the advertising fee of 200,000 yuan (the tax law allows the deduction of 150,000). The advertising fee exceeds the limit by a total of USD 50,000 and is taxed at a tax of USD 165,000. Under the tax plan, a company will exceed 50,000 yuan in advertising costs through advertising in advertising expenses, tax savings of 165,000 yuan. 3. Public relations. Company A to improve the image of the company of high-tech companies among college students, educate potential users and attract talent to the company, donated 400,000 yuan to an unaffiliated university science base. Parts of the annual taxable income within 10% of the annual taxable income required by the State may be deducted when calculating taxable income. Taxable (40-30) × to 33,000 yuan. After tax planning and research, it was decided to sponsor research and development of new technologies at this university for research funding of 400,000 yuan. Under the terms of the tax code, taxable income can be deducted in full in the current year, saving 33,000 yuan in taxes. Be. (4) Channel (place) A company decided to distribute its own products m and set up a special sales department. It is expected that the turnover of 30 million yuan in a year is completed, of which 27 million yuan in goods sales, 3 million yuan in transport business after 17% VAT collection, tax 510,000 yuan. According to the tax plan, Company A separated the distribution center into an independent legal entity, then 3 million yuan of the transport business, which applies to the 3% business tax rate, tax amount of 90,000 yuan, tax savings of 420,000 yuan. The above case study shows that the marketing department differs significantly for the daily marketing activities of tax planning and non-tax planning. Through tax planning, the marketing department can reasonably avoid taxes, reduce tax expenses, and increase after-tax profit, improving the business performance of companies. Because China's tax system is more complex, the amount of tax spending is large, companies that carry out tax planning areas are also relatively broad, so that reasonable tax planning can significantly reduce the tax burden on marketing activities, and access to cost-competition benefits is conducive to the long-term development of companies. A company's tax planning activity is a kind of whole business that spans all aspects of marketing, and tax planning is also a forward-and-cooperative activity that requires prior advice and planning from the marketing and finance departments. This paper analyzes only a part of the marketing activities of tax planning issues, there are some aspects that are not involved, since a brick throwing jade use, in practice, companies can use according to their own actual design of a more effective tax planning program. Firstly, the background analysis of the employment competitiveness of university graduates is a project linked to the overall situation of social stability, and the promotion of the successful employment of graduates is an important prerequisite for building a harmonious society and also a necessary basis for promoting the healthy development of universities and colleges. According to statistics from the Department of Personnel, the employment situation of university graduates is not optimistic at the moment: in 2009, there were more than 5.6 million graduates nationwide, in the last two years there were about 4.8 million unemployed university graduates, and in 2009 there were 10 million university students who needed employment. On the one hand, more university graduates need a on the other hand, due to the global financial tsunami, which led to job losses, job losses in the status quo of the talent market soared. As a student, the inability to change the environment can only be invincible from their own point of view, to improve their own quality, to improve employability. College students from a broad sense can be considered as schools, colleges and even students themselves produced products, based on such a premise, this paper learns from the concept and theory of marketing, from a marketing point of view, to explore the use of 4Ps marketing theory in employment consulting work, analysis of how to use 4Ps marketing theory to conduct college student employment competitiveness training. Second, 4Ps marketing theory introduction. Introduction. Product: pay attention to the development of functions, requires the product has a unique selling point, the functional appeal of the product in the first place. Price: Depending on the different market positioning, develop different pricing strategies, product price is based on the company's brand strategy, pay attention to the brand gold content. Distribution :A company does not stand directly in front of consumers, but focuses on growing dealers and establishing distribution networks, and the link between business and consumers is through distributors. Promotion: Companies focus on changes in sales behavior to stimulate consumers, with short-term behavior (e.g. profit, buy-to-let, marketing atmosphere, etc.) to promote consumption growth, attract other brands of consumers or lead to early consumption to promote sales growth. Thirdly, the training path way of employability Since college students can be considered as the products produced by schools, colleges and even students themselves in a broad sense, then the 4Ps theory can be used to propose the pathway of the competitiveness of college students. (1) In order to improve students' own quality and ability in line with the products proposed in the first P in 4P, a unique selling point should apply, in particular in order to enhance the functional attractiveness, improve student quality and train the core-oriented competitiveness of graduates at work. This own competitiveness is combined in three ways. 1. Learning capacity, not only refers to the student's professional learning capacity, but also includes the student's ability to accept new things and adapt to the new environment, this ability is the basis of the core competitiveness of graduates, only by cultivating good learning capacity, we can carry out practical activities and participate in scientific research; Therefore, on the basis of certain learning skills, we should guide students to strengthen practical skills and constantly review the theoretical knowledge learned in the classroom through practice to increase the weight of employment; Participation in scientific research can further improve the level of professional research and practical skills of students, while students can quickly adapt to the actual work through post-graduate scientific research. (2) Clear employment orientation the product price proposed in the second P in 4P, which is appropriate, the current supply and demand side of the labour market in order to make bilateral decisions by showing a certain degree of market characteristics of the buyers, so that employment advice should take care to guide students, cultivate clear employment positioning and pricing, only in this way can the employment success rate of students be improved. 1. Understand the market, the number of graduates each year is not fixed, the labour market also changes, according to the principles of the economy, if supply exceeds demand, prices will fall; Therefore, the graduates of the job search process must record the market situation, fully understand the employment information in order not to be too high or too low in the job search process. Be. (3) The 4Ps theory of the perfect employment channels states that the distribution platform and channels are of strategic importance for product distribution and that building a good distribution platform and channels will significantly promote the production of transactions. For employment, the exchange platform between supply and demand and the information channels for employment is very important. 1. Build a comprehensive, multi-stage platform for the exchange of supply and demand, take the traditional form and modern information technology combined way, build a special job fair, small meeting, employment QQ group, bbs virtual talent market and other ways to form a platform, via this platform, graduates and employers can easily, quickly and comprehensively understand each other's different information , improve the success rate of graduates. 2. Cultivation of perfect work information channels, guide for students to set up a vocational guidance centre for schools, a vocational guidance office, a special job fair-oriented, with teachers for families and friends, networks, traineeships as a complement to the information sources channels for employment, with a strong information network to solve the problem of information asymmetry between supply and demand in order to facilitate the facilitation of access to employment information for graduates. (4) Doing good work to promote employment The definition of support in 4P can be revealed: the employment process must also be in need of support in order to give graduates a better opportunity to find the ideal job. Promotions for the employment process include promotions for students themselves and promotions for schools and universities. 1. Students should have a marketing awareness and know how to promote themselves in the work process. Self-recommendation letters and CV is an advertisement for graduates, good advertising will encourage employers to make decisions, promote transactions, as employment advisers, to make it clear to students that in the cover letter and CV the writing process must be concise, targeted, targeted, from the point of view of meeting the employer's work requirements in order to introduce their own situation, to show themselves fully in order to achieve good advertising results. 2. In addition to the promotion of pupils, the office responsible for employment in schools and universities should also incorporate the concept of support into its work. Through advertising, advertising and other activities to improve the visibility of schools, universities, establish a brand image, a variety of possibilities and to introduce and promote graduates. Marketing is just the icing on the cake, employment is the strength, the key to relying on college students in normal college life to cultivate their professional skills, expand their various skills, and effectively improve the competitiveness of employment, according to the 80/20 law, 80% of the chance in the hands of 20%, 80% of people will hunt the remaining 20% of the opportunity, therefore our goal as a work companion should be to educate the students to become 20% of the elite, so that our college students in search of work hit the wind and the waves, which is the ultimate goal of employment counseling. The formation and development of the overall framework of marketing theory . . . Xie Shao'an. Optimization and innovation of logistics outsourcing services for 4Ps and 4Cs. Logistics and procurement research. 2009 Issue II Total No. 513 Marketing Human Resources Management with 4ps. Modernization of shopping centers (November 2007 No. 521) Tax planning research based on The Marketing 4Ps combination. Accounting research. 2007 (USA) Philip Kotler. Marketing Management (version 11) (M) Mei Qinghao translation. Shanghai: Shanghai People's Press, 2003.12. - Wang Jun. The Enlightenment of Employment Promotion Means for Foreign College Students to Our Country. Journal of Black River Studies. No. Page 2: US car rental company Hertz is the largest and most famous car rental company in the world. Hertz currently has 1,900 rental stores across the country and 5,100 around the world. Hertz has a wide range of models to choose from and offers short-term rentals - daily, weekly and monthly. Car rental companies are located at the airport, in the city centre, in the commercial centre of the suburbs, as well as in residential areas and attractions. Today, Hertz booking centers worldwide handle nearly 40,000,000 calls a year and make nearly 30,000,000 car rental reservations. As a global leader in car rental companies, Hertz has 7,400 car rental businesses in the United States and more than 150 countries. Hertz's wholly owned subsidiaries include the Hertz Equipment Leasing Company (HERC), which provides contractors, industry and government agencies with a wide range of construction and industrial equipment and sells high-quality used equipment. Hertz Claims Management, a third-party liability company, provides services to large-scale companies, self-insured companies and the insurance market. Hertz Neighborhood Stores (HLE), which specializes in insurance replacement services and offers short-term rental cars to customers who own private cars for repairs to their cars or for other reasons, filed for bankruptcy on the evening of May 22, 2020 local time. Foreign media reported that the bankruptcy would make Hertz one of the most high-profile defaults for companies caused by the outbreak that affected The Americans' journey. In its May 22 statement, Hertz said the impact of the new crown outbreak on travel demand was sudden, leading to a sharp drop in revenue and future bookings. While the company took immediate action to address the crisis, uncertainty remains as to when sales will recover and when the used car market will resume sales in full. Hertz intends to continue working during the debt restructuring and to create a healthier financial company... Alibaba, ARM, Innovation Workstation, Red Dot Investment, Sequoia Investment Company Intellectual Ho Hongxuan - Macau Gambling King, Hong Kong and Macau famous patriotic entrepreneur Ho Hongxuan, born in Hong Kong on November 25, 1921, Hong Kong and Macau entrepreneur, known as the Macau Gambling King, is one of the grandsons of Sir Ho DongBrother Ho Fu, Huguang's son, ranked in the Mr Ho has Jewish, Dutch, British and Chinese ethnic roots and follows the matrilineal Guangdong Bao'an in accordance with the traditional ancestry of the Ho Dong family. In 1961, the Portuguese-Australian government decided that the gaming industry must be introduced through the franchise system, Mr. Ho looked at punctuality, returned to Macau, with Mr. Ho and others to win the exclusive casino franchise, and took the first step on the way to becoming the gambling king. Gambling King. From 2011, its companies include: Macau Gaming Holdings Limited, Hong Kong Xinyu International Group, Hong Kong Xinde Group Co., Ltd., Macau International Airport Franchise Company, Ace International, Macau Chengxing Bank, etc. On 12 June 2018, Mr. Ho resigned as Chairman, Executive Director and Member of the Board of Directors. On November 13, 2019, the gambling king Ho Hongxuan generously donated to the country the bronze statue of the head of the Yuanmingyuan horse, which is also the second Yuanmingyuan animal head that the gambling king has given to the state. On May 26, 2020, Ho Hongxuan, a well-known patriotic entrepreneur from Hong Kong and Macao and a member of the Standing Committee of the 9th to 11th CPPCC National Committee, died at the age of 98. (Detailed) Businessmen... A management scientist. Financial investors . . . Executives . . . Marketing scientist Think Tank Frontier Globalization Globalization is a multi-level, multidisciplinary concept of interdependence, influence and limitation, with economic globalization as its core and including politics, culture, science and technology, military, security, ideology, way of life, values, and so on. Globalization can be summed up as the globalization of science and technology, economy, politics, the rule of law, management, organization, culture, ideology, interpersonal communication and international relations. On May 24, 2020, a reporter asked the State Council or Foreign Minister Wang Yi that globalization is likely to reverse and the world is no longer in the past, and Wang Yi said that the world certainly cannot go back because history is progressing. What is the right choice and direction for globalisation? First, globalisation needs more inclusive and inclusive development. Globalisation is an inevitable trend to promote the development of the world and a strong trend towards promoting human progress. While we adhere to the rational allocation of resources worldwide and ensure the best cost-effectiveness, we should pay more attention to alleviating the shortcomings of the growing gap between rich and poor caused by globalisation and the imbalance in regional development. Secondly, multilateralism must be more preserved and promoted. This outbreak has proven that it is impossible to stand alone, no matter how powerful a country is. To see on the other side of the shore, the fire will eventually affect itself, falling the rocks to the end will be the credibility of the ground. In the face of increasingly increasing global challenges, the international community can only become a united force in the if it stands by multilateralism; Thirdly, global governance needs to be reformed and refined more precisely. Global governance needs to be reformed and improved more precisely, uncovering the shortcomings of national public health systems, the fragility of the global industrial chain's supply chains, and the brevity of global governance capabilities and governance systems. Reforming and improving global governance is one of the top priorities of the international community... Open the APP Open the APP. App.

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