

# Analysis of Strategies for Improving Employee Training in Enterprises in the New Era

Wangyang Chen

Foshan Metro Operation Co., Ltd. Party Mass Human Resources Department Training Center, Foshan, 528000, Guangdong, China

chenwangyang@fmetro.net

**Keywords:** The new era, Enterprise employees, Training and improvement strategies

**Abstract:** Employees are the main target of enterprise operation and management, as well as the executors for the smooth implementation of basic business work and the implementation of various management systems and development plans. Therefore, the level of individual professional ability and comprehensive literacy of employees will have a direct impact on the quality of enterprise operations and future development direction. In the context of the new era, the competition among enterprises is gradually shifting towards talent competition, which requires timely employee training. This article analyzes the problems existing in employee training in enterprises in the new era, and proposes several strategies for improving training effectiveness based on this, for reference by relevant enterprises and staff.

## 1. Introduction

Faced with increasingly fierce market competition and complex domestic and international market environments, enterprises are facing increasing internal and external pressures for survival and development. Human resource management, as an essential component of enterprise comprehensive management work, has gradually exposed many problems in the daily operation and progress of enterprises. The most significant issue among them is the shortcomings and deficiencies in human resource training work <sup>[1]</sup>. The main purpose of employee training in enterprise organizations is to further improve the quality of work and comprehensive management effectiveness of the enterprise by strengthening professional training for employees, thereby promoting the enterprise to occupy an advantageous position in the increasingly fierce market competition. However, due to the influence of traditional operational management thinking, some enterprises are currently focusing more on how to improve economic efficiency and neglecting the important value of employee training work. This issue has seriously constrained the operation and progress of enterprises, and requires the attention and effective resolution of enterprise managers.

## 2. Problems in Employee Training in Enterprises in the New Era

### 2.1 Insufficient Emphasis on Employee Training by Enterprises

Based on the analysis of the current situation of employee training in most enterprises, some enterprises have not placed employee training and education in the correct position due to long-term influence from traditional operational management concepts. In addition, due to increasingly fierce market competition, some enterprises have focused more on expanding industry scale and improving economic efficiency, thus neglecting the necessity of employee training work. Some enterprise managers even believe that employee training not only fails to bring direct economic benefits to the enterprise, but also wastes a large amount of resources, making it an optional task. This one-sided thinking directly leads to problems such as insufficient human resource reserves and a large amount of talent loss in the operation and development process of the enterprise, which has a negative impact on the long-term development of the enterprise.

## **2.2 Imperfect Employee Training Mechanism**

The employee training organized by enterprises is often based on existing human resource management systems. However, the current human resource management methods and systems of most enterprises are no longer able to meet the training needs of employees in the new era, and some enterprises have not carried out reform and innovation on them. Some companies are unwilling to occupy working hours to carry out employee training activities, often using rest days and off hours for employee training, which greatly reduces the enthusiasm and learning initiative of employees to participate in training activities, and even leads to the training work of enterprise employees becoming mere formality [2]. In addition, the employee training methods adopted by some enterprises are relatively rigid and single, mainly manifested in training courses that mainly focus on theoretical knowledge explanation, and cannot truly realize the value of employee training work.

## **2.3 Lack of Supervision and Management Mechanism for Employee Training in Enterprises**

In the current employee training work organized by most enterprises, in addition to a lack of scientific and comprehensive training mechanisms, there is also a problem of inadequate supervision and management mechanisms, which leads to relevant departments and management personnel being unable to timely identify problems in employee training work and carry out targeted governance, ultimately affecting the effectiveness of employee training in enterprises. In the process of building an overall employee training system, the training management work of enterprises shows obvious non-standard characteristics, such as employees often not participating in training activities on time, absenteeism, and other frequent occurrences. This not only wastes the training resources of the enterprise, but also increases the cost of employee training management. In addition, the lack of a management mechanism for employee training in enterprises has led to a chaotic training process for employees. Employees are unable to have a correct understanding of the training schedule, and even have a psychological resistance towards employee training.

## **3. Strategies for Improving Employee Training in Enterprises in the New Era**

### **3.1 Deeply Analyze the Innovative Points of Employee Training in Enterprises**

In the process of conducting employee training for internal organizations, enterprises first need to further clarify the basic principles and detailed plans for employee training and education based on actual situations.

Firstly, when promoting employee training, enterprises need to ensure that the interests and needs of employees are consistent with the overall interests and needs of the enterprise, thereby promoting the formation of a good mutual assistance and cooperation relationship between enterprises and employees. Guided by this fundamental principle, enterprises need to prioritize the improvement of economic benefits as the goal orientation of employee training work, continuously improving employee work efficiency and quality [3]. Employees can also actively participate in employee training activities and maximize their personal value in practical work for the purpose of increasing their income and strengthening their professional skills. When training employees, enterprises should also comprehensively plan employee professional skills and literacy training programs based on the actual operation situation, phased strategic development goals, market economy trends, etc., to ensure that all employees can find suitable positions and personal development goals within the enterprise.

Secondly, when providing professional training to employees, enterprises should also fully mobilize their subjective initiative and deeply explore their personal potential skills. Enterprises can divide employees into job positions and responsibilities based on their majors, interests, abilities, etc. On this basis, enterprise employee training can be carried out according to the characteristics of each employee, ensuring that employees can maximize their professional abilities and advantages, and thus contribute to the stable operation and long-term development of the enterprise.

Thirdly, when organizing employee training work, enterprises should also deeply implement the

principle of regular training, gradually transform employee training work into a normalized and long-term talent reserve development strategy, and encourage employees to strengthen their professional advantages, improve work ability, and make up for their shortcomings through long-term training work. This not only promotes employees to develop good professional ethics and abilities, but also deepens their sense of responsibility and mission, truly achieving a win-win situation between the enterprise and employees.

### **3.2 Innovate the Concept of Employee Training in Enterprises**

Correct awareness is the scientific guide for practical actions. Only by forming a correct understanding of employee training work can all employees in an enterprise ensure that the subsequent employee training goals, plans, and content are scientifically reasonable and feasible [4]. Based on this, enterprises should keep up with the pace of development of the times, innovate their own employee training concepts in a timely manner, and ensure that the implemented human resource management system and employee training mechanism exhibit modern and innovative characteristics. Enterprises should fully recognize the necessity and importance of employee training from a scientific perspective, and recognize the significance of comprehensively improving employees' work ability and professional literacy in improving the quality of enterprise work and ensuring the stability of enterprise operation. It is also necessary to promote the concept and value of employee training internally, promote innovative work thinking among internal employees, and provide impetus for high-quality upgrading, transformation, and sustainable development of the enterprise [5].

### **3.3 Systematically Optimize and Adjust the Training System for Enterprise Employees**

Since the 21st century, with the rapid progress of the social economy and the deepening reform of the market economy system, competition among enterprises in various industries has become increasingly fierce. At present, the competition in the enterprise market has gradually shifted from capital competition and industry scale competition to talent competition and cultural soft power competition, so the requirements and standards for talents for enterprises are constantly increasing. In the process of talent recruitment and new employee training, enterprises need to focus on strengthening the cultivation of innovative talents, and continuously improve the quality of their talent team by using a comprehensive training course system and diversified training methods. This requires enterprises to use innovative thinking and methods to design employee training course systems and content, in order to maximize the motivation of employees to participate in training activities and actively learn [6].

Firstly, enterprises should provide systematic training on employees' professional theoretical knowledge and work abilities. Secondly, enterprises need to use the innovative education curriculum system to gradually cultivate employees' innovative work thinking, ensure that employees always maintain a positive and upward work attitude in actual work, ensure work quality, and improve work efficiency. Thirdly, enterprises need to fully leverage the diversity of training content. Due to the numerous job positions set up within the enterprise, different positions have different requirements for employees' abilities. In this regard, enterprises should set up different types of training courses according to the talent needs and job requirements of different positions, to ensure that employees have an understanding of the professional knowledge of all departments [7]. In actual employee training work, enterprises need to use innovative methods to further improve the overall political thinking of employees, ensuring that employees can still quickly enter the working state in a short time in case of timely job changes, and improving the quality of enterprise work.

## **4. Conclusion**

In summary, it is necessary and crucial for enterprises to further improve employee training in the new era. This is not only an inevitable trend to comply with the current competition in the talent market and improve the comprehensive competitive strength of enterprises, but also a powerful measure to ensure the comprehensive management level and work quality of enterprises. Based on

this, enterprises should actively adapt to the development trend of the times, innovate their employee management concepts, and fully recognize the necessity and significance of doing a good job in employee training in their daily business management processes. Then, targeted employee training programs are set up based on different job positions, continuously updating the theoretical knowledge structure of employees, improving their professional abilities and comprehensive literacy, and mobilizing their work enthusiasm and initiative. In this way, it can maximize the quality of enterprise work, improve work efficiency and overall management effectiveness, and lay a solid foundation for stable operation and long-term development of the enterprise.

## References

- [1] Wang Yong. Analysis of Strategies for Improving Employee Training in State Owned Enterprises in the New Era [J]. Sichuan Labor and Social Security, no.11, pp.23, 2022.
- [2] Zhang Yaxi. Research on Strategies for Improving the Informatization Level of Staff Training Management in Tobacco Production Enterprises [J]. Journal of Mount Huangshan University, vol.24, no.4, pp.71-74, 2022.
- [3] Chen Min. Strategies for Improving Employee Training in State Owned Enterprises [J]. Modern Marketing (First Ten Days), no.8, pp.136-138, 2022.
- [4] Zhong Shuchun. Research on influencing factors and countermeasures of staff training effect of Luzhou Baijiu enterprises [D]. Chongqing Normal University, 2021.
- [5] Tan Jianrong. The significance and strategic analysis of employee training for improving the performance of marketing departments in testing and certification enterprises - Taking A Testing Company as an example [J]. Shanxi Agricultural Economics, no.23, pp.96-97, 2020.
- [6] Liu Jingjing. Research on Performance Improvement Strategies for Retail Enterprise Marketing Employee Training [D]. Hebei University of Engineering, 2018.
- [7] Zhou Qifeng. Research on Employee Training Satisfaction in Small and Medium Enterprises [D]. Heilongjiang University, 2011.