

Current Situation and Optimization Countermeasures of Staff Training Management in State-owned Enterprises

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Abstract: Staff training in state-owned enterprises is an important issue related to management and development. In the highly competitive market environment, continuously improving the professional skills and knowledge level of employees has become a key factor for the survival and development of enterprises. Therefore, this paper will first analyze the status quo and problems of staff training management in state-owned enterprises, and then propose optimization countermeasures, hoping to improve the level of staff training management and promote the sustainable development of state-owned enterprises.

Keywords: State-owned enterprises; Staff training management; Current situation; Optimization game

Introduction:

The value of staff training management in state-owned enterprises cannot be ignored. Through effective training management, employees' working ability, career development awareness and teamwork spirit can be improved, thus promoting the sustainable development and competitiveness of enterprises. Therefore, state-owned enterprises should pay attention to staff training management, provide good training opportunities and environment for employees, and realize the common development of enterprises and employees.

1. Current situation and problems of staff training management in state-owned enterprises

State-owned enterprises are an important part of our national economy and have contributed very much to our country's development. However, in state-owned enterprises, there are some status quo and problems in staff training management, which need to be solved urgently. The current situation of staff training management in state-owned enterprises is inadequate^[1]. Many state-owned enterprises lack comprehensive planning and systematic management in staff training. Some enterprises only pay attention to the induction training of new employees, and ignore the needs of existing employees for further training. In addition, due to limited funds and resources, training in state-owned enterprises is often too mechanized and one-sided, lacking in personalization and practicality. In addition, the training methods are relatively outdated, mainly based on traditional classroom teaching, lack of interactive and practical training means. Some enterprises do not pay enough attention to training and do not regard it as an important way to improve the quality of employees. On the other hand, some employees lack enthusiasm for training, think training is a formalistic work, and are not willing to participate in it. In addition, due to the unreasonable training schedule, some employees may not be able to participate in the training in the case of busy daily work, resulting in poor training results. At the same time, due to the lack of scientific evaluation mechanism, some enterprises can not timely understand the effect of staff training, unable to adjust and improve according to the training results.

2. Second, the status quo of staff training management in state-owned enterprises and the optimization countermeasures of problems

2.1 Research on training needs

Develop personalized training plans according to the staff's job characteristics and business needs. Employees in different positions face different problems and challenges at work, so the training content should be personalized and highly targeted. For new employees,

the training of basic knowledge and business skills should be strengthened; For employees who are promoted or transferred, emphasis should be placed on the cultivation of soft skills such as leadership and communication skills. Establish incentive mechanism to encourage employees to participate in training. You can set up a reward system after achieving the training goals, such as promotion, salary increase, training certificate, etc. In addition, the training results can be publicized, so that employees realize the importance and value of participation in the training.

2.2 Develop a clear training plan

The formulation of a clear training plan needs to be evaluated according to the training needs of employees and the development goals of enterprises. In modern enterprises, employees are the core competitiveness of enterprises^[2], and their training needs are closely related to the development of enterprises. Only by understanding the training needs of employees, can we develop targeted training plans, improve the ability level of employees, and then promote the development of enterprises. The training plan should be systematic, that is, each training link to form an organic whole. The training content should be determined according to the post requirements of employees and the development needs of enterprises, including the training of professional knowledge, the cultivation of skills, the improvement of professional quality and the cultivation of team cooperation ability. At the same time, the training method should also choose the appropriate training form according to the different training content and the learning characteristics of employees, such as face-to-face training, online training, internal training and so on. The arrangement of training time and place should also take into account the work arrangement and actual situation of employees to ensure the operability of the training plan. The implementation of the training plan needs to have a strict supervision and evaluation mechanism, state-owned enterprises should set up a special training management department or appoint a special person to be responsible for the implementation and supervision of the training plan. At the same time, a scientific training evaluation system should be established to regularly evaluate and feedback the training effect, timely adjust the training plan, and improve the pertinence and effectiveness of the training.

2.3 Diversified training methods

Diversified training methods are an important countermeasure to optimize the training management of employees in state-owned enterprises. Adopting a variety of training methods and forms can effectively meet the different learning needs and learning styles of employees. Internal training refers to the use of enterprise internal resources to carry out training activities. State-owned enterprises have rich professional knowledge and experience, and they can pass on these resources to their employees through internal training to enhance their professionalism and work ability. External training refers to inviting external experts or organizations to provide professional training services for employees. This can introduce new knowledge and ideas, broaden employees' horizons and stimulate innovative thinking. In addition, online training can also be used to learn anytime and anywhere with the help of Internet technology. Online training has the advantages of flexible time, rich content and strong interaction, which can meet the learning needs of employees. Promoting digitalization of staff training management is an important countermeasure to optimize staff training management in state-owned enterprises. The development of digital technology provides convenience for training management. Through the establishment of training management system, the centralized management and sharing of training resources can be realized to improve training efficiency. At the same time, cloud computing, big data and other technologies can be used to accurately analyze the training needs and learning effects of employees to provide basis and support for training. In addition, mobile learning platforms can be used to allow employees to learn anytime, anywhere, and better integrate into their work and learning. Strengthening the training effect evaluation is an important countermeasure to optimize the training management of state-owned enterprises, and the training effect evaluation is an important means to measure the training results and adjust the training direction.

2.4 Establish a sound training evaluation mechanism

The establishment of training evaluation mechanism helps to know the training effect in real time. Staff training in state-owned enterprises is usually carried out by training institutions or professional trainers within the enterprise. However, the effectiveness of the training can only be known after the training is completed, which is obviously late. After the training evaluation mechanism is established, the training effect can be evaluated and fed back on a regular basis, and timely measures can be taken to improve the training content and methods. Through the student satisfaction survey, we can understand the quality and problems of the training. The trainee satisfaction survey is similar to the "physical examination" of the training, which can comprehensively evaluate the quality and effect of the training from the perspective of the trainees, and understand their satisfaction with the training, understanding and application of the training content. These feedback information can help training institutions and enterprises to improve the training methods and contents, and further improve the effectiveness of training. In addition, learning outcome evaluation is an important part of the training evaluation mechanism^[3]. Through the evaluation of employees' work performance after the training, we can intuitively

understand whether the training has reached the expected goal. Learning outcome assessment can be carried out through post ability test, work practice, personal experience sharing and other ways, which can not only objectively evaluate the learning outcome of employees, but also provide reference for further improving the quality of training. The results of training evaluation can not only make enterprises see the shortcomings of training, but more importantly, it can prompt enterprises to take measures to improve the training mechanism and methods, and improve the effectiveness and quality of training. Regular evaluation and continuous improvement are effective means of training management, which can ensure that training always matches the development needs of enterprises.

2.5 Learning environment and resource support

An important move is to establish an in-house learning platform, which can be a dedicated online learning system through which employees can apply for various training courses and gain knowledge and skills. In addition, the enterprise's internal learning platform can also provide a wealth of learning resources, such as professional books, academic papers, practical cases, etc., for employees to reference and learn. By establishing such a platform, employees can learn easily, improve learning efficiency and satisfaction. Employees of state-owned enterprises are often busy and find it difficult to take time off for physical training courses. Therefore, offering online courses can provide employees with more flexible learning opportunities. These courses can take a variety of forms, such as video and audio, so that employees can learn at any time, anywhere.

Conclusion:

Through the implementation of the above countermeasures, state-owned enterprises can optimize staff training management, improve the professional quality and comprehensive ability of employees, promote the development and innovation of enterprises, and enhance competitiveness. At the same time, optimizing training management can also help to enhance employees' sense of belonging and career development opportunities, and improve employee satisfaction and loyalty.

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