

Application of Human Resource Strategy in Improving Employee Performance: Taking Employee Training and Development as an Example

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Abstract: Through the analysis of the relationship between the status quo of human resource strategy and employee performance, this study finds that there are problems such as lack of training opportunities for employees, insufficient opportunities for employee development, and opaque human resource policies. In order to solve these problems, corresponding adjustment plans are put forward, including providing sufficient staff training opportunities, expanding staff development opportunities and improving the transparency of human resource policies. Through the implementation of these strategies, the expected research results include improving the knowledge and skill level of employees, enhancing the motivation and enthusiasm of employees, reducing the turnover rate of employees, and improving the competitiveness and performance of the organization. Through continuous improvement and optimization of human resource strategies, companies will be able to achieve higher levels of employee performance and achieve long-term organizational success and sustainable development.

Keywords: employee performance, human resource strategy, training and development

1 Introduction

Faced with the challenges of globalization and technological innovation, companies are constantly seeking to optimize human resource strategies to improve employee performance and maintain a competitive advantage. Especially in the era of knowledge economy, the ability and performance of employees has become the key factor to promote the sustainable success of enterprises. However, how to effectively improve employee performance, especially through employee training and development, is still an important issue in the field of human resource management. Therefore, the main goal of this research is to deeply explore the limitations of the current human resource strategy in improving employee performance, and to put forward practical improvement strategies focusing on employee training and development. This study expects to provide new insights into theory and practice, so as to help companies make better use of human resource strategies and further improve employee performance.

2. The relationship between the status quo of human resource strategy and employee performance

In the current business environment, human resource strategy is seen as a key factor for business success. This strategy covers various aspects such as recruitment, selection, staff development, training, motivation and performance management. However, employee training and development are particularly critical to improving employee performance. Existing research shows that effective employee training and development can improve employees' knowledge, skills and abilities, thus directly improving their job performance. For example, regular and targeted training can help employees adapt to job changes, master new technologies or tools, and improve work efficiency. At the same time, providing employees with career development opportunities, such as promotion, job change, or participation in important projects, can stimulate their work enthusiasm and innovation, thereby improving work performance. However, it should be noted that the relationship between human resource strategy and employee performance is not static. A particular strategy may work in one environment but fail in others. Therefore, understanding and managing this relationship, as well as adapting human resource strategies to adapt to changes, has become the key to business success.

3. Problems existing in human resources strategy in employee performance improvement

3.1 Lack of training opportunities for employees

On the one hand, some enterprises do not fully realize the importance of employee training for improving performance, so they do not invest enough in employee training. On the other hand, some enterprises have not established a systematic training plan, resulting in the inability of employees to receive standardized and systematic training, which in turn affects their work efficiency and performance. Furthermore, some companies ignore the impact of training on long-term development of employee performance because they pay too much attention to short-term investment and returns. Therefore, the lack of training opportunities for employees has become an important factor hindering their performance improvement.

3.2 Insufficient development opportunities for employees

First, the lack of a clear career path is a problem. Many companies do not plan a clear career advancement path for employees, causing employees to be confused about their future career development. Lack of clear opportunities for advancement can undermine employee motivation and loyalty to the company, which in turn affects performance. Second, the lack of opportunities to develop and develop high-potential employees is also a key issue. Some companies may not have an effective talent discovery and training mechanism, resulting in potential employees not being given appropriate development opportunities. This can limit the growth and advancement of employees, affecting their performance levels. Additionally, a lack of cross-departmental or cross-functional rotation and training opportunities can

also limit employee development. If employees do not have the opportunity to rotate between different departments or functions or receive diverse training, they may not be able to fully develop their skills and knowledge, limiting their career development and performance improvement.

4. Solutions for current HR strategic issues

4.1 Provide adequate staff training opportunities

In order to improve the performance and skill level of employees, enterprises should formulate and implement comprehensive employee training programs. First, develop a training needs assessment mechanism. Through surveys, interviews, performance evaluations, etc., determine the training needs and priorities of employees. This will help ensure that training programs are relevant and effective. Second, establish a training plan and schedule. According to the needs of employees, formulate detailed training plans and arrange appropriate timetables. This ensures that training is properly scheduled and does not interfere with normal workflow. Third, diversify training methods. Provide a variety of training methods, such as face-to-face training, online learning, seminars, etc. This can meet the learning styles and preferences of different employees, and improve the effectiveness and participation of training. Fourth, the richness of training resources. Ensure sufficient training resources, including internal trainers, external training institutions, online learning platforms, etc. This will provide employees with a wide range of learning opportunities to enhance their knowledge and skills. Fifth, continuous evaluation and feedback. Regularly evaluate the effectiveness of training and make improvements based on employee feedback. This ensures continuity and effectiveness of training, further enhancing employee performance.

4.2 Expand employee development opportunities

First, establish a clear career path. Enterprises should establish a clear career development path to provide employees with a clear promotion channel and career development direction. This includes clear job levels, promotion conditions and requirements, and associated training and development programs. Second, provide diversified development opportunities. In order to broaden the development opportunities of employees, enterprises can take various measures. For example, provide cross-departmental or cross-functional job rotation opportunities, so that employees have the opportunity to gain experience and skills across different fields and functions. In addition, internal projects or specific assignments can be carried out to involve employees and increase their responsibility and skills. Third, establish a personal development plan. Work with employees to develop individual development plans to identify appropriate training and development activities based on employee interests, abilities, and goals. Fourth, establish a performance evaluation and promotion mechanism. Establish a fair and transparent performance evaluation mechanism that links performance with career development and promotion. This will motivate employees to improve their performance while providing them with the opportunity to achieve their personal development goals.

4.3 Improve the transparency of HR policies

First, establish clear policy communication channels. Enterprises should establish clear policy communication channels to ensure the flow of information with employees. This can include regular staff meetings, departmental meetings or bulletin boards to communicate policy changes, explanations and answers to related questions to staff. In addition, ensure that policy information is widely disseminated and easily accessible through e-mail, an internal website, or employee handbooks. Second, provide policy explanations and guidance. In order to increase the transparency of human resource policies, enterprises should provide explanations and guidance on relevant policies. This can be achieved in the form of policy manuals, detailed documentation or FAQs (Frequently Asked Questions). These resources should provide clear policy requirements, implementation standards and operational guidelines to help employees understand the purpose and scope of the policy. Third, strengthen the fairness and transparency of policy implementation. In order to ensure the fairness and transparency of human resource policies, enterprises should establish fair policy implementation mechanisms. This includes ensuring that policy enforcement procedures and standards are applied to all employees to avoid the appearance of favoritism or discrimination. At the same time, establish an evaluation and monitoring mechanism to ensure that the results and effects of policy implementation can be objectively evaluated and fed back.

Conclusion

By providing adequate employee training opportunities, expanding employee development opportunities, and improving the transparency of human resource policies, companies can effectively improve employee performance. This will bring about various results, including improving the knowledge and skill level of employees, enhancing the motivation and enthusiasm of employees, reducing the turnover rate of employees, and improving the competitiveness and performance of the organization. In the future, enterprises should continue to pay attention to the training and development needs of employees, and continuously improve and optimize human resource strategies to adapt to the changing business environment. By continuously improving employee performance improvement strategies and practices, companies will be able to achieve higher levels of employee performance, thereby achieving long-term organizational success and sustainable development.

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