

Research and Analysis on Innovation of Enterprise Management Talents Training Model Based on ERP

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Abstract: Since the reform and opening up, with the rapid economic and social development and the advancement of science and technology, the ERP system has emerged as the times require, and the pace of domestic enterprise management construction has gradually accelerated. At the same time, application-oriented enterprise management professionals in the new era have also emerged as the times require. . At this stage, my country's economic development has opened a new chapter. At present, enterprises need to have a certain understanding of the changes in the market environment and enterprise management innovation, and keep pace with the development of the times. This paper firstly analyzes the meaning of ERP system, then expounds the meaning and significance of cultivating enterprise management talents, and analyzes the difficulties faced by enterprises in the process of management talents training at this stage. Strategy recommendations for reference.

Keywords: ERP; Enterprise Management Talents; Talent Training Mode; Innovation Research; Strategy Suggestions

Introduction

Innovation is indispensable in the progress of human society. At present, various industries are constantly exploring new enterprise management methods and actively implementing them into practice. Therefore, at the moment when the market economy is booming, if an enterprise wants to maintain long-term development and expand its market scale, it must combine the advantages of the ERP system and keep up with the pace of technological progress. , modern management regulations, and comprehensively look for new ways of enterprise management innovation.

1. The meaning of ERP system

ERP is the abbreviation of Enterprise Resource Planning. It is an enterprise information management system generated when the current enterprise management model and electronic informatization are mature, and on the basis of the mature internal demand planning and resource planning of the enterprise. The main functions of ERP cover the forecasting of the market trend, the management of the internal production plan of the enterprise, the guarantee of the normal operation of the supply chain, the safety management of commodity inventory, the management of human resources, the maintenance and management of commodity equipment, the planning of sales plans, and the management of financial expenditures. It expands the function of material requirements planning, and can manage enterprise data uniformly through electronic information technology. The ERP system can be widely used in every link of the company, and can ensure high-speed transmission between various business systems in the company's temple, and at the same time, the resource data can be automatically updated once it is lost.

2. The meaning and significance of enterprise training management talents

2.1 The meaning of enterprise training management talents

The training of enterprise management talents is a process of integrating, improving, innovating, and continuously developing traditional methods of talent training from the perspective of human nature, in line with the development laws of the objective world, combined with modern science and technology and means, so as to achieve excellent training. Manage talents and ensure the long-term development of enterprises. The talent training mode in an enterprise is actually a process of innovating the three aspects of management concept, management system and working method to achieve the fundamental purpose of enterprise management. Because the development of all aspects at this stage is inseparable from innovation, the training of enterprise management talents should also be based on innovation and change the way of internal management, so as to cultivate excellent management talents for the enterprise.

2.2 The significance of enterprise training management talents

Enterprise management talents are to cultivate all-round social talents for the development of the country, and at the same time help enterprise employees to establish a correct career outlook and values, gradually realize their own ideals and aspirations in the process of growth, and contribute their own strength to the development of enterprises. However, the society is moving forward, and traditional talent training methods can no longer meet the needs of the times. Therefore, it is necessary to conform to the trend of historical development, constantly innovate and keep pace with the times, and find a way more suitable for the training of management talents in order to improve the level of enterprise management.

3. The difficulties faced by enterprises in the process of management

personnel training at this stage

3.1 Human resource issues

At present, the biggest problem facing enterprise management personnel training is the problem of human resources. Human resources are the most critical strategic resources for enterprises. It can be said that human resources determine the direction and speed of enterprise development to a certain extent. However, at this stage, some enterprises in our country still need to improve the work system for the acceptance, training and arrangement of talent management. For example, the company's lack of innovative design talents has resulted in serious plagiarism of the company's products, and consumers at home and abroad are relatively excluded, and its proportion in the economic market is far behind other companies, and it is still in the exploratory stage.

3.2 Lack of professionalism in the enterprise management team

In enterprises, most young management talents have graduated from major universities and lack relevant work experience, which leads to the fact that some personnel have a better theoretical foundation than teaching experience, and their professional knowledge is not closely related to professional requirements, which is equivalent to on paper. At the same time, the long-term work experience and work habits of the senior staff have resulted in their low acceptance of the innovative model of enterprise management talent training, and the traditional talent management model cannot meet the needs of the current stage of enterprise development.

4. Strategies and suggestions for the innovation of enterprise management

personnel training mode based on ERP system

4.1 Organically combine the career management and training development of employees

Fundamentally reform the management system, optimize the internal management process, establish a leadership mechanism with checks and balances, an authorization approval system and a management mechanism. Establishing a management mechanism for regular review is the fundamental way to promote the healthy and vigorous development of an enterprise. In addition, enterprises should also adopt internal welfare mechanisms and increase the training of internal network personnel through performance incentives and other means to promote the establishment of innovative network talents. For example, by regularly dispatching outstanding employees to participate in and learn the development experience of international leading network companies, we can promote the development of the company's own network, and continue to attract outstanding external employees, thereby promoting the progress of the company's own personnel and so on.

4.2 The enterprise management department shall explore all-round talents

Enterprise management departments should keep up with the pace of social and economic development, and put forward new requirements for all-round talents according to the differences in their job types, work scope and job functions, and incorporate the development of all-round talent resources into the general plan of economic development and talent development strategies. to further improve the material civilization construction of the enterprise. The senior management of the enterprise should break through the traditional concept of management talents and cultivate practical talents. At the same time, relevant departments also need to use the ERP system to establish a management talent database to build a comprehensive management talent construction base.

4.3 Enterprises focus on optimizing ERP system related equipment

The application of enterprise ERP system not only needs to improve the internal hardware facilities of the enterprise, but also needs to improve the recognition rate of the ERP system by all staff and the level of their own application of informatization. Only by taking the lead in improving the informatization level of enterprise employees can promote the application of theory It is highly unified with the application practice, and finally completes the effective implementation of the ERP system. For example, the company organizes employees to participate in technical training sessions, so that they are proficient in the use of various ERP systems.

4.4 Improve the relevant system of enterprise ERP system application

The development of ERP system and the combination of electronic information technology have developed steadily in the direction of diversification, marketization and socialization, and its dependence on the Internet is also deepening. In the context of Internet +, in the face of the ever-changing social environment, in order to ensure the security of ERP system application, its supervision system and means are indispensable. Under the background of the current society, the demand for ERP system information and the requirements for sharing power are getting higher and higher. The changes in the enterprise system and the fluency in the working atmosphere are constantly Complete. Based on the rapid development of the Internet, relevant departments should take into account the actual situation in formulating corresponding rules and regulations of the ERP system, play a role in optimizing information management, ensure that the ERP system has relevant enterprise systems to rely on, and improve the new ERP system. mode, and ensure the security of the ERP system in the context of the network age.

4.5 Regularly organize the exchange and practice activities of management

talents

In order to further promote management talents to master more practical skills, only through communication and practice can they enhance their professional identity. Therefore, management talents exchange and practice activities between regions can be regularly carried out, through knowledge popularization lectures, technical Exchange seminars and technical experts' teaching and guidance methods increase the training of talents, so that they can strengthen their comprehensive understanding of their own occupations in the process of activities, and make full use of the professional knowledge they have mastered to solve problems that arise in the process of practice.

5. Conclusion

In general, enterprises should actively explore the work value of ERP systems and constantly look for more efficient ways of human resource management training. Therefore, enterprises can only become stronger if they pay more attention to the innovation of the management talent model, actively improve and strengthen the training model, and scientifically arrange training for each level and type of work to encourage employees to show their professional skills.

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