

## Explore the channels to enterprise staff training to improve staff quality

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**Abstract**—Enter the 21st century; our country enterprise is facing enormous challenges, in the context of fierce domestic competition, enterprise employees have to learn continuously, so as to promote their own ability to keep creativity and vitality. Therefore, staff training is a very important part for our country enterprise. To certain extent, it promotes the improvement of enterprise employees' quality, and improves the productivity and core competence of the enterprise at the same time. This paper expounds the importance of enterprise's staff training, and analysis the present situation of the effect of the enterprise staff training based on the former, and then puts forward the corresponding solution measures to promote the feasibility of staff training fundamentally, and improve enterprise employees' basic quality.

**Keywords**—Staff training; Worker's quality; Channel

### I. INTRODUCTION

#### A. The importance of staff training

Staff training in the enterprise mainly refers to enterprises hope that employees can get more knowledge and skills, so they carry out systematic, educational activities such as increase the stability of work, improve the enterprise staff's performance, and boost the development of the enterprise. As important national enterprise institution, enterprise should train all employees as the main body in staff training, and in accordance with the employee class and divide into decision-making personnel training, management training, operational training, etc. The purpose of the employee training is to let employees get improvement in knowledge, skill, operation, working attitude and other aspects in the process of training, fundamentally guarantee that the enterprise staff will be able to finish the work in accordance with the relevant standards and expected standard task, to ensure employees that they can adapt to enterprise development speed at the same time, and move in the direction of improving work efficiency and cooperating quality fundamentally.

#### B. Employees training can build correct values

Staff training is an important part of enterprise human resources, as well as the important channel. Under staff training, enterprise employees training would help enterprise to improve economic and social benefits in the process of the development, promote enterprise employees to form the correct values. When enterprises give staff training, they can transport values to workers, so they can cultivate good working atmosphere for staff, making workers consciously abide by the rules and regulations, and form a good working atmosphere.

#### C. Staff training can exert the principal role of talents

If enterprises want to enhance the professional quality of employees, they need to carry out a wide variety of corporate training activities in daily work, establish evaluation, rules and regulations of promotion. In addition, staff training promote enterprises to actively establish an incentive mechanism that combined assessment and use with treatment to a certain extent, on the basis of speeding up the enterprise wage income distribution, it make the worker can get corresponding compensation on their own position, and give full play to the talents enterprise's to play important role in our country.

### II. ANALYSIS OF THE STATUS QUO OF THE CURRENT ENTERPRISE STAFF TRAINING IN OUR COUNTRY

So called training means in order to achieve the development goal of the organization and staff, give systematic training to staff, to promote ability, skills, attitudes, knowledge quality that related with job, thus staff will be more competent in the job, its content is mainly divided into skills training, knowledge and psychological quality training. enterprise staff training is training realized by teaching, practical operation and case teaching mode, so as to improve and enhance the enterprise staff's knowledge, ideas, attitudes, skills and behavior patterns in accordance to the enterprise development objectives and requirements, to improve and finish the job and implement the continuance development.

#### A. The achievements of enterprise staff training

The characteristics of our current country enterprise vocational training mainly embodied in the following aspects: first, increasing training consciousness. Many enterprises have gradually realized the importance of talent competition, with one accord they began to organize employees to undertake training actively, and provide various practical guarantee for training worker; Second, continuously updated training concept, after years of market competition and explore, China's business began to update the original training ideas no matter passively or actively; Third, the training system is gradually established. At present, many enterprises, especially some famous enterprises have established effective employee training system under the guidance of the principle in aptitude, employee training, pragmatic and so on; fourth, the training result is significant. Statistical results show that, in recent years, the enterprise staff training funds and relevant policies get further implement, the central and local enterprises' employee training got a rapid development.

### *B. Problems exist in enterprise employees training*

First, independent training consciousness is not strong and many enterprises' staff training just cope with the phenomenon, the training content is out of practice and training process lacks strict examination system, which can lead to poor performance of some enterprise staff training; Second, the training specifications need to be strengthened and improved. At present, apart from some well-known large enterprises, many enterprises has not yet establish normative training system, which leads to the problem that actual training cannot in accordance with the operation; Third, lack of effective training process. Our country's enterprise staff training lacks of effectiveness and scientific nature in different extent, such as training content, repeatability, serious deviation; fourth, lack of appropriate training relationships. While dealing the relationship between hours of work and training time, training quantity and relationship quality, long-term benefits and short-term benefits, there always existing some unreasonable treatment.

## III. ANALYSIS OF THE PROBLEMS THAT OUR COUNTRY ENTERPRISE STAFF TRAINING FACE

### *A. The consciousness of independent training is still not strong*

Current our country enterprise employees training is in full swing, from the aspect of number and size, it is encouraging, but a lot of enterprise training are under external pressure (market competition, accept government decision-making passively, etc.), independent training consciousness is still not strong, "the waste training theory" is still popular in some enterprises, especially in private enterprises, they treat training as expensive and do no good. These enterprises leaders generally believe that: the purpose of the enterprise is gain profit, it is unwise to spend money on training, not to say there are lots of college graduates each year, talent market supply exceeds demand, and enterprises can recruitment the talent from market, it's unnecessary to invest in staff training.

### *B. The training specification needs to be strengthen and perfect*

At present, our country's enterprise employees training specification is not mature yet, there are lots of aspects need to be perfect. First, the training planning is poor. Many companies arrange training time at random; there is no specific training management system, lack of training standard and training guidance materials, the idea of training teachers mostly are temporary choice. Poor planning leads to the situation that once encountered other enterprise's activities, staff training often bear the brunt of delayed or cancelled. Second, training programmers' content is out of reality. Whether enterprise training can achieve expected result depends on the correct selection and implementation of training programs and content to a great extent.

### *C. lack of scientific and effective training process*

At present, the enterprise employees training lack of scientific nature and effectiveness in different level from

guidelines to specific implementation of the entire process. As for guidelines aspect, they should pay attention to staff technical operation, to improve product efficiency, etc, but ignore to excavate workers' development potential and ability to learn; Pay attention to the number of training, the number of increasing external quantitative indexes, and ignore the quality and effectiveness of the rising quality indicators; Pay attention to the acquirement of diploma and formal schooling certificate, and ignores the actual inspection of learning; Pay attention to the general content of the training, but ignore the training that linked with technology, management and other aspects of the enterprise; Pay attention to simple talent training, but ignore the cultivation of interdisciplinary talents; Notice "for you learn" training model, but ignore the training mode of "I want to learn".

### *D. inappropriate deal with training relationships*

To carry out the training for enterprise, employees need to deal with the following several major relationships: The first is the relationship between training time and work time; The second is the recent and long-term benefits of relationship; The third is the relationship between training quantity and quality. At present, the way that enterprises deal with these relationships is not very reasonable. Many enterprises lack of flexible plan on arranging training time, training time often mainly planed according to enterprise's business development, always lacking certain systematic and continuity. When training time and working time gets conflict, enterprises tend to solve it by adopting to protect production training.

## IV. COUNTERMEASURES ON IMPROVING THE QUALITY OF THE STAFF

### *A. Raise awareness, change ideas, and put staff training work earnestly at the prominent position in the development of enterprises.*

Knowledge is the forerunner of action. Under the new situation, and face fierce market competition, as far-sighted enterprises, far-sighted entrepreneurs must realize the importance of staff training under the guidance of new concept, and it's necessity and urgency, the staff training work is in the outstanding position.

### *B. carefully planned training content and plan, and enhance the pertinence and effectiveness of training work.*

To carry on effective management training work, the key is to make practical training content and training plan according to the actual situation of enterprise and the worker's status quo. They should handle the relationship between short-term goals and long-term strategy correctly, and make training plan scientifically. According to different enterprise characteristics and requirements, and combed with the nature and quality of employees, follow the principle that we do what we lack, we do what we learn, and make the recent training target and plan. We should adhere to the principle of practicability; clearly focus on the training

content. Not only pay special attention to the training of new labor but also conscientiously strengthen the training of special industries and special type of work, and strengthen the training of information collection management.

#### C. *Improve staff training means and form.*

Keep flexible and varied in form. The diversity of enterprise training object determines the diversity of training. And training pertinence and practicability determines the form of training must be flexible. Whether you are full-time study or not; whether take part in the medium and long-term training, or short-term training. It needs to be modern, efficient. Basically speaking is to build a multimedia training education system, the first is assist teachers' lecture, the second is students autonomous learning, the third is using network to realize auxiliary teaching.

#### D. *Strengthen the construction of teacher's team.*

Teachers are the "lifeline" of the enterprise staff training. Teachers' level determines the quality of training for enterprise employees. Joined colleges and universities, then invite high, refined, sharp teachers as part-time teachers, to supplement the existing faculty. To establish scientific teacher evaluation system, they should adhere to the selection of competition mechanism, the teacher individual potential, maximize the teachers' comprehensive assessment, competition, and lead teachers to look for shortcomings in the competition, improve their work, continuously improve the quality of teaching and their ability to work.

#### E. *Based on assessment results, establish and perfect the assessment reward mechanism.*

To establish and perfect the assessment of employees' training incentives, the first is to attach great importance to the evaluation of training results. Only with the scientific nature and accuracy of achievement assessment, assessment reward will has reliable basis. In specific work, we can evaluate training results from the following four aspects: The first is the reaction of the students, the second is the knowledge standard, the third is behavior standard, the fourth is standard.

### V. THE DEVELOPMENT OF ENTERPRISE EMPLOYEES TRAINING CHANNELS AND PROSPECTS

#### A. *The more highlighted about training position*

At present, the domestic and foreign well-known enterprises successful experience tells us: if an enterprise wants to keep up with the pace of time development, adapt to the changing circumstances and develop in the cruel market competition, they need to pay attention to the culture of learning environment, create a good learning atmosphere according to the actual demand constantly targeted training, so as to improve staff's knowledge and skills, and take effective measures to attract staff, retain staff, develop and improve the comprehensive quality of the workers, so as to improve enterprise's overall competitiveness.

#### B. *Training features will be more obvious*

Current training for enterprise employees mostly follow a pattern, that is to say training needs assessment, determine the training objects, propose training objectives, training methods and estimate the training expenses, evaluate training effect and so on, when specific to a particular enterprise, the change of the training model is often not obvious. In a more unified training mode, the enterprise training content, methods and mechanism of are mostly the same, and enterprise failed to get fully displayed their own characteristics; it also becomes the important limits of training effectiveness. With the continuous development of social economy, the competition among enterprises will also be more intense, how to keep the enterprise's own characteristics will become the prime problem that enterprises have to face, and the characterization of worker training operation can provide support for inexhaustible power for enterprises' characteristic development.

#### C. *The training process is optimizing*

With the trend of economic globalization development has become increasingly obvious, workers training will affect the enterprise's survival and development more and more obvious, it will also become the important indicators of enterprises that they can go beyond the competition and it promote enterprises' progress of catalysts. Training process can be a key link to achieve the desired effect, enterprise idea, in the process of training process, which focus on the appearance, content, quantity and quality of light, serious influence the actual effect of training.

### VI. CONCLUSIONS

Vocational training is the basic way to improve professional quality; also it is the important content of human resource management research. Essentially speaking, the enterprise investment in human resources can make enterprise focus on worker training more seriously, only in this way, can they promote the sustainable development of enterprises fundamentally.

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