

# Research on innovation of the training model based on the learning organization

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## Abstract:

Globalization information and the network have already become the major tendency when the society developed. The competition between enterprises becomes more and more fierce. With innovative talents as the core of intellectual resources become the focus of enterprise competition. This article is based on the study of learning organization, emphasizes on the dominant position of enterprise staff training, three level barrier to seize the enterprise staff training (i.e., the transformation of individual knowledge, team knowledge sharing, knowledge within the enterprise complete sharing), analysis of the relationship between the learning type organization and the enterprise internal knowledge sharing, effective staff to guide the enterprise training.

**Keywords:** Learning organization, Staff training, Knowledge sharing

## 1. Introduction

Staff training as the important content of human resource management in enterprises, its effectiveness is not only beneficial to improve the quality of the staff, is also related to the long-term stable development of enterprises. The current enterprise staff training also exist a series of problems to be solved and improved.

- Self transcendence.
- Self transcendence is learning to continuously clear and deepen the genuine aspirations, personal focus, patience, and objective observation of reality; learn how to extend the ability of the individual, to create the result we want, and create an organizational environment, encourage all members to achieve self development, choose their own goals and vision.
- Improve mental mode.
- Mental model is the specific mode of thinking of a look at the old things and the formation of. And cultivate a good mental model can help managers to make effective and timely decision-making, and then get a good organizational performance.
- Building shared vision.

- In simple terms, a common vision can be expressed as: we want to create what? It is the common recognition by members, yearning, yearning desire and vision. Building shared vision includes four factors: vision, values, purpose and mission, objectives.
- The team learning.
- Team learning is the development team members the overall mix process and achieve the common goal of ability. Learning type organization of team learning is called "deep talks", it makes everyone can share happy in the assumptions, to explore the complex problem in a diversity of views, and the free exchange of ideas, so as to obtain the common improvement.
- The systems thinking.
- System thinking is a try to see the whole way of thinking, requires the use of the system point of view that the development of the organization. System thinking helps us see the structure and morphology changes, help us to understand why the usual solution is invalid, and constantly optimize.

## 2. Learning type organization is proposed

In 1990, Dr. Peter Senge USA put forward the "five discipline" as the foundation of the learning organization theory.

America scholar Peter Sangi (Peter M.Senge) in "the fifth discipline" (The Fifth Discipline) proposed in one book, the enterprise should establish the study organization, its meaning as the external environment faced by the violent change, organizational stress lean, Bian Pinghua, elastic coping, lifelong learning, constantly self organization reengineering, in order to maintain competitiveness. Massachusetts Institute of Technology Professor Senge was also from another point of view, discusses the learning organization, he proposed: "the strategic goal of learning organization is to improve the speed of learning, ability and talent, through the establishment of vision and are able to find, to try and improve the organization mode of thinking and therefore change their behavior, this is the learning type organization the most successful." [1]

Thus we can draw the conclusion that, learning is the source of life existence and the development of learning organization, and the learning organization is to learn as the basis and characteristics of social organization.

The prerequisite for constructing the learning organization:

- Self transcendence.

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### 3. The relationship between building the learning organization and staff training

To build the relationship between the learning organization and staff training based on the following several aspects to consider:

- The key point to build the learning organization is to effectively develop human resources by training. Enterprise training is dependent on the learning organization of human resources development. Accompanied by knowledge further shorten the aging period, social changes with each passing day.

The employees training will be the emphasis of human resources management in learning organization.

- The learning training model is the inherent requirement of the learning organization theory.
- Building learning organization is meaningful in staff training improving. The promotion of the human capital of the enterprise is the purpose of staff training. The learning organization emphasizes horizontal contact and communication. The employee's self-management oriented, with knowledge management as the content, has the strong ability of self learning. With such features, learning organization is consistent with staff training.[3]

As the figure below is the study of enterprise employee training mode:

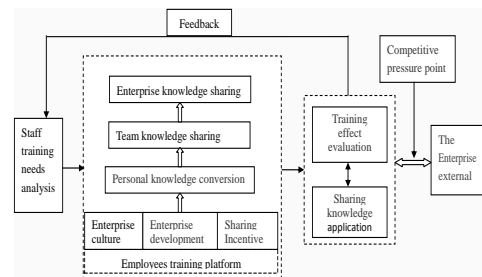


Fig. 1: Use "Figure" style here.

As you can see, enterprise culture, enterprise development strategy and employee training share incentive mechanisms complementing each other, to jointly promote the development of the knowledge sharing activities within the organization, and turn knowledge grows, until the final actual application. Organization have to foster organizational culture whose core is knowledge sharing, and constantly improve to adapt to and promote knowledge sharing organization structure, build the knowledge sharing incentive mechanism, to realize the knowledge sharing. To enhance the competitiveness of the organization and achieve the sustainable growth of the organization, enterprises have to improve its application of knowledge sharing effectively.

At the same time, the learning training model is not frozen. The management of knowledge sharing is a contingency management. There is no best and absolute standard pattern. The characteristics of each organization, ideas, resources, social status, historical tradition, etc will restrict the sharing model selection and correction. Knowledge sharing model constantly adjusts based on external competitive environment. What the knowledge sharing model need is the most able to adapt to the organization's strategy, rather than the best strategy.

Above all, to build employee training mode based on the learning organization, learning organization and learning staff, is not only beneficial to enhancing the

competitiveness of enterprises, but also determines the effect of knowledge creation, dissemination and application. And it has played a positive role in improving employees' personal quality. [4]

#### **4. Training mode innovation based on the learning organization**

Learning organization is management innovation to adapt to the era of knowledge economy competition. The staff training model based on the learning organization aims to create a learning organization in the process of complete staff training, to solve a series of problems existing in the traditional staff training, and constantly improve the learning organization. At the same time, how to improve the training mechanism, in order to better enhance the whole team learning ability and innovation ability, has important significance. For creating a success learning-type enterprise and staff training actual effect.

First, is to establish and develop the enterprise culture based on the learning organization. Learning organization culture requires extremely rich learning atmosphere and environment. The enterprise culture should focus more on people's own development. The purpose of the organization's existing and its mission is not only for the benefit of the organization itself, also should give full consideration to the interests of the employees, so as to realize the true sense of humanistic management.

Second, strengthen the inner motive power of learning by perfecting the learning system. Learning is the core of constructing mechanism, also is our aim to create a learning enterprise. Therefore, the effective of creating activities can be ensured only when the system of learning is established

Third, it is to promote the competitiveness of the enterprise innovation by improving the innovation mechanism. Give full play to the advantages of technology innovation, management innovation, and mechanism innovation. Build updating concept, normal management. Attaches great importance to science and technology, respect for talent, innovation and development of good environment, and is able to start using the learning organization in the working practice of innovation mechanism.

Forth, is to optimize enterprise human resources by building education training mechanism. Set up advanced learning concept, advocates the spirit of lifelong learning. To strengthen the innovative and interdisciplinary talents cultivation is the target of creating learning-oriented enterprises. Forming a scientific and reasonable training network is an important approach to achieve their goals.

Five, is to stimulate the learning ability of the whole and realize the effective sharing of knowledge by strengthening the inspection rewards and punishment mechanism. Learning is work. We should give full play to the role of incentive mechanism of rewards and punishment to implement the transcendence of staff and organization.

Break the traditional pattern of thinking, advocate lifelong learning, full term, the whole process of learning. Of course all should accord to staff needs hierarchy. We need to firmly establish an "our common development" concept, formulates the corresponding inspection rules, insisting on the comprehensive evaluation of creating learning organization, learning ability to motivate team.

#### **5. Conclusions and Perspective**

Anyhow, staff training cannot be blind. According to the requirements of enterprises, employees should change their passive learning into active learning, common learning, and constantly applied together at the same time. the organization should form itself the self adjusting, self-reinforcing, self-improvement, organic system full of vitality, making the whole enterprise ultimately become a learning organization, to improve the efficiency of human resource management, improve enterprise's competitiveness.

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