

# CONSIBOT Limited Company Employee Training Research

Huawei LIU

*College of management Engineering, Yanching Institute of technology Hebei Province, China*

Yiwei LIU

*Rotterdam school of management Erasmus University*

*Master graduate student, Netherlands*

**ABSTRACT:** Trend in today's world is a cultural and economic integration, the rapid development of today's economic situation, china under the correct measures to the reform and open policy for 30 years of development, China's overall economy has entered a world power, Facing the competition in the international and domestic, small and medium-sized enterprises of china is tottering, how to place in domestic and even world big stage, by enterprise is a dynamic, whether can timely injected fresh blood, whether it can take more appropriate measures to cope with today's situation and changeable market environment. With CONSIBOT Health industry in as an example, this paper analyses the problems existing in the training of small and medium-sized enterprises, have put forward the corresponding solution measures, perfect training system to promote enterprise .

**KEYWORD:** Staff training; staff or employees; CONSIBOTCOMPANY

## 1 EMPLOYEE TRAINING RELATED THEORETICAL BASIS

### 1.1 *Hierarchy of needs*

Marlow's hierarchy of needs also known as the "basic hierarchy of needs", is one of the theory of behavior science, by the American psychologist Abraham Marlow, in the theory of human motivation in 1943, proposed in the paper. This theory will demand is divided into five, like step from low to high, according to the hierarchical level ascending, respectively: physiological needs, security needs, emotional and belonging needs, respect the demand, self-actualization needs.

### 1.2 *The guidance of cognitive theory*

Cognitive guidance theory by American psychologist , And think, to learn is to form a in sense, attitude, motivation and skills on contact each other more and more complex, more and more abstract cognitive structure. But the new study must be suitable for learners' cognitive development levels at that time, only in this way can make the learners to enter information in relation to the past experience, make new experience can be included in the original structure, and set up another structure, in turn as the basis of higher learning. To achieve this, teachers must be know students existing cognitive structure and the internal condition of the

development level of form as a result of the content, different types of learning for learners of different external conditions; On this basis, the teacher must according to the relationship of internal and external conditions careful arrangement of education process, with sufficient guidance to the student, the teaching process under the teacher's strict guidance and control.

## 2 CONSIBOT CO., LTD., PRESENT SITUATION OF STAFF TRAINING

### 2.1 *The reasons for the formation of company employee training problems analysis*

Although the trend of the development of the company in the economic rise, but the scale is relatively small, there are some problems in the management. The training work done is not ideal, because the traditional planned economy influence, training and organization with the proceeds of income correlation is not big, and training scheme without scientific design, and training can't meet the specific needs of employees. First enterprise managers do not take for training, think training is a kind of cost, training as an unnecessary expense, often by feeling training plan in order to save cost, do not consider the specific needs of employees, the trainer own quality is low and types of training is single, not comprehensive and the problems of the

staff from the employee in terms of staff to the enterprise training enthusiasm is low, the training satisfaction is lower, the enterprise did not improve the training evaluation mechanism.

## 2.2 *The problems existing in the staff training of CONSIBOT co., LTD*

Staff requirements analysis is divided into organizational analysis, task analysis and individual analysis of three levels, through the investigation, understand the company analyzed the organization and tasks, which solved the "what is the focus of the training?" What is the content of the training and "?" Two aspects of problems, but not for individual analysis, personnel analysis is to determine which staff need to accept the culture of the enterprise, and what kind of training need to be, that is, to solve "who take part in training?", through understanding, to participate in training is only part of the new employees, and to have a job for a period of time after the need to continue education of staff and senior managers, the company did not make analysis and training arrangement.

## 2.3 *Rainfall distribution on the lack of a reasonable training plan*

### 1). Training objects scope is small

Understands through interviews of management personnel, the company training new employees is the main object, and long working hours and the professional knowledge have a deep need of employees and the company management personnel are not included in the scope of training.

### 2). the training schedule is not reasonable

accounted for only 33% of employees feel company training time arrangement is reasonable, and 67% of people think that the training time arrangements and unreasonable. Through the interview with the manager and employee, training schedule problems include two aspects:

(1). the whole training time is shorter. Training content arrangement is more, and each training time in just five days or so, in the end of the training, business leaders will address, probably take up 1/4 of the training time, cause the unnecessary waste of time. A few days time, employees cannot learn substantial content.

(2). the specific time training arrangement is not reasonable. Training arrangement of time is on Saturday and Sunday, Monday to Friday to go to work in the company. Down during the period of training, the whole week, employees have almost no time to personal disposable, the serious influence to participate in training the enthusiasm.

## 3 PERFECT THE CONSIBOT CO., LTD., THE CONCRETE MEASURES OF STAFF TRAINING PROBLEM

### 3.1 *To do a good job of training demand analysis*

First of all, managers should first change training idea, realized that not only is the staff need training, enterprise management knowledge and management skills of high and low, for the direction of the enterprise plays a more important role. So the training object should not be confined to the grass-roots staff, senior members of the staff and enterprise need to continue education should accept more relevant training.

### 3.2 *reasonable training plans*

#### Arrange training time

Now the company training time in about five days, and will arrange the training content is more, should increase staff training time to arrange a more reasonable training plan, to 12 days, for example, the front to relate the theoretical knowledge, a few days later a few days can give employees in the factory process of actual operation, this can let employees accept specific procedures, upon completion of the training work at the same time, also improve the quality of the training better.

Each training time is on Saturday, should give staff arrangement of spare time in the weekend, for their freedom. Can change the training to the time, that is, the date to the date, but not every time training is conducted at the weekend.

#### Holdings to change the training site

In noise larger factories, which seriously affects the quality of learning? If is the classroom type training company should arrange a relatively quiet and comfortable teaching environment, can be in outside rent a house or choose management as a training base in the home.

### 3.3 *to organize and implement do systemic training He will strengthen training pertinence*

Don't post staff specific needs, training content can be according to the result of employee training demand analysis and trainers, jointly by the company employees to make recommendations on the content of the training can be at the same time, in the direction of the company to grasp the teaching better meet the demand of staff training at the same time, enhance the pertinence of the training content, improve the quality of staff training.

### 3.4 *Adopt various training methods, strengthen the training of flexibility*

CONSIBOT company adopts force-feeding teaching, this way of training is hard to adapt to the

development trend of modern training and meet the needs of specific employees, according to the actual situation of CONSIBOT company, can be in on-the-job training method on the basis of the combination off-job training some of the methods:

1). The Health industry specific guidance method

Specific guidance method and our country is similar to "master train an apprentice" before, can be said to be one of the most traditional way of on-the-job training; it is a kind of skill, only through the teaching of theory can't be quick to master key. Reality explanation out the training materials and the environment, the trainee can do their operation or follow change passive learning into active learning, help to improve the training effect.

2). the role playing method

Role playing is to create a simulation of real working environment, through the trainers and staff or employees play the staff and customers, between simulated reality the business relationship with our clients, through the simulation of the practical training can reduce the training costs, also can increase the employees' language communication ability, avoid future there may be some mistakes in the work.

3). Network - Learning

Network - Learning is a new kind of training method and is through the network learning behavior. CONSIBOT Company protruding problems in training is employee training can't insist, The Company need to training the knowledge through the public computers of the company, employees can choose according to their own situation to learn, more systematic and convenient training employees. Managers can also along with the market changes constantly updated needs of training knowledge, both to achieve full training, also can save cost.

### 3.5 *To perfect the training evaluation feedback reform*

Perfect training evaluation mechanism

The last link of training system is to evaluate training and feedback, training effect evaluation is used to measure the previous, provide the basis for the use of training results, and improve and perfect the training work of next stage important step. CONSIBOT should be according to the specific situation of the company, and formulate the following solutions:

1). The training process, evaluate whether the trainer can drive the enthusiasm of the employees to learn, when employees appear some problems in the process of learning, whether trainees can solve in time, and how to solve.

2). After the training, go through the motions phenomenon, should be timely investigation trainees

and relevant personnel to training, and see the trainee in training actually learned what, whether can really bring help to the progress of the enterprise.

3). Managers are analyzed and summarized the results of evaluation, put it as a reference, for the next training of possible problems in advance ready to deal with, for the next training make a more reasonable training plan.

### 3.6 *Perfect feedback and incentive mechanism*

To employees in the process of training or daily work to solve problems in time, put forward by the questions to employees also attaches great importance to the up, only full of collecting, organizing, conclude and analyze the information, the ability for the enterprise training work instruction clear direction, to determine the goal of training and development direction.

Perfect training incentive mechanism, namely is to attend the training and make better effect on training of trainers and staff to issue some material or spiritual reward. CONSIBOT Company must establish and perfect the incentive mechanism, for two reasons: one can improve the enthusiasm of trainer training work and the enthusiasm of staff to participate in training and study hard, two can prevent certain employees job-hopping to other companies after the training. Such as some employees were not familiar with the business and work, but after a job to do very good, not only after the training and some of the problems on the company put forward quite a proposed measures, this will require a leader can offer certain reward, such not only can make employees get guarantee on material and spiritual satisfaction and a sense of achievement, also can improve the staff's loyalty and sense of belonging, make the employees to work harder, improve the vitality and competitiveness of enterprises.

## 4 SUMMARY AND SUGGESTIONS

The concept of training in our country is introduced from abroad in the 90 s, although the development of fast, and there are many scholars and managers pay more and more attention to the training, development time is shorter, but is still in the primary stage of training in china, there are many unsatisfactory places in terms of training. Abroad after 100 years of development, has established a fairly complete training system, the active introduction of technical personnel and advanced experience abroad is very necessary. Analysis from the macroscopic aspect, increasingly fierce competition at home and abroad, enterprises in the face of globalization, high quality, efficient work challenge, training the talent show to fit the

development of enterprise is more important. Enterprises in the final analysis is the talent competition, to build employee training mechanism is imperative. Training is the enterprise to take off the wing, the training can enhance staff's quality, increase the enterprise managers and staff communication, improve enterprise staff's sense of belonging. From the viewpoint of CONSIBOT Company managers training is weak, the single way of training, staff's work enthusiasm low inspire us through effective training can arouse the enthusiasm of employees, and improve the level of enterprise human resources, a place in the competition at home and abroad.

In conclusion, realize effective employee training, improve staff working ability, by managers, trainers and trainees, the joint efforts of managers should attach importance to the training, the trainer should have professional training knowledge or ability to

work experience, senior trainees in the training remain modest learning attitude, learning training content, can we truly achieve the progress of the enterprise.

## REFERENCES

- [1] Cui Yen. Common problems and countermeasures of enterprise staff training. "Industry and technology BBS" 03 period in 2009
- [2] Yuan Fungus. Improve enterprise employee training effectiveness way. "The economist" 2009, 6
- [3] Human resource management Leonard R the zeniths and George Strauss, 2009
- [4] Raining effect evaluation Leslie ray, 2009
- [5] Alder Barnyards Training policies and practices in large enterprises Current situation and future, 2010