

On the Strategy of Human Resources Training and Development in Small and Medium-sized Enterprises

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Abstract

At present, the human resources business department of the enterprise is the core of the main management. Training and development activities are actually the main content of managing enterprise human resources. There are also general issues related to training and professional development that have a significant impact on the achievement of current management objectives. Therefore, in order to solve these problems and effectively improve the quality of enterprise human resources training and development, this paper timely analyze the countermeasures according to the current situation of the company, and then provide theoretical research to support the development of enterprise human resources management.

Keywords

Small and Medium-sized Enterprises; Human Resources; Training and Development.

1. Introduction

At present, the society has made rapid progress. Today, with the continuous opening of the market, the competition between enterprises has been improved. During the development of enterprises, talent training plays a very important role. "Human resources are the first resource for enterprise development" has been the consensus of enterprise managers[1]. As the premise of enterprise development, talents are very important. Enterprises need to do their training and development well to enhance their market competitiveness. Only by continuously doing a good job in talent training can enterprises be based on the highly competitive market for a long time and continuously improve their market competitive strength. Therefore, it is very necessary to analyze the main problems existing in human resources training and development[2], and put forward corresponding solutions to the problems.

2. Basic Concepts of Human Resources Training and Development

Human resources are economic resources existing in the carriers of people's physical fitness, skills, knowledge, personality and behavior characteristics, ability and tendency. Like other resources, human resources are also limited, practical and material[3]. The materiality of human resources means that only a certain population can have a certain human resources. A certain human resource is bound to represent a certain population. The availability of human resources means that greater value can be created through the use of physical fitness, knowledge, ability, personality and behavior characteristics and tendencies (such as personality and values). The limitation of human resources means that human resources are limited in quality and quantity, can only be formed under certain conditions and can only be used on a certain scale. In the process of human resources training and development, enterprises should further build a complete human resources development system based on the analysis and investigation of enterprise human resources[4], carry out the education and training of enterprise human resources step by step, and continuously enhance the knowledge ability and comprehensive ability of enterprise employees. At the same time, they should

enhance the creativity and cohesion of enterprises, continuously improve the effectiveness of enterprise human resources management, and establish a more lasting and long-term development strategy.

3. Main Problems in the Process of Human Resources Training and Development in Small and Medium-sized Enterprises

3.1. Single Training Mode

In the current era of rapid social development and high employment flexibility, talent training inevitably lags behind. Especially in human resources training, many enterprises still use the previous training methods[5], and there are some problems, such as single training measures, incomplete training skills and so on. In addition, the traditional training methods do not pay much attention to the links such as employee interaction and connection with new technology[6], which leads to the low interest of employees in the training links, resulting in the problem of low training effect.

3.2. Imperfect Training Mechanism

The relevant training mechanism of many Chinese enterprises is not perfect, so that the training effect is not ideal, and the work is gradually formalized. The key links of enterprise training include: training plan, training implementation, training achievement transformation and training effect evaluation. In the training process, enterprises often pay more attention to the two early links of training plan and training implementation, and the relevant training systems are also more detailed and standardized, but ignore the two later links of training achievement transformation and training effect evaluation. It is also difficult to find detailed standards and specifications for these two links in the training system. In fact, these four training links are closely related and indispensable. Only when all links are implemented in place can we ensure the high-quality completion of the overall training work. Moreover, although many enterprises have formulated their own training systems, many aspects have not been implemented in place. For example, the publicity of training is not in place, the enterprise itself and employees are not aware of the importance of training, the investment of training expenses is insufficient or unreasonable, and the employees' enthusiasm to actively participate in training is not high, all of which make the training work become a form to complete the task. In addition, some enterprises not only want to save costs but also complete tasks in the actual training work, so they use other forms to replace the training work, such as organizing outings. In the training work, the lack of attention to training and the lack of a sound training mechanism can neither meet the growth needs of employees nor promote the good development of the enterprise, which is a waste of human and material resources.

3.3. Not Meeting the Current Development Needs of the Enterprise

Under the background of the new era, with the development of economy, enterprises also need new talents to meet the market demand. However, some enterprises lack detailed analysis and cognition of enterprise needs during recruitment and training, and pay no attention to the training of relevant professional skills. Employees can't get proper training, so that employees can't do without high-quality skills at work, which hinders the healthy and orderly development of the enterprise.

4. Solutions to the Problems of Human Resources Training and Development in Small and Medium-sized Enterprises

4.1. Adopt Diversified Training Methods

The human resources training department needs to constantly improve training measures, actively use scientific and technological means, enrich training resources and provide the best training content to employees, so as to continuously promote the enterprise to have a stronger backing force in the competition. In the training process, a variety of ways can be used, such as audio, short video and so on, so that the original boring knowledge can be presented in another form to mobilize employees' enthusiasm and interest in learning. Strive to achieve diversified and personalized training in training, tap employees' potential and enable employees to obtain more and more skills and knowledge. In order to let employees quickly understand their skills and train their professional skills, they can also help the old with the new, help the new employees quickly master their professional skills and improve their personal professional quality.

4.2. Establish a Long-term Employee Training Mechanism

In order to meet the needs of the long-term development of the enterprise, the enterprise should formulate a more scientific training plan according to the changes of the external market and internal needs, so as to avoid the situation that the training work is a mere formality. At the same time, we should also invest enough efforts in training and establish an internal trainer talent pool. If the internal professional resources of the enterprise are relatively limited, external experts and scholars can be hired to participate in the enterprise training process and seriously cooperate with market think tanks, consulting companies, scientific research institutions and colleges and universities. In addition, targeted training plans should be formulated for employees of different departments, positions and nature to avoid the "one size fits all" working method. In the process of employee training, we should pay attention to effectiveness and enhance employees' working ability by establishing purposeful training contents. For the deficiencies in employee training assessment, we should actively summarize, analyze the causes of the problems, constantly improve the training effect, and make the training fully meet the final requirements of the enterprise development strategy.

4.3. Comprehensively Cultivate Employees' values

In the process of human resource management, people-oriented is advocated. The starting point of enterprise development and training of talents should be to adjust the moving subjective initiative, so as to achieve the purpose of common development between people and enterprises. Introducing modern management theory, the development and training of human resources should have plans and objectives. Enterprises should be people-oriented, establish and improve the training system, and help employees establish their own personal goals, so as to achieve the ultimate goal and demand of the enterprise. At the same time, we should guide employees to clarify the corporate cultural value and system and formulate a scientific guarantee mechanism in the training, so as to ensure employee loyalty. Strengthen the values and corporate culture of employees. For employees, they can more and more recognize the enterprise from their heart and have a stronger sense of belonging to the enterprise. And they can be more enthusiastic about training courses, form positive energy, improve their cohesion, enhance their self-confidence and responsibility, and finally enable all employees to give advice and suggestions for the common goal of healthy and good development of the enterprise and themselves.

5. Conclusion

Effectively carrying out enterprise human resources training and development is conducive to improving the core competitiveness of enterprises, improving the quality of human resources team, and promoting the development of corporate culture. Therefore, we must start with the

universality of relevant general problems found in training to ensure that enterprise human resources leadership forms a good development process.

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