

# Innovative Thoughts on Employee Training in Enterprise Human Resource Management

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**Abstract:** In the current social context, the competition among enterprises is increasingly fierce, and the competition between modern enterprises is essentially a competition for talent. If enterprises want to sustain development in such a context, they should give high priority to employee training work. However, affected by multiple factors, some internal managers and relevant staff within enterprises do not give high importance to employee training, lack systematic cognition of the related work, and the training content lacks targeting, resulting in poor final effects. What's more, in corporate human resource management, the employee training work is just a formality, directly reducing the initiative of employee participation. To further improve the effectiveness and quality of employee training, in the process of conducting human resource management work, enterprises must highly value the significance of employee training, target the disadvantages existing in traditional employee training, formulate targeted solutions, enhance the practicality and targeting of employee training, further enhance the professional capabilities and comprehensive qualities of employees, provide ample talent guarantee for the sustained development of the enterprise, and meet the needs of future continuous development.

**Keywords:** Human Resource Management; Employee Training; Innovation Strategy.

## 1. The Importance of Employee Training in Enterprise Human Resource Management

Table 1. Importance of employee training

Importance	Overview
Improve employee performance and competence	Employee training helps employees master new knowledge and skills, improve professional ability and performance level, improve work efficiency and quality, and adapt to workplace changes.
Promote organizational innovation and competitiveness	It stimulates employees' creativity and innovative thinking, improves their sensitivity to market changes and competitive environment, and helps enterprises timely adjust their strategies and business models to maintain competitive advantages
Enhance employee satisfaction and loyalty	As an investment in employees, it shows that the organization attaches importance to employee career development, improves employee sense of belonging, loyalty and satisfaction, reduces employee turnover and improves employee participation

Employee training occupies a pivotal position in enterprise human resource management; the condition of employee training implementation directly affects the enterprise's economic and social benefits and has significant practical importance (Table 1). First, improve employee performance and capabilities. Employee training can help employees master new knowledge and skills, enhance their professional capabilities and performance levels. Through training, employees can learn the latest industry trends, technologies, and tools, thus better adapting to work requirements, and improve work efficiency and quality. Second, training can inspire employees' creativity and innovative thinking,

encourage employees to dare to try new ideas and solutions. Furthermore, it can also enhance employees' sensitivity to market changes and competitive environments, enabling the organization to adjust strategies and business models timely, maintaining a competitive advantage. Third, employee training is an investment in employees, indicating the organization's focus on employees' career development and growth [1-2]. By providing rich training opportunities, enterprises can win employees' trust and loyalty, effectively reduce the turnover rate, enhance employee satisfaction and engagement.

## 2. Principles Enterprises Should Adhere to When Conducting Employee Training

### 2.1. Adhering to the Principle of Service

In today's rapidly changing commercial environment, the importance of employee training is increasingly highlighted. Employee training is not only a management task but also a strategic service and should adhere to the principle of service in conducting related work. This principle emphasizes that training is not a one-time event but an ongoing strategy that supports the growth and adaptation of employees to new challenges and roles. Through effective training, enterprises can provide substantial talent support, enhancing their reserves and promoting continuous and stable development. One of the primary purposes of training is to enhance employees' skills. If employees find their capabilities insufficient to meet job requirements or to adapt to market changes, they will actively seek training to address these gaps. This proactive approach allows employees to not only improve their current skillset but also prepare for future roles and responsibilities. Therefore, before formulating training plans and conducting training, enterprises should engage in thorough preparatory work [3-4]. This includes setting training content that is closely targeted to the actual needs of employees, helping them overcome their shortcomings,

enhancing their abilities, and achieving significant leaps in their personal and professional development. It is crucial for enterprises to invest in tailored training programs that directly contribute to the competency and satisfaction of their workforce, thereby fostering a proactive learning culture within the organization.

## 2.2. Adhering to the Principle of Specificity

To ensure the effectiveness of training, enterprises should adhere to the principle of specificity in conducting related work, customizing designs according to different training times, employee types, and training needs (Table 2). This principle is based on the understanding that not all training can be one-size-fits-all. Different roles and career stages require specific skills and knowledge. From the perspective of training time, employee training can be categorized into pre-job training and on-job training. Pre-job training primarily focuses on knowledge infusion to prepare new hires for their roles, ensuring they have a solid foundation of the necessary information before they begin. On the other hand, on-job training is more about knowledge enhancement, aimed at building on existing skills and further developing employee capabilities in response to evolving job demands and career growth. From the perspective of employee types, training is segmented into programs for newly hired employees and incumbent employees[5-6]. Training for new employees is designed to help them understand the enterprise culture and the specific content of their job roles, facilitating smoother integration into the company. For incumbent employees, training is generally aimed at meeting the needs for job rotation, changes in work tasks, or personal skill enhancement, which are critical for adapting to internal shifts and market demands. Furthermore, the content of the training also needs to be highly targeted. Theoretical training aims to instill corporate values, culture, industry standards, and professional ethics, while skill training focuses on enhancing technical competencies specific to employee roles. By accurately identifying and addressing the diverse training needs of their workforce, enterprises can maximize the impact of their training programs, ensuring that they deliver real and measurable improvements in employee performance and satisfaction. This targeted approach helps maintain the relevance of training initiatives, aligning them closely with the strategic goals of the organization and the personal aspirations of its employees.

**Table 2.** The abilities that modern enterprise employees should have

Training aspects	Classification	Description
Training time	Pre-job training	Focus on knowledge indoctrination training
	On the job training	Pay attention to knowledge improvement training
Employee types	A new employee	Understand the corporate culture and work content
	On-the-job employee training	Provide customized training courses
Training contents	Theoretical training	Improve comprehensive quality
	Skills training	Improve work efficiency

## 3. Deficiencies in Employee Training within Enterprise Human Resource Management

### 3.1. The Value of Training has not Yet been Clarified

In the current rapidly changing market environment, the recognition of the importance of training in enterprise human resource management has become a significant factor constraining enterprise development. Some internal managers of enterprises, confined by traditional thinking, view training as a cost rather than an investment, and some enterprises regard training as an additional expenditure, only focusing on the costs needed for training, while neglecting the positive impact of training on enhancing employee capabilities and organizational development. Due to a lack of long-term planning, enterprises may only focus on short-term goals, lack a long-term plan for employee training, only conduct basic training or emergency training, and neglect the importance of continuous learning and career development. Additionally, when conducting training, enterprises may not establish clear training goals and indicators, unable to assess training effectiveness, and adjust training strategies timely, making it difficult to effectively measure and correct issues in training, thus failing to meet the actual needs of employees, not only wasting time and resources but also unable to truly enhance employee capabilities and qualities.

### 3.2. Lack of Systematic Work Planning

In the vast field of enterprise human resource management, long-term and systematic training work planning directly affects the effectiveness of training work. If there is a lack of this link, it will definitely affect the related work's implementation. Affected by traditional factors, enterprises in the process of conducting training work, because training goals are unclear, lack long-term planning means enterprises do not have clear training goals, leading to training activities becoming fragmented and unorganized, unable to combine with organizational strategies and employee development needs. Without clear goals, training is likely to fail to meet the actual needs of the organization and employees, thus wasting a lot of human and material resources [7]. The lack of systematic training work planning may cause enterprises to only focus on certain aspects of training, while neglecting other important areas of training needs. If enterprises only focus on technical training, but neglect the cultivation of key capabilities such as leadership development or communication skills, even if employees can improve certain abilities, shortcomings in other aspects will still exist, which will also affect overall performance and career development.

### 3.3. Training Content does not Match Reality

In the practice of enterprise human resource management, there is a problem of training content being disconnected from the actual work, where the knowledge, skills, and abilities provided by training do not match or adapt to the needs of employees in actual work positions. Some enterprises' training work, wherein the training content is too theoretical, some enterprises in training focus too much on imparting theoretical knowledge, while neglecting practical operation and application training, leading to employees unable to transform the learned knowledge into actual skills in actual work, thus causing training content to be disconnected from

actual work. Lack of practical opportunities, even if the training content contains certain practical segments, but if employees lack application and practice opportunities in actual work, it will also lead to training content being disconnected from actual work[8-11]. Employees need to apply the learned knowledge and skills to actual work to truly understand and master them. Because training content does not fit job requirements, enterprise training content may be too generalized, not custom-made for specific job needs, unable to meet the actual needs of employees, and over time, will also reduce employees' participation enthusiasm, causing training work to become a formality.

## 4. Innovative Strategies for Employee Training in Enterprise Human Resource Management

### 4.1. Enhancing Employee Training Awareness

In this era of knowledge explosion, where corporate competition is becoming increasingly fierce, and talent serves as the core competitive strength of enterprises, directly related to the rise and fall of enterprises, strengthening the awareness of employee training has become a key aspect of enterprise human resource management. Therefore, enterprises need to recognize the importance of employee training in corporate development. Additionally, it is necessary to strengthen the training awareness and learning awareness among internal personnel, ensure employee participation in training actively and voluntarily during training, and guarantee that employees can independently learn, think independently, and exchange ideas with each other. Innovative employee training methods in human resource management can utilize mobile apps, allowing employees to use smartphones as learning tools for

independent study [12-13]. In line with corporate development needs, enterprises can also establish professional online platforms internally, providing a space for resource sharing and exchanges among employees, encouraging them to share their professional knowledge, and facilitating offline exchanges after reaching a certain scale, thereby stimulating their learning enthusiasm and enhancing their participation, ultimately improving the effectiveness of corporate employee training.

### 4.2. Formulating Systematic Training Plans

In the course of modern corporate development, which not only emphasizes employees' professional skills but also requires strong innovation spirit and self-management abilities, human resource departments should adhere to a "people-oriented" principle, ensuring that training activities closely align with the actual operations and development needs of the enterprise and the real needs of employees (Figure 1). To achieve this goal, human resource management departments must thoroughly understand the actual work conditions and needs of employees before formulating specific training plans, allowing for scientifically reasonable arrangements of training content, which could focus on enhancing work capabilities, moral and ethical development, and career planning guidance. Such content not only provides high-quality training for employees but also effectively improves their abilities and qualities. During organizational training periods, reasonable reward and punishment mechanisms can be utilized to stimulate training enthusiasm and enhance participation [14-15]. As conducting training inevitably consumes certain human and material resources, human resource departments should coordinate well, maximizing the potential value of training efforts.



Figure 1. The abilities that modern enterprise employees should have

## 5. Conclusion

In summary, employee training occupies a significant proportion of human resource management activities in modern enterprises, directly influencing corporate development. To meet the demands of social development, modern enterprises should base their actions on actual conditions and adopt scientifically reasonable employee training methods, further enhancing employees' work skills and overall quality, fully unleashing their potential, and promoting stable and healthy corporate development.

Additionally, employee training in corporate human resource management should keep pace with the times, meet the evolving needs of employees, continually innovate based on these needs, genuinely enhance employee competitiveness, inject new vitality and momentum into the enterprise, and enable steady progress in the fiercely competitive market.

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