

# Promoting Teaching Through Scientific Research and Cultivating Innovative Talents

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**Abstract:** The competition between enterprises in the final analysis is the competition between talents, technology, and comprehensive quality soft power, want to stand out in this competition, we must have a high level of comprehensive talent. Of course, to strengthen the development and training of talents, for any industry, to improve the soft power of an enterprise has a very positive effect on the development of the enterprise. And want to quickly develop high-tech talents, do a good job in training is the fastest and most effective way, so strengthening the development and training of talents has an important role.

**Keywords:** Human resources; Talent training; Innovative teaching; The significance of the construction and planning of the talent team within the enterprise

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## 1. The positive influences of the construction and planning in the group staff

The construction and planning of the enterprise's internal talent team mainly include five points: talent prediction, talent allocation, talent training, talent use, and talent management. The main purpose of forecasting is to comprehensively understand and master the existing internal human resources index of the enterprise, forecast and construct the files of the talent team at the same time, and make a reasonable distribution of human resources based on the development of the enterprise and the demand for talent quality in the process of competition with enterprises of the same nature. To predict the future trend of human resources development and the future demand of enterprises; Talent allocation is based on the actual establishment of positions as a starting point, combined with the actual needs of the establishment of positions to the quality of the personnel configuration, at the same time, all do not meet the needs of the internal personnel to understand. The training link is mainly to set up a post standard after the trained staff meet the post standard to be allowed to take the post; The use link is to reasonably allocate the standard personnel to the required posts, and make reasonable use of the reserve personnel; The management link is to predict and train talents according to the needs of enterprise development, build up the talent echelon level, and make effective management of the relevant planning of human resource development while fair use of the personnel who have completed the allocation.

## 2. The current problems in the development and training of talents in enterprises

### 2.1 The talent training method is slightly conservative

With the development of society, various industries are not static, and it is these changes that make relevant industries make outstanding progress in a short period. To meet the needs of the development of all walks of life, the enterprises have improved the management system, so that the enterprise employees in the spirit of enterprise and talent development of innovation and technical level have made obvious progress, and have achieved some results. However, due to the excessive emphasis on high education in the development and training of talents, the proportion of highly educated talents among enterprise employees has increased significantly, but there are few technical personnel who are willing to serve in the front line, gradually forming a trend of young and highly educated employees, although they have professional education, lack of work experience, and experienced management talents are lost. Resulting in the two cannot balance.

### 2.2 Lack of innovation in training and teaching

Innovation is the source of the long-term development of an enterprise and the soul of its survival and development. If an enterprise wants to have long-term development, innovation is an essential condition. In the process of talent development and training, enterprises ignore the problem of innovation consciousness and do not pay attention to the training of scientific and technologically innovative talents, resulting in the lack of scientific research personnel and the lack of emerging technologies. They can only follow the footsteps of Western developed countries, are subject to various restrictions in development, and cannot achieve qualitative transcendence.

### 2.3 The level of comprehensive quality of talents varies

The uneven comprehensive quality of talent is a common problem in most enterprises. Enterprises often have a lot of technical talents but few scientific and technological talents. Most employees in enterprises cannot learn and explore new projects and new knowledge and have the enthusiasm to understand new things, which is the main reason why employees' abilities are stagnant and cannot be improved. In addition, enterprises lack technical and managerial personnel proficient in development, so they often need to introduce talents in the form of external recruitment. They can only lead the in-service employees to learn relevant technologies, do a good job in training, and form an independent system. In this process, if the management is not good, it is easy to cause a brain drain phenomenon.

## 3. Strategies and methods for cultivating innovative talents

Build a talent reserve mechanism to provide a backup talent guarantee for the future development of enterprises. The long-term driving force of enterprise development lies in the reserve of talents. While applying traditional talent training methods, we should also train some outstanding talents who meet the needs of the future development of enterprises. It is difficult for most employees to show their advantages immediately after they enter the enterprise, and the superficial impression left by some employees to the management is even different from their actual situation to a large extent. In this case, the traditional talent training method can be applied to assign employees to different positions for training. In addition, according to the actual situation of the enterprise, the job rotation system can be regularly applied to enable employees to master the actual operation of the enterprise. On this basis, managers can also have a deep understanding of the actual quality of employees in the long-term training process, and the adaptability of each employee to the position will be fully revealed during this period. Then the enterprise can select the employees with good development potential needed for internal technical quality posts and administrative management posts for key training. The specific content of the talent reserve mechanism can be constructed according to the following methods: For the undergraduate graduates who have entered the enterprise for three years or more, the method of human resources examination will be applied to select the talents with outstanding performance in various aspects for targeted training and exercise assessment, and the key training will be conducted after each employee is found to have good potential in a certain aspect. To reserve talents needed for the future development of the enterprise.

### 3.1 Establish new talent development and training concepts

After the introduction of talent in different fields, enterprises need to make full use of existing resources and quickly establish the concept of talent development and training in new fields. Although there is a saying that material determines consciousness, consciousness also has the same reaction force as material. Only by establishing the right consciousness can we promote the development of enterprises in new fields, while the wrong consciousness will only hinder the training of talents in new fields. Therefore, in the development and training of talents in new fields, we must first carry out concept training. Before the training, let them feel the warmth of home, after having a kind understanding of the industry, give them ideological guidance, let them realize the importance and sustainability of the industry, and promote them to better put into the industry work. It can be seen that the establishment of the right ideas, in the training process of talent development has an immeasurable role. Enterprises can carry out professional training for new employees through centralized teaching. In the training, the centralized teaching method can explain the professional knowledge taught on the spot, which is conducive to completely changing the inflexible cramming teaching in the past, replacing the previous infusing teaching method with knowledge-based teaching. Targeted learning of weak links increases the enthusiasm of employees to learn, improves their learning motivation, and cultivates their team spirit and writing ability. This will have a positive impact on their future work.

### 3.2 Develop new fields related to the industry and provide timely training

With the wide application of information technology, enterprises are also developing in the direction of information, automation, and intelligence, and also making progress with the progress of the times. If an enterprise can actively introduce different types of talents in different fields, and make full use of resources to do a good job of training employees, it has a great role in promoting the development of the enterprise, effectively improving the competitiveness of the enterprise's industry, at the same time, in the scale of production efficiency, it can also be significantly improved. Career talent training is not simple, in a short period can achieve the task, but it is a long-term process, there need to provide learners with a communication platform, convenient for them to exchange learning at any time between each other, inform the relevant training staff should also often join the exchange, to provide professional knowledge and technical guidance. Only when the training personnel do a good job in the real sense of service work, avoid blindly teaching, to faster improve the practical ability of learners, to avoid training only on paper talent.

## 4. Conclusion

To sum up, the importance of human resource management in the normal operation of enterprises is beyond doubt. In the current era

of continuous development and the increasingly fierce competition between enterprises in various fields, only certain innovations in human resource management mechanisms can provide high-quality talents for the future development of enterprises, and then promote the long-term and healthy development of enterprises. In the new situation to strengthen the development of the enterprise, to provide employees with a variety of upward channels at the same time, so that the enthusiasm of employees can be stimulated. To promote the better and faster development of the cause, reduce the loss and waste of talent, and improve the utilization rate of talent. Only by improving the quality of enterprise talent development and training can we truly guarantee the durability of an enterprise, inject fresh blood into the enterprise, maintain work vitality, improve enthusiasm, and achieve the strategic goal of sustainable development.

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