

10.18686/memf.v2i1.3846

Research on the Effective Integration of Human Resource Management and Talent Training

Xiongbin Ma

Krirk University, Bangkok 10220, Thailand

Abstract: This study explores the effective integration path of human resource management and talent training in order to enhance the core competitiveness of enterprises. The study reveals the critical importance of the formulation of human resource plans, the design of scientific training courses, and the application of scientific and technological means in the integration of human resource management and personnel training. The research results show that through these three links, enterprises can effectively realize the optimal allocation of human resources, improve the training effect, and improve the efficiency of integration. Future research needs to explore more deeply how to better integrate human resource management and talent cultivation in a dynamically changing environment, and how to use new technological means and theoretical models to improve the integration effect.

Keywords: Human resource management; Personnel training; Technological means

1. Introduction

With the rapid development of globalization and technological progress, the core of corporate competitiveness has shifted from traditional material resources to human resources. Human resource management and talent training have become the key factors for the sustainable development of enterprises. Especially in today's knowledge economy, talent has become the most important factor of production, and the function of human resource management is constantly expanding and deepening. The integration of human resource management and talent training has become an important path to enhance the core competitiveness of enterprises. However, the current human resource management and talent training are often disconnected and uncoordinated. How to integrate effectively so that human resource management can better serve talent training and improve overall enterprise performance is the current human resource research field. problems to be solved urgently. Based on this, the article conducts research from the perspective of effective integration of human resource management and talent training. The main research goal is to propose a path to realize the effective integration of human resource management and talent training, in order to provide theoretical guidance and practical reference for enterprises.

2. The current situation of the integration of human resources management and personnel training

In the current corporate practice, the integration of human resource management and talent cultivation often faces some challenges and problems. On the one hand, although the importance of human resource management has been widely recognized, in actual operation, enterprises often operate human resource management and talent training as two independent parts, lacking the necessary integration. This situation is especially evident in some traditional enterprises. The human resource management of these enterprises often focuses on administrative work, but not enough emphasis on talent training, resulting in a disconnect between talent training and human resource management^[1]. On the other hand, the simplification of talent training mode is also an important factor hindering the integration of human resource management and talent training. In many enterprises, talent training usually relies on traditional training courses, lack of consideration of individual differences, and has not formed a talent training model that is suitable for the strategic goals of the enterprise. In addition, the evaluation mechanism of talent training is often based on the degree of training completion, ignoring the assessment of training effects, making it difficult to guarantee the effect of talent training. Furthermore, the application of scientific and technological means in the integration of human resource management and personnel training is not extensive enough. In the context of the current rapid development of technologies such as big data and artificial intelligence, technological means can greatly improve the efficiency and effectiveness of human resource management and talent training.

3. Effective integration path of human resource management and talent training

3.1 Formulate human resource plans and strengthen human resource allocation

In building an integrated path of human resource management and talent training, the first thing to focus on is to formulate a scientific and effective human resource plan. First of all, enterprises need to carry out human resource demand analysis. By studying the enterprise's development strategy, business development status and market competition situation, the enterprise can predict the human resource demand in the future. This not only covers the quantity of required talents, but also includes the forecast of the types of talents, required skills and required knowledge structure. Secondly, enterprises should clarify the talent supply situation^[2]. This involves sorting out the internal talent pool of the enterprise and conducting research on the talent supply in the external market. By comparing talent demand and supply, companies can identify potential human resource shortages and provide an empirical basis for human resource planning. Further, enterprises need to formulate specific human resource plans. The content of the human resource plan should extensively cover the recruitment, selection, training, evaluation, motivation and retention of talents, and these links should be as consistent as possible to form a complete human resource management system. In particular, in this process, the formulation of the talent training plan should refer to the human resource plan, so that the integration of talent training and human resource management can better serve the corporate goals. Finally, the enterprise needs to configure human resources after determining the human resource plan. Human resource allocation involves the scientific arrangement and use of human resources according to the strategic goals and business needs of the enterprise, as well as the career planning and personal development needs of employees.

3.2 Design scientific and reasonable training courses and establish a performance-oriented talent training model

In the integration process of human resource management and personnel training, it is equally important to design scientific and reasonable training courses and establish a performance-oriented personnel training model. First of all, the enterprise needs to determine the theme and content of the training courses according to the human resources plan and business needs. This step requires the enterprise to deeply understand the business process, fully consider the skills and knowledge needs of employees, and formulate training courses that are compatible with the strategic goals of the enterprise^[3]. When designing courses, attention should be paid to the practicality and operability of the courses, so that employees can apply the knowledge and skills they have learned to work immediately after training. Second, enterprises need to establish a performance-oriented talent training model. The core of this model is to regard the performance results of employees as an important criterion for measuring the effectiveness of training. In this mode, employees' training plans will be directly related to their performance goals, and the training effect will directly affect their performance evaluation. This can not only motivate employees to actively participate in training, but also make the training courses closer to actual work and improve the training effect. In order to achieve performance-oriented talent cultivation, enterprises need to clearly set the performance goals of employees, and design and arrange training courses according to the performance goals. At the same time, enterprises should also establish a comprehensive performance evaluation system, including the evaluation of post-training work performance, ability improvement, and actual contributions to the enterprise, so that talent training can better serve the realization of enterprise goals. In addition, enterprises also need to conduct regular feedback and evaluation of training effects to ensure the effectiveness and adaptability of training courses.

3.3 Use technology to improve integration efficiency and build talent training and management models

In the integration process of human resources management and personnel training, the application of scientific and technological means plays an important role. Technological means can improve the efficiency of integration and help enterprises build talent training and management models more effectively. First of all, enterprises can introduce various human resource management systems, such as human resource information management system (HRIS), employee performance management system, online training platform, etc. These systems can help enterprises achieve centralized management of human resource data and improve the efficiency and effectiveness of human resource management. At the same time, these systems can also provide data support, enabling enterprises to make more accurate human resource forecasts and decisions. Second, enterprises can use advanced technologies such as big data and artificial intelligence for talent analysis. Through in-depth mining and analysis of internal talent data and external talent market data, companies can discover the potential value of talents, understand the needs and expectations of talents, and carry out more accurate talent training and management. In addition, enterprises need to use technology to design and push training courses. By using online learning platforms, companies can provide more personalized and flexible learning methods, and improve training participation and effectiveness. At the same time, through the collection and analysis of learning data, enterprises can understand the learning effect of employees and optimize training courses. Finally, enterprises can also use technology to optimize the allocation of human resources. For example, through artificial intelligence algorithms, companies can predict future human resource needs and prepare talent reserves and training in advance.

References

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