

Enhance Quality Education by Scientific Research and Cultivate Innovative Talents

Li Hong He Bing

Hydro-power Branch, State Grid Hunan Electric Power Company Limited Changsha 410007

Abstract:

The competition between companies is actually the battle of soft powers of talent, technology and comprehensive quality. To emerge from it, companies should recruit high-level comprehensive talents. It is for sure of positive effect for any industries to improve their recruitment and training of talents and improve their soft powers. Moreover, it is the fastest and most effective way to increase the number of high-tech talents by training work. Therefore, focusing on talents recruitment and training plays a quite important role for any companies.

Keywords:

Human Resource; Talent Training; Innovative Education

1. Significance of Recruitment and Planning for Talent Teams

There are five main points for the recruitment and planning for talent teams: talent prediction, allocation, training, arrangement and management. Talent prediction is mainly to comprehensively understand the existing human resource index within a company. At the same time, it can perfect the archives of the talent team. It enables a reasonable layout of the current talent team and the prediction of the human resource direction and the future demand of the company. Talent allocation is to arrange qualified employees based on the job requirements and the required staff numbers. Meanwhile, it enables the company to know those who are not qualified for the jobs. Talent training is to set a standard. Once the trained employees meet the standard, they can finally take up the jobs. Talent arrangement is to allocate qualified talents to suitable positions and to reasonably arrange the work of backup talents. And the talent arrangement is to build a talent hierarchy according to the needs of the companies' development. It also requires a reasonable arrangement of the human resource planning.

2. Existing Disadvantages of Talent Recruitment and Training

2.1 Talent Cultivation Focus on Diploma

The development of society forces various industries to change, enabling a significant improvement of relative industries in a shorter time. To enable a better development, companies have improved their management systems, making a significant progress in employees' entrepreneurial spirit, innovation and technological level in talent development. However, companies focus extremely on diplomas in talent development and cultivation, resulting in significantly increased proportion of talents with diplomas. But there are few technical personnel who are truly willing to serve the frontline. It gradually forms a trend of young employees with diplomas. Although such employees are better educated, they lack of work experience. Therefore, companies lose many truly experienced management talents. So it is hard to balance education and work experience.

2.2 Talent Cultivation Lacks of Innovation

Innovation is the source of long-term development for companies and the soul of their survival and development. Therefore, it is essential to be innovative for a company to achieve long-term development. However, companies often pay less attention to innovation. It is their overlooking of the cultivation of scientific and technological talents that leads to their lack of research oriented personnel and emerging technologies. Therefore, they have to follow the footsteps of developed Western countries and limited in development. It is impossible for them to achieve qualitative breakthroughs.

2.3 Talents Comprehensive Quality Differs from Each Other

It is common in most companies that their talents' comprehensive quality differs from each other. There are often more

technical but fewer technological talents in a company. Most employees lack the ability to explore new projects and learn knowledge. They are also unwilling to get to know new things. And that is why most of the employees could not get progress and promoted. In addition, skilled technical and management personnel have to be recruited from somewhere else. And only through their leadership can encourage employees to learn relevant technologies, get a better training and form an independent system. It is quite easy to lose talents if their leadership cannot be well monitored.

3. Strategies and Methods for Cultivating Innovative Talents

3.1 Building a Talent Reserve Mechanism to Provide Backup Talent for Future Development

Talent reserve determines the long-term driving force of a company. Therefore, companies should cultivate outstanding talents that meet their future development needs while applying traditional talent cultivation methods. It is hard for most employees to show their strength upon entering the company, and the superficial impression of some employees is quite different from their actual situation. In this case, traditional talent cultivation methods can be applied to allocate employees to different positions and change their positions regularly to get them know the actual situation of the company. Meanwhile, managers can have a deep understanding of the actual quality of their employees and the adaptability of each employee during the long-term training process. And the employees with good development potential for internal technical quality positions and administrative management positions can be selected and trained. The talent reserve mechanism can be established by the following methods: assess graduate students who have been in a company for three or more than three years with human resources examination method. Then select talents with outstanding performance in various aspects for targeted training and exercise assessment. Key training should be carried out for those employees with certain potential in any aspects. By doing so, necessary talents for the future development of a company can be reserved.

3.2 Establishing a New Concept of Talent Development and Training

After recruiting talents from different fields, companies need to make full use of existing resources and quickly establish a concept of talent development and training in new fields. It is said that material determines consciousness, but consciousness also has the same reaction force on material. Only correct consciousness can help companies improve in new fields. Incorrect ones, on the other hand, can only hinder the cultivation of talents. Therefore, the development and training of talents in new fields should start with concept training. Before training, let them feel the warmth of home first. Gaining a warm understanding of the industry, talents should be provided with ideological guidance, making them realize the importance and sustainability of the industry, and encouraging them to better engage in their work. From this, it can be seen that establishing correct ideological concepts plays an immeasurable role in the training process of talent development. Companies can provide professional training to new employees through centralized teaching. A centralized teaching method can be used during the training to provide on-site explanations of the professional knowledge, which is conducive to completely changing the traditional rote cramming teaching method and changing it to a knowledge-based teaching method. Targeted learning of weak links increases employees' enthusiasm for learning, improve their learning motivation, cultivate team spirit and writing ability. All of the above has a positive impact on their future work.

3.3 Develop New Fields Related to the Industry and Provide On Time Training

The widespread application of information technology enables the companies to develop toward the direction of informatization, automation, and intelligence. Once a company can actively recruit talents of different types and fields, and make full use of resources to provide training for in-service employees, it will greatly promote the development of the company and effectively enhance its industry competitiveness. At the same time, the production efficiency and scale of the company could be significantly improved. Talent training is not a simple task that can be achieved in a short period of time but a long-term process that requires to provide a communication platform for learners to communicate and learn from each other at any time. Relevant training staff should also be involved to communicate with employees and offer professional knowledge and technical guidance. Only when the trainers truly do a good job in service work without blindly teaching can faster improve learners' practical operation abilities and avoid cultivating talents who only stay in on paper.

4. Conclusion

In summary, it is important of human resource management in the normal operation of companies. With the development of current era and the fierce competition among companies in various fields, high-quality talents can only be reserved by innovating the human resource management mechanism, which could promote a long-term and healthy development of the companies. In the new situation, it is necessary to increase the potential strength of companies and provide employees with diverse promoting channels and stimulate their enthusiasm. At the same time, companies should reduce the loss and waste of talents and improve the utilization of talents to promote a better and faster development. Only by improving the quality of talent development and training can a company truly ensure its sustainability and inject its vitality to improve enthusiasm of employees and realize its strategic goal of sustainable development.

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