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Ways to Cultivate and Develop Human Resources in the New Situation

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ABSTRACT

In the trend of globalization, digitization, and economic integration, human resources are the core competitiveness of enterprises, and cultivating and developing them is crucial for enhancing competitive advantages. This article delves into how human resource development drives enterprise innovation, promotes team collaboration, and optimizes performance management. Currently, although many enterprises are beginning to attach importance to human resource development, they still face problems such as insufficient investment, weak targeted training, and insufficient exploration of employee potential. Therefore, it is proposed that in the new situation, enterprises need to strengthen diversified training strategies, use digital tools to improve training efficiency, build a fair performance evaluation system, stimulate employee potential, and promote internal talent mobility. The implementation of these strategies will effectively enhance the efficiency of enterprise human resource management and consolidate market position.

Keywords: Human Resources; Cultivation; development; New situation; Channel

1. Introduction

In the era of knowledge economy, human resources have become one of the most important assets of enterprises. With the advancement of technology and the intensification of market competition,

the demand for talent in enterprises is becoming increasingly diverse and complex. Therefore, how to effectively cultivate and develop human resources in the new situation has become an urgent problem for enterprises to solve.

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2. The significance of human resource cultivation and development under the new situation

In the rapidly changing market environment and increasingly fierce international competition, how to effectively cultivate and develop human resources for enterprises has become an important issue in promoting their sustainable development. This article will elaborate on the important significance of human resource cultivation and development in the new situation from three aspects: improving enterprise competitiveness, promoting employee personal development, and achieving common development between enterprises and employees.

2.1 Enhance the competitiveness of enterprises

In today's business environment, the competitiveness of a company depends not only on its hard power such as funds, technology, and equipment, but also on its soft power such as the quality and ability of its employees. The cultivation and development of human resources can significantly improve the quality of human resources in enterprises, thereby enhancing their competitiveness. Through targeted training and education, enterprises can cultivate a group of employees with professional skills and rich experience, who can better meet the business needs of the enterprise, improve production efficiency and service quality. Human resource cultivation and development can also help employees establish correct work attitudes and values, improve their work enthusiasm and sense of responsibility, form a positive corporate culture, and provide a continuous source of motivation for the development of the enterprise. The cultivation and development of human resources can also enhance the innovation capability of enterprises. Through continuous learning and exploration, employees are able to come up with new ideas and solutions, drive technological and product innovation in the enterprise, and create greater market value for the company.

2.2 Promoting personal development of employees

The cultivation and development of human resources are not only beneficial for enterprises, but also of great significance for the personal development of employees. Through training and education, employees can continuously learn and master new knowledge and skills, improve their overall quality and ability level, and lay a solid foundation for career development. Human resource cultivation and development can also help employees understand their career interests and strengths, develop more clear and scientific career plans, and achieve career development goals. Human resource cultivation and development can also enhance employees' confidence and sense of achievement. Through continuous learning and practice, employees can accumulate more experience and achievements, improve their confidence and satisfaction, and better integrate into the enterprise and society^[1].

2.3 Achieving mutual development between enterprises and employees

The cultivation and development of human resources can not only enhance the competitiveness of enterprises and promote the personal development of employees, but also achieve the common development of enterprises and employees. By cultivating and developing human resources, enterprises can attract and retain more outstanding talents, providing strong talent support for the sustainable development of the enterprise. The addition and growth of outstanding employees can also bring more innovative ideas and business opportunities to the enterprise, promoting its continuous development. Employees can obtain more development opportunities and space through human resources training and development, realizing their own value and pursuit. The growth and success of employees can also bring more honor and benefits to the enterprise, achieving mutual benefit and win-win between the enterprise and employees. The cultivation and development of

human resources are of great significance in the new situation. It can not only enhance the competitiveness of enterprises and promote the personal development of employees, but also achieve the common development of enterprises and employees. Therefore, enterprises should attach great importance to the cultivation and development of human resources, increase investment and support for human resources, and lay a solid foundation for the long-term development of the enterprise.

3. Analysis of the Current Situation of Human Resource Cultivation and Development

In today's rapidly developing business environment, the cultivation and development of human resources have become the key to sustained competition for enterprises. However, despite many companies recognizing the importance of human resource cultivation and development, they still face some challenges and difficulties in practical operations. This article will analyze the current situation of human resource cultivation and development from three aspects: single training methods, lack of targeted training content, and lack of long-term planning.

3.1 Single training method

In most enterprises, training methods often remain limited to traditional classroom teaching and online courses, lacking innovation and diversity. This single training method often fails to meet the personalized needs and learning habits of different employees, resulting in poor training effectiveness. The single training method also lacks practicality and interactivity, making it difficult for employees to combine the knowledge they have learned with their actual work, further reducing the effectiveness of the training. To improve this situation, enterprises should actively explore diversified training methods. For example, employees can learn and grow through project-based learning, workshops, role-playing, and other forms of practice; New technologies such as virtual reality and augmented reality can also be

introduced to enhance the fun and interactivity of training. Diversified training methods can better meet the needs of different employees and improve training effectiveness.

3.2 Lack of targeted training content

Currently, many companies often overlook the personalized needs and career development paths of their employees when developing training plans, resulting in a lack of targeted training content. Some training content is too general and lacks depth and breadth, making it difficult to meet the needs of employees in practical work. Some training content is also disconnected from the actual business and development strategy of the enterprise, making it difficult for employees to apply the knowledge learned to practical work after training. In order to improve this situation, enterprises should fully consider the personalized needs and career development paths of employees when formulating training plans. You can understand the needs and expectations of employees through face-to-face interviews, questionnaire surveys, and other methods, and develop targeted training plans based on this. Enterprises should also pay timely attention to the development dynamics and trends of the industry, ensuring that the training content is in line with the company's development strategy^[2].

3.3 Lack of long-term planning

In terms of human resource cultivation and development, many enterprises often lack long-term planning, resulting in a lack of systematic and coherent training work. Some companies often only provide training when needed, without forming a complete training system. Some companies also lack follow-up and evaluation mechanisms after training, making it difficult to assess the effectiveness of the training and make corresponding adjustments and optimizations. To improve this situation, enterprises should develop long-term plans for human resource cultivation and development. The plan should cover training objectives, training content, training meth-

ods, training cycles, and form a complete training system. Enterprises should also establish a sound follow-up and evaluation mechanism to timely assess the effectiveness of training and make corresponding adjustments and optimizations. Through long-term planning, enterprises can ensure the systematic and coherent development of human resources, providing strong support for the sustainable development of the enterprise. The current cultivation and development of human resources still face some challenges and difficulties. In order to address these challenges and difficulties, enterprises should actively explore diversified training methods, develop targeted training plans, and establish long-term plans for human resource cultivation and development. Through the implementation of these measures, enterprises can improve the effectiveness and quality of human resource training and development, providing strong support for the sustainable development of the enterprise^[3].

4. Ways to cultivate and develop human resources under the new situation

With the continuous advancement of technology and the globalization of the economy, enterprises are facing an increasingly fierce competitive environment. In such a new situation, the cultivation and development of human resources are particularly important. This article will explore how to effectively promote the cultivation and development of human resources through innovative training methods, precise development of training content, long-term planning, and establishment of incentive mechanisms in the new situation.

4.1 Innovative Training Methods

Traditional training methods often have problems such as single content and outdated forms, making it difficult to meet the diverse learning needs of employees. Therefore, in the new situation, we need to innovate training methods to improve training effectiveness.

4.1.1 Introduction of online learning platforms

Online learning platforms have the characteristics of high flexibility, wide coverage, and fast update speed, which can provide employees with a more convenient and efficient learning experience. By introducing online learning platforms, companies can customize personalized training plans based on the actual needs of their employees, helping them improve their skills and abilities. Online learning platforms can also provide employees with rich learning resources, helping them continuously broaden their knowledge and improve their overall quality.

4.1.2 Implement project-based learning

Project based learning is a training method that cultivates employees' skills and abilities through practical projects. In project-based learning, employees can gain a deeper understanding of the company's business processes and operational methods by participating in actual projects, and develop their teamwork and problem-solving skills. Through project-based learning, employees can combine their learned knowledge with practice to improve their work efficiency and quality.

4.1.3 Implement internal sharing mechanism

Internal sharing mechanism is a mechanism for employees within a company to share knowledge and experience. By implementing an internal sharing mechanism, companies can encourage employees to share their work experience, successful cases, and professional knowledge, promoting communication and cooperation among employees. The internal sharing mechanism can also help new employees adapt to the corporate culture and work environment more quickly, enhancing their sense of belonging and loyalty^[4].

4.2 Accurately develop training content

Whether the training content meets the actual needs of employees directly affects the effectiveness of the training. Therefore, we need to accurately develop training content to ensure that it is targeted and practical.

4.2.1 Conduct demand research

Conducting demand research is a prerequisite for developing precise training content. Enterprises can gain a deeper understanding of employees' career development plans, work needs, and personal interests through methods such as questionnaire surveys and interviews, in order to accurately grasp their training needs. Enterprises should also pay attention to industry development trends and market competition situations to ensure the foresight and practicality of training content.

4.2.2 Pay attention to industry trends

Monitoring industry trends is an important basis for developing precise training content. With the continuous advancement of technology and the intensification of market competition, industry trends have a significant impact on the development of enterprises. Enterprises should pay timely attention to industry trends and cutting-edge technologies, incorporate them into training content, help employees master the latest knowledge and skills in the industry, and improve their competitiveness and adaptability.

4.2.3 Personalized customized courses

Personalized customized courses are the key to accurately developing training content. Enterprises should tailor personalized training courses based on the actual situation and career development needs of their employees. Personalized customized courses can meet the personalized needs of employees, improve their participation and learning outcomes. Personalized customized courses can also cultivate high-quality talents with professional skills and innovative abilities for enterprises, providing strong support for their development.

4.3 Develop long-term plans

The cultivation and development of human resources are not achieved overnight, and require long-term planning and investment. Therefore, we need to develop a long-term plan for human resource cultivation and development to ensure the sustainable development of human resources.

4.3.1 Clarify development goals

Clear development goals are the core of long-term planning. Enterprises need to formulate forward-looking and actionable development goals based on their actual situation and market trends. These goals should include the overall development goals of the enterprise, the development goals of each department, and the personal development goals of employees. When setting goals, enterprises should fully consider internal and external factors such as market environment, competitors, technological progress, etc., to ensure the rationality and feasibility of the goals. Enterprises should also have sufficient communication with employees to ensure their understanding and recognition of the goals.

4.3.2 Develop phased plans

Long term planning needs to be broken down into several phased plans for implementation. The phased plan should have clear time nodes and specific task arrangements, so that the enterprise can supervise and evaluate the implementation of the plan. When formulating phased plans, enterprises should fully consider the allocation and utilization efficiency of resources to ensure the feasibility and effectiveness of the plan. Enterprises should also adjust their plans in a timely manner according to changes in the market and the actual situation of the enterprise, ensuring the flexibility and adaptability of the plans.

4.4 Establishing incentive mechanisms

Incentive mechanism is a key factor in promoting employees' active participation in training and development. We need to establish a sound incentive mechanism to stimulate employees' enthusiasm and creativity.

4.4.1 Providing Promotion Opportunities

Promotion opportunities are an important driving force for employees' career development. Enterprises should establish transparent promotion channels and fair promotion standards to provide excellent employees with opportunities for promotion. Enterprises should also provide employees with diversified

career development paths to meet the career development needs of different employees. By providing promotion opportunities, companies can stimulate employees' initiative, promote their personal growth and career development^[5].

4.4.2 Establishing a reward system

The reward system is an important means of motivating employees. Enterprises should establish a scientific and reasonable reward system to commend and reward outstanding employees. Rewards can include material rewards and spiritual rewards, such as bonuses, stocks, honorary titles, etc. By establishing a reward system, companies can stimulate employees' enthusiasm and creativity, improve their work efficiency and quality.

5. Conclusion

In the new situation, the cultivation and development of human resources have become the key to enhancing the competitiveness of enterprises. Enterprises should strengthen their emphasis on human resource cultivation and development, innovate training methods, enhance internal communication, establish evaluation mechanisms, and strengthen external cooperation. Only in this way can we ensure that the enterprise remains invincible in the fierce market competition. Employees should also actively

participate in training and learning, continuously improve their own abilities and qualities, and contribute their own strength to the development of the enterprise.

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