



Exploration of the Path of High-Quality Talent Cultivation in Electric Power Enterprise

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Abstract. The 21st century is an era that takes knowledge and technology as the carrier. Talents, as the implementer and user of knowledge and technology, are particularly important in this new era. With the strategic deployment of the electric power enterprise of China, the enterprise's business is gradually undergoing digital and intelligent transformation. Starting from the demand of the future talent structure, this paper puts forward the problems existing in the current talent training of the electric power enterprise, and discusses the countermeasures to strengthen the relevant talent training of enterprise under the new situation.

Keywords: electric power enterprise; talent development; human resources

1 Introduction

Power enterprises continue to promote the optimization of production organization system and production technology reform, and have completed a series of production organization system optimization and adjustment. The existing traditional production and inspection mode is in sharp contrast with the digital development, and there are outstanding contradictions. If an enterprise wants to remain invincible, how to attract talents, develop talents and retain talents, make good use of talents, and let talents promote the development, reform and innovation of enterprises is a problem that enterprises have to think deeply about.

2 Policy Background

In the report to the 20th National Congress of the CPC, it is pointed out that education, science and technology and human resources are the basic and strategic support for the comprehensive construction of a modern socialist country. For this purpose, We will open up new areas and new tracks for development, and constantly create new drivers and advantages for development. A series of documents including the Opinions on Further Strengthening the Construction of Cadres and Talents, the 14th Five-Year Plan for the Construction of Leading Personnel, the Measures for the Inspection of Political Quality and the Opinions on Accelerating the High-quality Development of Talents have been successively promulgated.

Firmly establish the concept that innovation is the first driving force and talent is the first resource, accelerate the formation of a large-scale and high-quality talent team [1]. In June 2023, the National Energy Administration issued the Blue Book, which pointed out the direction for the transformation and upgrading of the power system. Facing this extremely challenging and pioneering strategic project, power enterprises need to train skilled personnel to adapt to future industrial upgrading [2]. Power enterprises have always emphasized that talent is the core force of enterprise competition and plays a basic role in the development of enterprises. Professional technology and skilled personnel are an important factor for an enterprise to win the fierce competition, and also an important factor to determine the development level of the enterprise. Therefore, it is necessary to take various measures to improve the ability level of the staff.

3 The Characteristics of Internal Talents Under the New Situation

In order to cope with the development trend of the industry under the new situation, The demand of enterprises for talents is increasing rapidly, and the requirements for the ability and quality of talents continue to improve.

3.1 Professional Talents

The primary demand for talents is professionalism, which requires relevant personnel to have more profound professional knowledge and skills. It is necessary to have high professional knowledge and the ability to solve problems. Therefore, in the training process of relevant talents, It is necessary to equip talents with the ability of sustainable development and keep up with the pace of technological development [3].

3.2 Compound Talents

The talents who have profound knowledge and skills of combining theory with practice and interdisciplinary knowledge and skills are compound talents. The enterprise should not only pay attention to the training of the combination of theoretical knowledge and practical technology, but also need them to master the knowledge of many aspects and

many fields. To have multi-dimensional training, employees in the daily learning and working process have more practice opportunities and quickly grasp the latest knowledge of the industry opportunities and ability, so that the training of compound talents become the main talent resources of the enterprise [4].

3.3 Innovative Talents

In the face of new situations and new fields, innovative talents are the focus of training. Enterprises need talents who can make innovation by considering the development level of enterprises and make important contributions to the overall innovation and development of enterprises [5]. When cultivating talents, enterprises should pay attention to the close combination of theoretical knowledge and practical skills on the one hand, and pay special attention to the cultivation of innovative ability of talents on the other hand.

The distinction between professional talents, compound talents and innovative talents is relative. Professional talents should be compound some knowledge and skills. Compound talents must have professional knowledge and skills; Innovative talents always come from professional talents and compound talents.

4 The Problems in The Personnel Training

4.1 The Training Management System is not Perfect

At present, most provincial companies and local companies do not apply to their own training status system of training management system, do not actually understand the company's training needs, training status, training system to carry out training work. At the same time, the relevant training management personnel of the company have not filled and updated the content of the existing system. As a result, all the systems can not meet the training needs of the employees of the power enterprise at the present stage, making the development of training work a formality.

4.2 Insufficient Training Courses

With the reform of the electric power enterprise system, the skilled personnel with only one skill can no longer satisfy the development of enterprises and society. For the development of enterprises in the future, what is more needed is a versatile talent [6]. Local companies rarely develop new courses based on their own units, and most of them apply the standard courses issued by the provincial company level. The training content should be changed by teachers and not unified, and cannot be updated by employees, which has become a bottleneck in training development. Moreover, the company does not regularly carry out necessary research on personnel training needs as needed. From the perspective of the company's strategy, it lacks the real-time updating of the training course system.

4.3 Employees Have Weak Awareness of Independent Training

Only when the training is implemented and the results are achieved can the training purpose be truly realized, and it can have a positive impact on the company and individuals. Especially when it comes to the conflict between the economic benefits related to personal work and the training work, they often give up the training opportunity. At the same time, due to the heavy work tasks and high pressure, many employees regard centralized training or off-duty training as their time to rest, which also reflects the company's lack of scientific and reasonable training evaluation system and employees' lack of internal motivation and enthusiasm for learning. Besides, due to the heavy work tasks and high pressure, there are also many employees who regard centralized training or off-duty training as their time to rest. Skipping class and playing with mobile phones are ubiquitous, which also reflects the lack of scientific and reasonable training and evaluation system of enterprises and the lack of enthusiasm for learning of employees.

4.4 The training course was poorly planned

When different majors are trained at the same time, the company's training location cannot meet the demand. The number of training places is small and the environment is poor, which directly affects the training effect. Due to unreasonable time arrangement, many training is just a formality or canceled, and no real training is carried out; In addition, due to the strong work intensity of employees during working hours, the training is arranged during the rest time after work, which takes up the time for employees to rest, thus causing employees to resist and complain about the training work, and the training work will not achieve good results.

5 Methods of Talent Training in Electric Power Enterprises

5.1 Improve the Personnel Training System

Formulating a training management system, detailing the implementation rules of the system, and updating and improving it regularly can make a unit organize and standardize the training, carry out relevant training preparation work in advance in accordance with the regulations, organize employees to participate in training, continuously increase the work knowledge and skills of employees, and meet the needs of sustainable development of the company [7]. At the same time, on the premise of optimizing the enterprise's technical personnel training system, it should supplement the regulations and implementation rules for the demand research of technical personnel training to avoid the situation of shirking responsibilities of training.

5.2 Enriching the Curriculum

According to different levels of development, different levels of ability key items and grading standards, design modular training course subjects to provide guidance and support for all-vocational training [8]. Breaking the traditional teaching and applying "online + offline" combination and school-enterprise cooperation, to obtain the highest harvest with the least investment. and at the same time, it is of great significance for the development of skilled personnel into all-round and knowledge workers.

5.3 Conduct staff training needs survey

Enterprises should carry out training needs investigation and analysis based on employees, so as to provide accurate and scientific training programs for employees and ensure the training effect [9]. The training objects can be divided into in-service employees and new employees. The enterprise can analyze the training needs of employees from the three levels of enterprise demand analysis, job demand analysis and personal demand analysis based on the training objects, and then divide the types of employees into two levels of management talents and skilled talents, so that new employees can adapt to the post rhythm as soon as possible and have a sense of belonging faster. Enable in-service employees to be exposed to new knowledge and enhance professional literacy.

5.4 Increase Incentive Mechanisms for Training

The original performance system should be refined and improved, and specific incentives and job promotion opportunities for skilled personnel can be clearly stipulated by participating in training [10]. The enterprise can also formulate a person-post matching evaluation system according to the training performance assessment results of employees, build a dynamic post promotion platform, judge the skills of employees, promote person-post matching, let the right people in the right positions.

6 Conclusions

The research on the training system of skilled personnel in electric power enterprises still needs further exploration and integration. Based on the current situation of human resources and training in electric power enterprises, analyzes the company's future talent demand gap and puts forward corresponding solutions. However, based on the changes of internal and external environment faced by electric power enterprises, the suggestions put forward in this paper have a certain practical period. Therefore, the optimization of talent training system for electric power enterprises should be improved in time according to the changes of corporate strategy, development, internal resources and other influencing factors.

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