

# 优胜教育人员培训的研究

## 摘 要

随着 21 世纪的快速发展，知识经济的到来，现存企业和逐渐成长的企业都面临着生存挑战，人员是一个企业的核心竞争力，完善的培训体系是公司培养人才、提升竞争力的关键一步，加强人员培训，提升员工的专业技能水平是维持企业健康稳固发展的重要环节。完善且具体的员工培训，能帮助企业在快速发展的社会中占有一席之地。要以员工培训体系为基础，以相关的制度作为依托，提升员工的专业知识水平，加强自身素质，建设高素质的人员管理队伍。

针对优胜教育公司，笔者采用访谈法、文献研究法、调查问卷的方法，对该公司的员工培训方面进行了研究，分析得出优胜教育员工培训存在的问题有：员工培训的内容无法满足工作的需求、培训形式过于单一、公司缺乏对员工培训结果的跟踪、员工培训缺乏针对性，对此，提出了采用员工四分图模型、构建完善的激励机制、进行需求培训分析、加强员工培训与绩效评估相结合的建议，以期达到该公司有合理完善的员工培训体系，员工满意公司开展的培训工作，员工培训能切实的提升员工的专业技能，使得公司能够保持稳固的发展。

**关键字：**员工培训；优胜教育集团；员工培训体系

## ABSTRACT

With the rapid development of the 21st century and the arrival of knowledge economy, existing enterprises and growing enterprises are facing survival challenges. Personnel are the core competitiveness of an enterprise. A perfect training system is a key step for the company to cultivate talents and enhance competitiveness. Strengthening personnel training and improving the professional skills of employees are important links to maintain the healthy and stable development of the enterprise. Perfect and specific employee training can help enterprises to occupy a place in the fast-growing society. Based on the staff training system and relevant systems, we should improve the level of professional knowledge, strengthen our own quality and build a high-quality staff management team.

Aiming at Yousheng education company, I used interview method, literature research method and questionnaire method to study the employee training of the company, and analyzed the problems existing in the employee training of Yousheng education company: the content of the employee training can not meet the needs of the work, the training form is too single, the company lacks the tracking of the employee training results, and the employee training is not targeted. In view of this, this paper puts forward some suggestions, such as the adoption of the staff quarter diagram model, the construction of a perfect incentive mechanism, the analysis of demand training, and the strengthening of the combination of staff training and performance evaluation, in order to achieve that the company has a reasonable and perfect staff training system, the staff are satisfied with the training work carried out by the company, and the staff training can effectively improve the professional skills of the staff, so that the company can maintain stability and solid development.

**Key words:** staff training; superior education group ; staff training system

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