
中国人寿保险公司培训管理问题研究

摘 要

影响保险行业企业管理的一个重要因素就是培训管理,培训是促进企业外勤人员发展,提高外勤人员专业知识与业务能力的重要措施,是人力资源管理中必不可少的环节。在中国人寿财险公司唐山分公司的发展中必须充分认识到培训管理的巨大作用,同时,审视企业中培训管理的突出问题,最终找到更加具有针对性的对策。

针对中国人寿财险唐山分公司,采用文献研究、个案研究、调查法等方法,对该公司的员工培训方面进行了研究,研究发现:存在缺乏培训需求分析、未形成多元化培训投入机制、培训项目设置不完善等问题。对此提出了以下解决对策:对培训人员进行需求分析;完善企业评估培训体系;综合应用多种培训方式。以期达到提升培训效果,使得员工得到成长、企业得到长远发展,从而使企业在日趋激烈的市场环境中脱颖而出并获得稳定的行业地位。

关键词: 培训管理; 企业发展; 员工成长

ABSTRACT

Training is of great significance to the insurance industry. Training is a vital measure to improve the development of field personnel and promote the professional knowledge and their ability. It is an indispensable link in human resource management. In the development of TangShan branch of China life insurance company, it is necessary to fully recognize the great role of training. At the same time, examine the outstanding problems of training management in the enterprise, and finally find more targeted countermeasures.

In order to be successful, this paper studies the staff training of the company by means of literature research, and some problems were discovered along the way, such as lack of understanding of employees, lack of various training mechanisms and imperfect training project design. In this regard, it is proposed to conduct demand analysis on the full-time post of trainers, and the early investment in training must start by the state, the government and staff, and the setting of training projects should meet the economic benefits of enterprises while achieving the targets. In order to promote the training effect, the staff capability enhancement, the enterprise to achieve long-term development, so that the enterprise in the increasingly fierce market environment to stand out and obtain a stable position in the industry.

Key words: human resources training; enterprise development; employee growth



目 录

前 言.....	1
第 1 章 绪论.....	2
1.1 研究背景.....	2
1.2 研究综述.....	2
1.3 研究目的与意义.....	4
1.4 研究范围与方法.....	5
第 2 章 培训管理.....	7
2.1 培训管理的概述.....	7
2.2 培训管理的理论基础.....	8
2.3 培训管理的意义.....	9
第 3 章 培训管理的现状与问题.....	10
3.1 培训的现状.....	10
3.2 培训的问题.....	13
3.3 培训管理问题的原因.....	15
第 4 章 培训管理的对策.....	18
4.1 结合企业与员工确定培训需求.....	18
4.2 完善企业培训评估体系.....	18
4.3 综合应用传统培训方式.....	19
结 论.....	21
附 录.....	23
参考文献.....	26
致 谢.....	28

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