

北京劳动人民文化宫管理人员培训体系研究

摘 要

管理人员培训体系现在已是国有单位人力资源研究与调动人员发展积极性的统一方式。往往国有单位觉得管理人员培训体系的受益方不明确，而轻视受训员工在管理人员培训体系中的重要地位。伴着人才经济期的来临，国有单位对员工的能力水平要求日益提升。除了通过注入国有单位经济发展急用的高水平人才外，管理人员培训体系与研究已是提升员工能力水平的必要方式。再有，紧接着员工对未来升职目标的决心，管理人员培训体系也变为绝大多数国有单位激励员工的必要形式。所以，国有单位在员工管理人员培训体系上的重视程度与日俱增，员工对达成进修升职的管理人员培训体系产生出渴望至极的想法。而实际情况往往是，国有单位觉得管理人员培训体系是无故增加单位支出；员工体会到管理人员培训体系可有可无、浪费感情。为此，本文从管理人员培训体系过程的实在出发，基于国有单位和员工双方的角度解析国有单位员工管理人员培训体系的成果，来提升国有单位的管理人员培训体系时效性。从现阶段来说，人力资源管理培训体系的直接目标就是通过管理人员培训体系过程来提高员工的受训热情，并设定和员工自己相联系的开发目标以及职业未来目标，最后提高国有单位员工的能力水平。

关键词：北京劳动人民文化宫；管理人员培训体系；研究

ABSTRACT

Management personnel training system is now a unified way for state-owned units to study human resources and mobilize the enthusiasm of personnel development. The state-owned units often feel that the beneficiaries of the management training system are not clear, and despise the important position of the trainees in the management training system. With the advent of the talent economy, the state-owned units have increasingly improved the ability level of employees. In addition to injecting high-level talents urgently needed by the economic development of state-owned units, the management personnel training system and research has become a necessary way to improve the ability of employees. Moreover, with the determination of employees for future promotion goals, the management training system has become a necessary form for the vast majority of state-owned units to motivate employees. Therefore, the state-owned units pay more and more attention to the training system of staff and management personnel, and the employees are eager for the management personnel training system for further study and promotion. However, the actual situation is often that state-owned units feel that the management personnel training system is to increase the unit expenditure for no reason; the employees realize that the management personnel training system is dispensable and wasteful of emotion. Therefore, this paper starts from the reality of the management personnel training system process, analyzes the achievements of the state-owned unit staff management personnel training system from the perspective of both state-owned units and employees, so as to improve the timeliness of the management personnel training system in state-owned units. At the present stage, the direct goal of human resource management personnel training system is to improve the training enthusiasm of employees through the process of management training system, and set development goals and career future goals related to employees themselves, and finally improve the ability level of state-owned unit employees.

Keywords:Beijing labor people's Cultural Palace.Management training system. Research

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