

How to Promote the Development and Cultivation of Talents in Power Enterprises

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Abstract: With the development of society and the stable growth of the economy, the management concepts in power enterprises of our country are also constantly improving. Human resource management has become the core of power enterprise management in our country. The relevant management activities of power enterprise must be carried out by around people. Thus, in order to improve their competitive strength and expand market share, power enterprise should focus to the construction of internal advanced technology talents. With this, the internal talent development ability can be improved and the talent strength of the power enterprise can be enhanced.

Keywords: *Power enterprises, Cultivation and development of talents, Strategy*

Publication date: August, 2019

Publication online: 30 August 2019

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1 Introduction

Electricity is not only a commodity, but also a necessary resource for people. It has the characteristics of publicity and necessity. Therefore, the power quality and future development of power enterprises are important to the maintenance of social stability and development. The talents of power enterprises are the key of development and survival. Construction of internal outstanding professional and technical employee must be focused in order to provide power enterprises with sustainable development and promote the long-term and stable development of power enterprises.

Notwithstanding power enterprises in our country have made remarkable achievements in cultivation and development of talents with the comprehension of the concept of human resource management, there are still many problems in the actual development of power enterprises, which severely affect professional skills and professionalism of talents in power enterprises. Power enterprises should improve their talent strength and business level to effectively solve these problems and this also shows the importance of cultivation and development of talents in power enterprises^[1]. This article is against the current situation of cultivation and development of talents in power enterprises and proposes strategy of cultivation and development of talents in power enterprises.

2 Significance of cultivation and development of talents in power enterprises

Excellent talents are the core resources in enterprise development, and in order to achieve long-term and stable development, enterprises must introduce talent competition mechanism in the process of business development. With the development of the society, the nation has reinforced the strength of reform of power enterprises. Encourage power enterprises to face an open and competitive market environment in their development, and the internal environment in power enterprises has also changed. The requirements of the internal professional and technical talents in power enterprises are also constantly enhancing, this highlighting the importance of cultivation and development of talents in power enterprises.

In the process of cultivation and development of talents, power enterprises should choose scientific and

reasonable methods. Strengthen the technical ability and professional quality of the employee. Moreover, it is necessary to continuously optimize the development and cultivation of enterprise talents, and promote the power enterprise employee to better invest in the development of the business and to achieve better construction of development of the power enterprise^[2].

3 The current situation of cultivation and development of talents in power enterprises

3.1 Overemphasis of qualifications and underemphasis of skills

In the process of development in power enterprises need a large number of professional and skilled talents. However, in the actual operation of talent recruitment, power enterprises always place their academic qualifications at an important position. If the qualifications of the applicants do not meet the recruitment requirements, then these candidates cannot perform professional skills tests. This may eliminate a large number of professional and technical employee, and the stable development in power enterprises is restricted^[3].

3.2 Lack of robust employee growth mechanism in power enterprises

Even advanced technical talents might stay at the basic level of job position such business management can reduce the enthusiasm and work initiative of power professional and technical employee, or some power professionals might transferred to administrative work. As a result, the number of professional and technical employee in power enterprises is becoming less and less.

3.3 Lack of robust talent allocation mechanism in power enterprises

The phenomenon of unreasonable talent allocation within the enterprise, such “great talent gone to waste”, this causes waste of human resources, and also lead to the loss of talent. The lack of a robust talent development and allocation mechanism within the enterprise leads to inconsistencies between jobs and professionals, which will affect the work enthusiasm of employee^[4].

3.4 Lack of robust talent evaluation mechanism in power enterprises

The talent evaluation mechanism is not only an

important basis for talent allocation in power enterprises, but also a basic reference for talent incentive policies in power enterprises. However, in the actual work of power enterprises that emphasize to the exterior characteristic of talents, some proficient talents are not valued and cultivated within the enterprise, thus reducing the level of professional skills of technical employee. Some power enterprise focus on the qualifications and titles of talents in the talent evaluation work, neglecting their technical capabilities, resulting in the loss of technical talent.

4 Strategy of cultivation and development of talents in power enterprises

4.1 Choose the right way to train talents

4.1.1 Diversified talent training

Power enterprises mainly adopting the approach of cross-replacement of jobs to induce each employee possess professional skills in multiple job positions and employees can quickly adapt to new jobs during process of employee adjustment. This approach is conducive to the allocation of human resources in power enterprises, also inspiring the potential of the employees and maximize the overall benefits of the enterprise.

4.1.2 Integrated talent training

Power enterprises mainly refers to the use of layers of progressive approach. The professional skills training is conducive to improving the professionalism and professional skills of the employee of the enterprise. This approach has been used and the stable development of power enterprise is achieved.

4.1.3 Skilled talent training

The power enterprises are showing rapid development at the current stage, in conjunction with the steady growth of economy in our country. With the growth of information technology innovation and development, advanced technical talents and management are important in power enterprise. Improving the innovation ability of employee can meet the need of future development of power enterprise and gradually develop enterprise management in the direction of intelligence and informational.

4.2 Actively carry out the mentoring concept

Advanced professional and technical employee to lead multiple or one employee to develop professional

skills. In this process, the master not only teaches professional skills, but also imparts work experience to the apprentice.

4.3 Formulate a scientific talent career development plan

Power enterprises are mainly divided into technical positions, management positions, and skilled positions. To inspire the work enthusiasm and work initiative of the employee, enterprises should encourage employee to make reasonable development plans based on their own situation.

4.4 Development and cultivation mechanism of the skilled talents

It is necessary to strengthen the investment in employee training expenses. Power enterprises need to hire professionals to explain the industry knowledge, which is conducive to enhancing the ideological awareness of employees, this also improving level of the employee professional skills. Power enterprises should encourage professional and technical employee to improve their professional level, as well as the development and training mechanism of skilled employee, in order to stimulate work enthusiasm of professional talents, this is conducive to the stable development of power enterprises.

4.5 Establish talent training incentive mechanism

Establishing talent training incentives in order to ensure the quality of talent training in power enterprises. Although the power enterprise technology has been affected by social development and has achieved rapid development, but, the level of overall development with foreign countries, there is still a significant gap. Therefore, skills training can be used as a reward in order to improve the professionalism of employees. Through the dual ways of material reward and spiritual reward, the enthusiasm of the employee is mobilized.

4.6 Rich and diversified evaluation system

The commonly used evaluation methods in power enterprise include assessment method and review method. Job position observation, communication between leaders and employees methods can be applied when necessary. This will provide a good working atmosphere for the employee and avoid the waste of human resources.

4.7 Strengthen the transparency of the evaluation process

In the process of talent evaluation, they will find their own shortcomings and take active measures to solve problems to improve the comprehensive ability of the employee. It is necessary to ensure the public's supervision of this process in order to achieve the fairness of cultivation and development of talents in power enterprises.

4.8 Focus on creating a good cultural atmosphere

A good enterprise culture is conducive to promoting the independent learning awareness of talents and improving the cultural quality of talents. First of all, through the bulletin board, we can promote the cultural connotation of the enterprise and create a good working atmosphere for the enterprise talents. This can promote their ability to proactively improve their professionalism and professional skills. Secondly, regular activities related to cultivating professional knowledge and professional skills of enterprise talents, such as professional knowledge and professional skills competitions, will encourage the talents of power enterprises to improve their professionalism and professional skills in a relaxed atmosphere. Talents should fully display their own value and work enthusiasm, and they are encouraged to be proactive in the study of professional knowledge and professional skills during the development of power enterprise^[5].

4.9 Strengthen communication between power enterprise leaders and training units

There are two main types of advanced technology talents of cultivation in power enterprise. The first type is to choose the internal training method, the second type is choose the professional training unit. This requires the power enterprise to provide the actual situation to the training unit, and the training unit must combine the production and operation needs of the enterprise. Through the training methods of mutual coordination, the training effect of talents in power enterprises will be improved.

5 Conclusion

In summary, the cultivation and development of talents in power enterprises are conducive to the sustainable development of power enterprise and play an important role in promoting the stable development of society. Therefore, power enterprises should emphasize to the cultivation and development of talents, through good employee training and fair talent evaluation, this provide a good growth environment for the employees

of the enterprise. These professional and technical employees of the power enterprise can maximize the economic benefits.

References

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