

To explore the value of business administration training in enterprise management

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Abstract: for every enterprise, talent is the most important, because in the enterprise, talent is the most powerful resource, at present, many enterprises pay more and more attention to talent management, so the development of talent management is also strengthening, but although many enterprises begin to pay attention to talent management, in fact, the level of talent management in most enterprises can not meet the development needs of the company. There are still some problems to be solved in the talent management of each enterprise. This paper mainly focuses on the value of business administration training in enterprise management, and also discusses the existing problems of business administration training at present. The analysis is carried out and a certain strategy is provided.

1. The significance of business administration training.

1.1 Promote the stable progress of enterprises

Enterprises want to work smoothly, then first of all, we should conduct regular business administration training, because business administration work training is very important and critical. However, before the beginning of the training work, managers and the operation of the enterprise to a deeper understanding, as long as the real situation of the enterprise, can give a more reasonable training program, and the enterprise business administration training program should be formulated according to the dynamic development of the enterprise, not the current development of the enterprise. At the same time, according to the business administration training program that has been worked out, enterprises can choose the talents who best meet the needs of enterprise development. And accordingly strengthen the strength of talent management to ensure the sustainable development of enterprises.

1.2 Improve the overall quality of staff application level.

Only professional trainers can better ensure the smooth development of training work, so enterprises should employ trainers with certain professional knowledge and rich training experience when employing trainers. Such trainers can tap the potential of employees and ensure the efficiency of training according to the characteristics of the enterprise. However, the job content of managers is slightly different from that of other staff. Managers must have a higher comprehensive quality, because the comprehensive quality of managers will affect the management level of the company. At present, the management problem of many enterprises lies in the low comprehensive quality of managers, because management The quality of personnel is low, the amount of knowledge they reserve is not large, and enterprises do not pay enough attention to the training of enterprise managers, and still adopt the traditional way of training, resulting in the quality of enterprise management can not be improved.

1.3 Improve the competitive ability of enterprises

In the process of social development, enterprises have to pay a certain price to stand up, and because of the fierce market competition, the development pressure of enterprises is also very great. In this case, enterprises continue to face external pressure, enterprises have to face the pressure of internal management, that is, double pressure. Therefore, in order to reduce the pressure, enterprises

should pay more attention to the training of managers and improve the management level of managers, so as to take a longer term, and the necessity of business administration is beyond doubt. The training of managers can improve the management status of enterprises and enhance the knowledge reserve of employees.

2. The defects existing in the training of business administration at present.

2.1 insufficient attention by enterprises

Most enterprises understand the importance of human resources, but also know what benefits human resources can bring to enterprises, but not every enterprise has a clear understanding of the value of human resources, so it has not taken effective management measures to solve the problem of talent training. At this stage, there are still many enterprises do not pay enough attention to talent training, or although issued instructions, but can not ensure the efficiency and quality of training, and when employees face management training will also produce obvious resistance. Therefore, there are still many problems in the business administration of many enterprises. Within the enterprise, the supervision of the company is not strong. Enough is in place, and the operation system and operation system of the enterprise also have loopholes, and these are precisely the reasons why the enterprise can not play sustainably. If this continues, the training work of enterprises will only be formalized, and the training of employees can not be carried out smoothly, then the training resources of enterprises are really wasted, and the time of trainers is also a kind of resource loss. Therefore, when enterprises carry out business administration training, enterprises should constantly refine the management methods, improve the management strength, and analyze and consider according to the specific situation of employees and the specific situation of enterprise development.

2.2 lack of work experience for professional trainers

Many enterprises carry out business administration work mainly for employees within the enterprise. If they are new employees, then they need to understand the situation of the enterprise more systematically and learn the relevant knowledge of the enterprise. However, if they are old employees, they should be trained by professional business administration trainers, because only professional business administration trainers can help old employees to improve their knowledge reserves. And to ensure the personal quality and management level of old employees can be improved. The training teachers hired by the enterprise should also be trainers with rich management experience and rich training managers, so that the trainers can ensure the quality of the training work and efficiency. However, at this stage, many enterprises do not pay attention to talent management trainers, but only hire a relevant professional trainer to train the employees of the enterprise at will, but in fact, professional trainers can really play the role of training, let the training work develop internally, and promote the development of enterprises and ensure the sustainable development of enterprises, but because there are fewer professional trainers related to business administration. Therefore, to a certain extent, it also has an impact on the training work of enterprises.

3. Effective measures to improve the level of enterprise management through business administration training

3.1 correct understanding of business administration training

At present, the enterprise has not paid much attention to the business administration training, and the business administration training is an optional existence in many enterprises, but because the management level of the enterprise is not good, the enterprise's internal management system is leaking out, and it is difficult to stand firm in the competitive market. In order to improve the management level of the enterprise, it is necessary to pay attention to the training of the management personnel, and the enterprise should carry out related training activities and improve

the comprehensive quality of the management personnel. In the present case, however, the degree of inattention of the enterprise to the training of the business administration has reached the level that the training of business administration only needs to be in a form, but it is not necessary to be fine. The degree of force. However, the enterprise should give the enterprise business administration training a certain amount in the annual cost, especially a professional and experienced business administration trainer. The benefits of professional and experienced business and business administration to the enterprise are not only the promotion of the management level of the management personnel in the eyes, but also the power of the rapid development of the enterprise. In addition, the business has to put the business administration training into action, not just to say, many enterprises train the talent management personnel as an unnecessary and very waste of energy, so it is not prudent to choose the business administration talent trainer. and the enterprise The industry should not only carry out the training of management personnel, but also set up a supervision group. The supervision group should report the training results of each stage to the leader, let the leader see the value of the business administration training, and also can also train the results to reflect the training level of the trainer. At the same time, when the enterprise makes clear that the business administration talent training can bring to the enterprise what value, the enterprise will pay more attention to the business administration talent training.

3.2 Create a better faculty

Enterprises should carry out business administration training, employ professional business administration training teachers, and improve the comprehensive quality and management level of internal staff. Moreover, enterprises should also consider the long-term development of employees, should spend a certain amount of time and energy to improve the ability of employees, because improving the ability of employees is equivalent to helping the company to better develop. When the enterprise trains more talents, the enterprise has more potential for development, but the enterprise must choose the trainer more carefully, and the manager chosen by the enterprise should also have a certain comprehensive quality, because to some extent, the comprehensive quality of the manager is to some extent. The management level of the enterprise is represented.

4. Conclusion

In enterprise management, the training of enterprise business administrators is a very important link. If enterprises want to get more long-term development in the market, they should pay attention to the internal management of enterprises, because the internal management level of enterprises has a great impact on the development of enterprises. However, at present, the level of enterprise management can not be improved because the enterprise is not clear enough to understand the value of enterprise business administration personnel training, and the enterprise has not hired enterprise business administration trainers to meet the needs. In order to make the enterprise sustainable development, enterprises must face up to this problem.

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