

Research on Optimizing the Training Mode of Grass-roots Selected Graduates Based on the Training of State-owned Enterprise Cadres

Tao Sun^{1,*}, Yifei Yang¹, Yuanjian Cao², Tao Guo³, Yongfu Yu⁴

¹State Grid Jiangsu Electric Power Co.,Ltd., Nanjing, Jiangsu China,210024

²State Grid Zhenjiang Power Supply Company, Zhenjiang, Jiangsu, China, 212001

³State Grid Suzhou Power Supply Company, Suzhou, Jiangsu, China, 210019

⁴State Grid Changzhou Power Supply Company, Changzhou, Jiangsu, China, 213003

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Abstract: State-owned enterprises occupy an important position in China's economic development, and they are the basic force to improve the economic level. Talent selection helps to promote the development of state-owned enterprises, and is a concrete manifestation of enhancing the competitiveness of enterprises. Young cadres are the new force and successors of the party's cause, and they are an important force to inherit and create the cause of Socialism with Chinese characteristics. State-owned enterprises are the foundation of the national economy, and youth is the key force to promote its reform and development. For a long time, party organizations at all levels in state-owned enterprises have trained and selected cadres closely around the development strategy, and a group of young cadres have beaten and grown up in practice, becoming the backbone and backbone of doing all kinds of work well. However, there is still a certain gap with the latest requirements of the central government. This paper explores the selection and training of young reserve cadres, expounds the importance of the selection and training of enterprise reserve cadres, analyzes the status quo and existing problems of selected graduates and selected graduates groups, and then puts forward corresponding countermeasures and suggestions.

1. Introduction

State-owned enterprises, as the eldest son of the Republic and the foundation of the economy, are not only implementing the central spirit, but also focusing on the short-term demand of high-quality development of enterprises and the long-term strategy of building a world-class enterprise. Enterprises need to comprehensively select outstanding young cadres, and fully train internal young cadres. By understanding the current status of selection and training, they should formulate a series of training measures, pay more attention to reserve cadres, and effectively promote the rapid development of state-owned enterprises [1]. Under the new situation, outstanding young cadres play an important role in social development. In the fierce market economy competition environment, they constantly emphasize the advantages of talents and strengthen the utilization of talent resources [2]. State-owned enterprises, in particular, are facing a transition period, with changes in internal systems and relatively few young reserve cadres. With the continuous improvement of the market economic system and the deepening of the reform of the cadre and personnel system, the work of selected graduates is faced with many new situations. How to systematically improve and strengthen the training of selected graduates, and how to make the training of selected graduates better keep pace with the times, has become an urgent task to carry out the work of selected graduates [3]. After the start-up, adjustment, recovery and promotion period, the work of selected graduates in Socialism with Chinese characteristics has become increasingly mature [4]. On the new journey, we should continue to improve the work of selected graduates, encourage the cadres to take actions, strive to build a contingent of high-quality professional cadres, and provide a strong organizational guarantee for national rejuvenation.

The training and selection of outstanding cadres is a comprehensive, systematic and long-term

project. At present, the development trend of the new era requires us to upgrade the employment standards in an all-round way, take a longer-term view, and take accurate and efficient measures. This is not only a new topic of enterprise human resources management, but also the core issue of enterprise strategic development, and it deserves the attention of all departments within the enterprise [5]. Along with the reform and development of state-owned enterprises in the new era, there are some problems that need to be solved urgently, such as obvious fault, insufficient ability and quality, slack thought and lack of sense of responsibility [6]. How to accurately select people, scientifically educate people, rationally employ people, achieve the balance between supply and demand of enterprise talents, and promote enterprise development through talent development is a major issue to realize the transformation, upgrading and high-quality development of state-owned enterprises under the complicated and severe situation [7]. In the grass-roots units of state-owned enterprises, it is even more important to strengthen the training and selection of outstanding young cadres, and to be brave in breaking the backward concepts of traditional class division, seniority ranking, seniority treatment, balanced care, excessive pursuit of perfection, etc., so as to accelerate the pace of building outstanding young cadres with high quality, strong specialty, sufficient quantity and good structure [8]. This paper analyzes the status quo and existing problems of selected graduates and selected graduates groups, and then puts forward corresponding countermeasures and suggestions.

2. Problems in the training and selection of cadres

2.1. Lack of systematic construction

If the good idea of state-owned enterprises does not fall into the system and system construction, it will become empty talk. The training and selection of outstanding young cadres lacks the overall consideration of career cycle, and some only pay attention to the selection and neglect the training. Some simply rely on external recruitment to solve the needs of cadres, lacking endogenous mechanism of talents. With the diminishing marginal utility of material incentives, the internal driving force of cadres is getting weaker and weaker. Some enterprises have not yet established a clear cadre qualification standard system and competency model in combination with their own reality, which leads to the lack of talent evaluation standards, which in turn leads to the fact that the evaluation of cadres can only rely too much on the subjective will of leaders. Some enterprises' performance appraisals go through the motions and seek relationships, in order to avoid unfair evaluation and engage in egalitarianism, which damages the cadres' and employees' willingness to struggle.

Selected graduates of One-way Exercise Training Mode In the process of grass-roots exercise, there are some single post exercises and some multiple post exercises. Its advantage is that it is familiar with grass-roots work, but its disadvantage is that due to its low starting point and lack of training in higher-level party and government management positions, its ability to grasp the overall situation is relatively weak. Two-way training mode is that after selected graduates are selected from school or society, they not only arrange for on-the-job training at the grass-roots level, but also arrange for temporary work or follow-up study at the higher level according to the training needs of selected graduates, so that selected graduates not only have the experience of party and government management at the grass-roots level, but also have the experience of party and government management in a county or a city [9]. Due to the unclear standards and guidance, the follow-up cadre training lacks pertinence, and employees' self-development can't find the target direction. In addition, there is a lack of comprehensive ability evaluation of young cadres, and the core values, abilities and morals of young cadres are simultaneously investigated on the basis of performance, so that they can't understand the development potential of cadres.

2.2. The growth of cadres lacks systematic guidance

In the training of young cadres, there is a lack of a systematic training system combining training with war, a lack of medium-and long-term training plans and targeted capacity improvement

programs. At present, the demand of enterprises for reserve talents hinders the development of enterprises. Moreover, in the actual training process, the lack of diversified training methods leads to the slow improvement of the overall quality of young cadres, which has a great impact on the development of enterprises. In the process of selection and training, some state-owned enterprises failed to build excellent cadres, and it was difficult for them to give full play to the overall role of outstanding young cadres, so that they could not reasonably guarantee the business activities of enterprises [10]. Some state-owned enterprises pay relatively little attention to reserve cadres, and fail to recognize the importance of selecting and training young reserve cadres. In addition, in varying degrees, the reserve cadres' management is weakened, the form is taken and the reserve cadres' management can't meet the requirements of the new situation management system. The problem of disjointed training and appointment of reserve cadres is more prominent. At the same time, in the process of selecting reserve cadres, there is a lack of scientific selection standards, resulting in the standards gradually falling behind.

Training methods and means are single, most of them stay at the level of curriculum training, and action learning, tutorial system and rotation are seldom used. It is difficult to effectively combine theory with practice, which is not conducive to building a diversified and compound cadre team, nor can it help enterprises tap human resources. At present, the training of selected graduates is mainly carried out after the selected graduates are selected. Therefore, the training of selected graduates belongs to a single social training mode, regardless of the one-way training mode or the two-way training mode, which lacks targeted training links in schools. During their studies in colleges and universities, most of them didn't know that they were going to take the road of selected graduates in the future, and colleges and universities didn't carry out education and training on the administrative ability and quality that selected graduates should have. As a result, many selected graduates found that their ability and quality were relatively lacking after they got to work.

3. Construction of compound culture mode of selected graduates

3.1. Optimize the management measures of selected graduates

In the actual operation process, state-owned enterprises should pay more attention to the training of reserve cadres, and clarify the importance of training outstanding young cadres. According to the current training situation of reserve personnel in enterprises, a detailed training plan should be formulated to create a good training environment for reserve cadres, and give full play to the practical value of young cadres, so that they can apply their own advantages and characteristics to specific work. The current recruitment standard of selected graduates is old, so according to the local actual situation and post requirements, some professionals who are in short supply can be selected to solve practical problems. Strengthen the study of theoretical knowledge through education, strengthen the accumulation of work experience through practice, cultivate the overall situation consciousness of young cadres, cultivate the combination of learning and application of young cadres, apply theoretical knowledge to work, deepen their own foundation with practice, help young cadres strengthen their theoretical accomplishment, enhance their strategic thinking ability and improve their practical work level. Selected graduates innovative talents training standards are shown in Figure 1.

In the process of training young cadres, enterprises should actively change their ideology, introduce brand-new selection and training concepts, fully apply them to the training work, and improve the training efficiency of state-owned enterprises. It is necessary to establish a continuous training mechanism to promote young party member cadres to continuously learn theoretical knowledge, increase the cultivation of practical ability, and promote the overall improvement of the quality of young party member cadres [11]. At present, the reform of China's state-owned enterprises is about to enter a new historical period, and at the same time, it puts forward new and higher requirements for the talent team construction of enterprises. We need to actively explore, emancipate our minds, and constantly develop new ideas for training and selecting young cadres from a brand-new perspective, so as to make the talent team of state-owned enterprises more

energetic. Establish and improve the talent credit evaluation mechanism in grass-roots units, take personal credit evaluation as an important content of talent training, and take this mechanism as a carrier to create an honest and trustworthy, positive cultural atmosphere. For special posts, you can solicit the opinions of grass-roots units and hold a joint meeting to determine the appropriate recruitment plan. It is necessary to further improve the work performance evaluation method of selected graduates and constantly optimize the evaluation system.

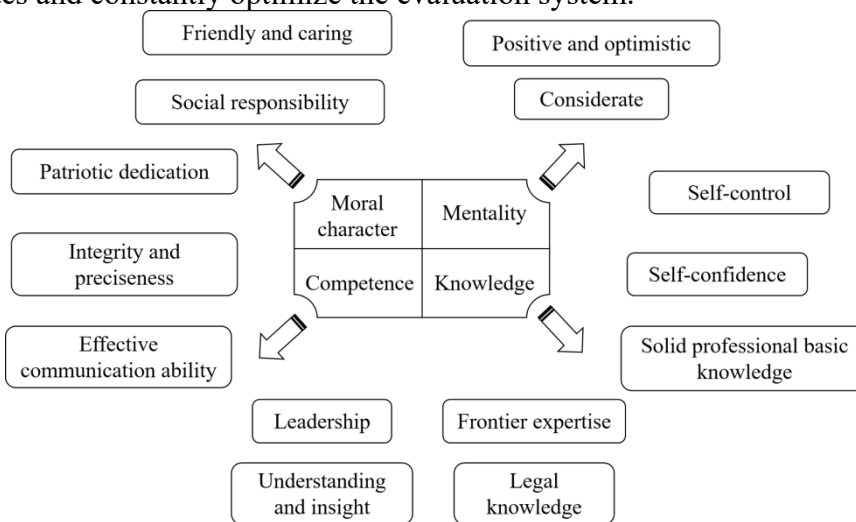


Figure 1 Selected graduates Innovative Talents Training Standards

3.2. Improve the training of selected graduates

The training of selected graduates is related to the quality of selected graduates' team and whether they can perform their duties with high quality, which is an extremely important link in the work of selected graduates. Young cadres occupy a major position in the development of state-owned enterprises, and are the backbone of enterprise development, which can ensure the sustainable and long-term development of enterprises. Young cadres have sufficient knowledge reserves, strong learning ability, and energetic work. It is necessary to increase efforts to train young cadres, constantly improve their quality and ability, and promote their growth and success. It is necessary to incorporate the special training of selected graduates into the education and training of cadres in the whole city, carry out demonstration training courses, and increase financial support. Attention should be paid to strengthening the care of selected graduates in other places, and promoting the exchange and integration of the selected graduates team. During the operation of state-owned enterprises, we should pay full attention to the selection and training of young cadres, and realize the current development trend of enterprises and the important factors of enterprise development. In the training process of reserve cadres, it is necessary to select outstanding young cadres first, recruit a large number of outstanding talents for enterprises, so that they can better adapt to relevant positions in enterprises, gradually enhance their own work efficiency, and speed up the development of enterprises, which has great advantages for the promotion of enterprises. The process of talent information data mining for cadre training in state-owned enterprises is shown in Figure 2.

When selecting cadres, we should embody the principle of equal priority of selected graduates, and boldly promote and use selected graduates who meet the conditions of exceptional promotion on the basis of strictly following the procedures. Enterprises should follow the principle of job position. In the process of formulating the selection criteria, they should take the job characteristics as the main basis and set the corresponding talent selection criteria according to the specific content of job position, which can effectively train suitable reserve talents for related jobs, make them more suitable for the job content, enhance the work efficiency of state-owned enterprises, and effectively promote the development of enterprise activities.

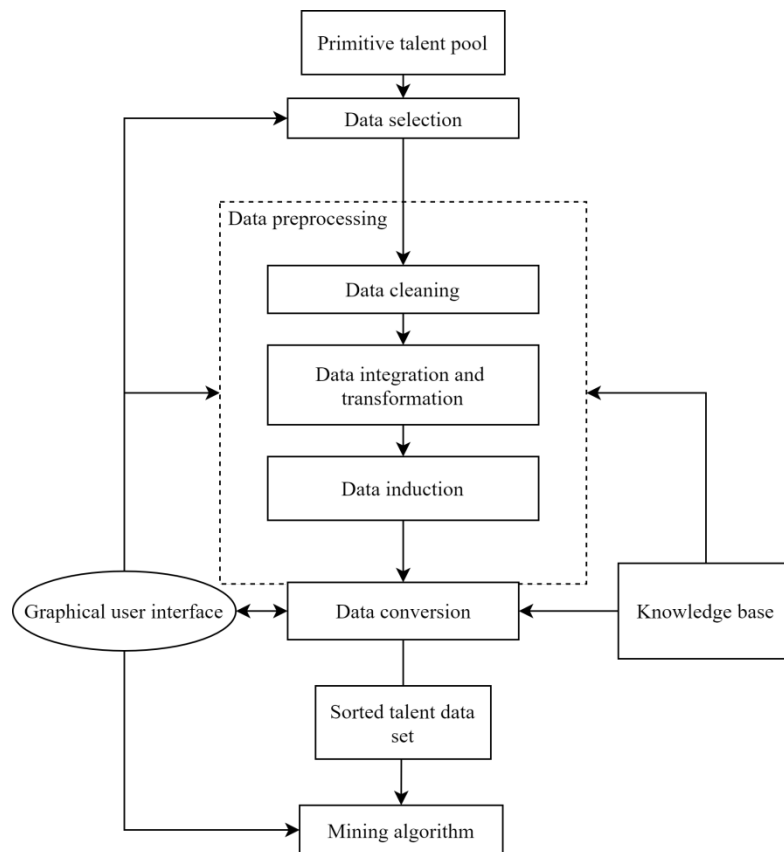


Figure 2 Talent information data mining process

4. Conclusions

In the development process of state-owned enterprises, the selection and training of young reserve cadres play an important role, which should be highly valued by enterprises, so as to raise the awareness of training young cadres and gradually enhance the professional ability of reserve cadres. To build a high-quality cadre team of state-owned enterprises full of spiritual vitality, we need to find, reserve, train and select outstanding young cadres with high quality, strong specialty, sufficient quantity and excellent structure in time, so as to promote the high-quality development of state-owned enterprises. In the actual training process, reasonable selection and training methods should be adopted, the selection criteria of cadres should be defined, the training plan of enterprises should be improved according to the actual needs, detailed training system should be formulated, and high-quality cadres should be created. To do a good job in the training of selected graduates, we should not only pay attention to the training programs and measures of universities and local party and government organizations, but also pay attention to the ideological education of selected graduates. We should encourage selected graduates to consciously look for the shortcomings and deficiencies in their work, and actively create conditions to make up for the deficiencies and improve their personal ability and level. Only when the selected graduates' personal efforts and organizational culture form an organic unity can the expected goal of the selected graduates' training be better and faster.

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