

Research on Enterprise Employee Training Strategy Based on Job Competency

Tianwen Tang

Hainan Vocational University of Science and Technology, Haikou 571126, Hainan, China

Abstract: This paper analyzes existing challenges in corporate training and proposes a systematic training strategy through five key dimensions: competency model development, training needs analysis, curriculum design, implementation process optimization, and effectiveness evaluation. The strategy aims to enhance training resource efficiency, improve employee job fit, strengthen organizational core competitiveness, and provide robust support for talent development and sustainable growth in enterprises.

Keywords: job competence; corporate employees; training strategies

1. Introduction

In today's fiercely competitive market, talent has become the core resource for enterprises to maintain competitive advantages, with employee training serving as a crucial pathway to enhance talent quality. Traditional training models often rely on standardized content, lacking precise understanding of the specific competency requirements for different positions, leading to suboptimal training outcomes and resource waste. Job Competence focuses on the comprehensive abilities required for employees to perform specific job responsibilities, including knowledge, skills, and qualities, providing targeted guidance for employee training. Implementing employee training based on Job Competence enables deep alignment between training programs, job requirements, and corporate strategies. This approach helps employees quickly address competency gaps while driving talent development and strategic goal achievement within organizations. Therefore, research on this topic holds significant practical value[1].

2. The intrinsic logic of job competency and enterprise employee training

2.1 Core Connotations of job Competence

Job competence is the sum of the capabilities that employees need to complete their work efficiently, including surface capabilities such as knowledge and skills, as well as deep traits such as professional ethics and values. Its core is linked to performance and is observable and measurable. The requirements for different positions vary: management positions emphasize leadership and communication, technical positions stress professionalism and innovation, and operational positions focus on skills and a sense of responsibility. Competency standards should be combined with the enterprise strategy and job responsibilities to form a dynamic competency framework.

2.2 Core Value of Training Based on Job Competency

Competency-based training is carried out to address the gap between employees' capabilities and job requirements, breaking away from the "one-size-fits-all" model and being more targeted. It helps employees identify their weaknesses, stimulate their motivation to learn, and at the same time optimize the allocation of enterprise training resources to achieve maximum benefits. This model can also promote the synergy between employee growth and corporate strategy, strengthen the construction of the talent echelon, enhance organizational efficiency, and support the long-term development of the enterprise[2].

2.3 The Synergy between Training and Job Competence

Job competency provides the goals and content basis for training, enabling the training to be systematically carried out around ability improvement. Enterprises accurately identify training needs through competency analysis to ensure that the content matches the actual positions. Training fills the capacity gap, enhances employees' competence, and thereby improves the application of the competency model. The two promote each other and jointly drive the cultivation of enterprise talents and the implementation of strategies.

3. The main problems existing in the current employee training of enterprises

3.1 The analysis of training needs lacks accuracy

When many enterprises formulate training plans, they lack a scientific and systematic demand analysis mechanism. They often rely on subjective experience to make plans and fail to deeply analyze the ability gaps among different positions. As a result, the training content is disconnected from actual work and the effect of applying what has been learned is poor[3].

3.2 The training course system lacks systematicness

At present, most enterprise training courses are set up in a fragmented manner, lacking in-depth integration with the job competency model, and have not formed a progressive course system. The course content is not updated in a timely manner, overly theoretical and lacking in practice, and the form is monotonous, making it difficult to meet the diverse learning needs of employees.

3.3 The implementation process of the training lacks flexibility

The implementation arrangement of training often neglects the actual work pace of employees, and the time setting conflicts with the work tasks, reducing employees' willingness to participate and their commitment. During the training process, there was a lack of effective supervision and guidance, and the professionalism and teaching skills of the instructors need to be improved, which affected the quality of the training.

3.4 The evaluation of training effectiveness lacks scientificity

At present, the assessment of training effectiveness mostly remains at a superficial level, limited to surface indicators such as participation rates and test scores, while neglecting the long-term impact on performance and ability. The assessment method is single, and the results have not been effectively applied to optimize subsequent training, making it difficult to form a closed loop of continuous improvement.

4. Construction of enterprise employee Training Strategies Based on Job Competency

4.1 Build a precise job competency model

Enterprises should, in light of strategic goals and job characteristics, distill the key capability features of high-performing employees through methods such as behavioral event interviews and questionnaires. Competency is divided into three dimensions: knowledge, skills and qualities. The definitions and weights of each indicator are clearly defined, and a hierarchical and classified model is established. The model needs to be continuously optimized in practice to adapt to the development of the enterprise and changes in positions.

4.2 Conduct a refined analysis of training needs

Based on the competency model, the gap between employees' capabilities and job requirements is identified through methods such as self-assessment by employees, evaluation by superiors, and performance analysis. At the same time, in combination with business goals and industry trends, analyze the training priorities required for the organization and future development, form a clear list of training needs, and provide precise guidance for course design.

4.3 Design a systematic training course system

Differentiated courses are set up for different positions and levels based on competency requirements. Management positions focus on leadership and decision-making abilities, technical positions concentrate on professional depth and innovative thinking, and operational positions emphasize practical skills and norms. By integrating various teaching forms both online and offline, introducing methods such as case studies and scenario simulations, and inviting internal and external experts to participate in teaching, the practicality and forward-looking nature of the course are enhanced.

4.4 Optimize the flexible training implementation process

Formulate flexible and diverse training implementation plans, reasonably arrange training time based on the characteristics of employees' work, and adopt a combination of centralized training and decentralized learning to avoid affecting normal business operations. Track progress through the learning platform and set up phased assessments to ensure learning outcomes. Strengthen the construction of the teaching staff, integrate outstanding internal employees with external professional lecturers, and create an interactive and sharing learning atmosphere to promote the common growth of employees[4].

4.5 Establish a scientific training effect evaluation system

Establish an assessment mechanism covering the entire training process, comprehensively applying various methods such as examinations, performance analysis, and colleague feedback, to conduct multi-stage tracking from knowledge acquisition, behavioral improvement to performance enhancement. The assessment results should be promptly fed back to all relevant parties to continuously optimize the training content and methods, forming a virtuous cycle of "training - assessment - improvement".

5. Enterprises implement safeguard measures based on job competency training

5.1 Strengthen organizational guarantees

The management of enterprises should attach great importance to the training based on job competency, incorporate it into the strategic development plan of the enterprise, and clarify the training goals and directions. Establish a dedicated training management department and appoint professional training management personnel to be responsible for the construction, implementation and optimization of the training system. All departments should enhance coordination and cooperation, clarify their responsibilities in aspects such as training needs analysis, employee organization, and effect tracking, and form a training work pattern of top-down linkage and joint management.

5.2 Improve resource guarantee

Increase investment in training resources, rationally allocate training funds, venues, equipment and other resources, build a fully functional online learning platform, integrate high-quality course resources, and provide material support for the implementation of training. Establish a training resource sharing mechanism, integrate internal outstanding teaching staff and case resources with external training resources, and improve the efficiency of resource utilization. Strengthen the management of training archives, establish an employee training database, record information such as employees' participation in training and the trajectory of their ability improvement, and provide data support for training needs analysis and effect evaluation.

5.3 Improve institutional guarantees

Establish a complete training management system, including a training needs research system, a course development system, a training implementation system, an effect evaluation system, etc., to standardize the work processes of each training link. Establish an incentive mechanism that links training with promotion and salary, taking employees' participation in training and the effectiveness of their ability improvement as important bases for promotion, excellence evaluation and salary adjustment, to stimulate their enthusiasm and initiative in participating in training. Improve the training feedback and improvement system, regularly collect employees' opinions and suggestions on training content, methods, teaching staff and other aspects, and continuously optimize the training system.

6. Conclusion

In conclusion, enterprise employee training based on job competency is an important measure to cope with market competition and enhance the core competitiveness of enterprises. During the implementation process, enterprises need to strengthen organizational, resource and institutional guarantees to ensure that the training strategies are effectively implemented. In the future, as enterprises develop and job requirements change, the training system based on job competency needs to be continuously iterated and optimized to constantly adapt to the demands of enterprise talent cultivation and sustainable development.

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