



The Role of Talent Innovation Awareness in Enterprise Talent Training

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Abstract

With the development of globalization and digitalization, the speed of economic and social operations is accelerating, posing significant challenges to corporate development. To maintain competitiveness, focusing on talent training is crucial for achieving long-term growth. Talent reserves have become a vital support for enterprises striving for high-quality development. Talent training serves as a key avenue for companies to innovate talent brands and optimize talent pools. It is imperative to continuously nurture and identify individuals with an innovative spirit and practical skills to enhance competitiveness and adapt to market dynamics. Recognizing the pivotal role of enterprises in social and economic progress and welfare services, it is essential to acknowledge the importance of professional talent training. Accelerating the establishment of professional talent teams and enhancing the professional expertise and overall quality of the talent pool are essential steps to provide crucial intellectual support for advancing the sustainable development of the social economy and enterprises.

Keywords

Innovative talents; enterprise talent training; enterprise management

Innovation is a key theme in the development of various industries in the new stage. In the development of enterprises in the new era, innovation ability has become a key component of the comprehensive competitiveness of enterprises. To truly achieve sustainable development, enterprises need to fundamentally implement the innovative development ideas and continuously achieve substantial innovative results in business development. Talent is the foundation of enterprise innovation and development. Strengthening the cultivation of innovative talents in enterprises is one of the most effective measures to promote enterprise development and innovation. Economic development, enterprise innovation, and talent cultivation are an interrelated and mutually reinforcing system. The connection between the three is becoming increasingly close in today's era. Economic development requires a stable social environment, flexible economic policies, and the active participation of enterprises. In this process, enterprises are an important force to promote economic development. Enterprise innovation is the key to being invincible in market competition (Zhu Hong, 2023). Innovation is not only product innovation, but also comprehensive innovation in management, marketing, and services. Only by continuous innovation can enterprises stand out in the fierce market competition. Talent cultivation is the foundation for achieving economic development and enterprise innovation. Having high-quality talents is the prerequisite for promoting high-quality economic development. Enterprises need to continuously introduce and cultivate talents with innovative spirit and practical ability to provide a continuous source of power for the long-term development of enterprises. Among them, high-quality talents are the focus of the common concern of the three and are the core elements and driving force for achieving high-quality economic development and long-term development of enterprises.

1. The importance of enterprises cultivating innovative talents

It is conducive to reserving human resources for high-quality development. At present, facing the rapid development

of science and technology and fierce market competition, the talent needs of enterprises have also changed. In this context, enterprises need talents with innovative spirit and the ability to adapt to the changes of the times. Therefore, cultivating innovative talents has become an effective way for enterprises to enhance their competitiveness. Only with a strong team of innovative talents can enterprises continuously improve their scientific and technological innovation capabilities and accelerate the realization of development goals (Wu Huabin, 2022). Enterprises cultivate talents with innovation as the orientation, which can make them more innovative and capable, thereby providing guarantees for achieving high-quality development goals. It is conducive to reducing costs and increasing efficiency, and promoting the healthy development of enterprises. Nowadays, the development of enterprises increasingly relies on the personal creativity of innovative talents, rather than simply relying on their labor ability. Enterprises emphasize the cultivation of innovative talents, which helps to stimulate the inner vitality of talents, awaken their sense of innovation, and mobilize their enthusiasm for work so that they can actively explore and actively innovate methods and methods in their work, and improve work efficiency. This can not only help enterprises reduce costs and increase efficiency, but also create a positive atmosphere internally, enhance the sense of belonging and identity of talents to the enterprise, and promote the healthy development of enterprises. It is conducive to creating an innovative social atmosphere. Enterprises are an important force in promoting social development, and their corporate culture and atmosphere will have a profound impact on society. At present, more and more companies are beginning to pay attention to the cultivation of innovative talents, which has set off a wave of innovation in society and promoted the construction of an innovative society. Strengthening the cultivation of innovative talents by enterprises is not only conducive to improving the creative ability of talents but also conducive to improving the overall development level of the talent team.

2. Key factors affecting the cultivation of innovative talents in enterprises

- 1) Key points of economic development. With the widespread application of technologies such as big data, cloud computing, and artificial intelligence, economic development no longer depends solely on the accumulation of material capital or the scale of traditional industries, and economic activities increasingly rely on information technology and innovation capabilities. This transformation requires us to rethink the driving force and path of economic development, encourage enterprises to increase R&D investment, and promote industrial upgrading and transformation.
- 2) Key points of enterprise innovation. Enterprise innovation is not only about innovation at the technical level, but also about reshaping organizational structure, business model, and corporate culture (Yu Haoyang, 2021). In a highly competitive market environment, enterprises must continuously iterate and evolve themselves to maintain their competitive advantage.
- 3) Key points of talent cultivation. Talent cultivation is the key support for economic development and corporate innovation. In the era of the knowledge economy, talent cultivation is no longer a one-time education process, but a continuous learning and growth process. The ultimate goal of vocational education is to cultivate more talents with innovative spirit and practical ability. It is necessary to increase investment in employee training and career development planning, focus on cultivating employees' comprehensive quality and cross-field cooperation ability, and provide employees with more growth opportunities.

3. Practice standards for enterprise innovation talent training

Adaptation and change are the premises of economic development. Adaptation is the foundation of economic development. If enterprises want to survive and develop in a highly competitive market, they must make timely adjustments and optimizations, and have the ability to adapt to market changes to maintain their competitiveness. Change is the driving force of economic development. While adapting to market changes, enterprises need to constantly transform and innovate themselves. Transformation is to actively seek breakthroughs and development, and create new competitive advantages and lead the development of the industry through technological innovation, management innovation, market innovation and other means. In practice, enterprises will face various challenges and difficulties. Enterprises need to seek a balance between adaptation and change, and they must maintain stable development while daring to innovate and break through to achieve sustainable development.

Breakthrough and leadership are the goals of enterprise innovation. Breakthrough is the only way for enterprise innovation. If enterprises want to stand out, they must break the routine and seek breakthroughs. This involves many

aspects such as technology, products, services, and management models. Only by achieving breakthroughs in a certain aspect can enterprises occupy an advantageous position in the market and gain greater development space. Leadership is the higher pursuit of enterprise innovation. Enterprises should not only lead in technology, products, etc., but also become industry benchmarks in business models, development concepts, etc., and lead the development of the industry to obtain higher market share and profit space and contribute to the development of the entire industry. In the context of rapid development, enterprises not only need to constantly innovate and break through themselves to gain advantages, but also have strong innovation capabilities and resource investment, keen market insight, and forward-looking strategic planning to adapt to the ever-changing market environment, so as to be invincible in the fierce market competition.

Inclusiveness and quality improvement are the standards for talent training. Inclusiveness and quality improvement should be regarded as important standards for enterprise talent training to cultivate talents with innovative spirit, teamwork, and good professional ethics. Focus on the development of cross-professional knowledge practice and establish a complete training system. Provide employees with diversified learning resources and practice opportunities through internal training, external training extension, and other methods. Strengthen cooperation with universities, scientific research institutions, social professional institutions, etc. to jointly promote talent training and innovation (Du Ping, 2023). Focus on improving the quality of employees. Through public opinion surveys, performance evaluations, career planning and other methods, understand the career development needs and ability gaps of employees, and provide targeted training and development opportunities.

4. Shaping the strategy of high-quality development of enterprises through innovative talent cultivation and management

4.1 Fully respect the individual consciousness and thoughts of talents

First of all, under the new situation, enterprise organizations should timely understand and grasp the latest development trends of the times, abandon the traditional and backward talent team-building model, give full play to the individual advantages of talents, and especially truly respect the individual consciousness and thoughts of outstanding talents, maintain an objective and fair attitude and carefully analyze the opinions or suggestions they put forward, so as to provide important intellectual support for promoting the healthy development of enterprises. Secondly, based on reality, actively innovate the talent recruitment model of enterprises, and appropriately broaden the ways and channels for talent introduction, such as regularly posting recruitment information on talent recruitment websites and platforms, or establishing cooperative relations with universities. In addition, in the process of many people taking the exam, more outstanding high-quality talents can be introduced according to their specific performance and ability level, which can alleviate the shortage of professional talents. Finally, when carrying out the work of talent team building, we should strictly follow the fundamental concept of people-oriented, and understand the actual needs and ideas of the staff in detail. On this basis, we should reasonably formulate a career development plan that is consistent with the talent requirements of the new era, and adopt scientific and reasonable methods to fully mobilize the enthusiasm and initiative of the staff, so as to complete various tasks with high quality. As enterprise leaders, we need to attach great importance to the introduction of outstanding talents and provide corresponding guarantees and support for them, so as to introduce more outstanding professional talents.

4.2 Combine actual conditions and rationally optimize the talent selection and assessment mechanism

Under the new situation, enterprises first need to innovate the traditional and single form of talent selection. When conducting campus recruitment, they can invite graduates of relevant majors to participate in interviews and selections according to the actual needs of the positions. During the interview selection, invite interviewees one by one to answer questions that are very easy to encounter in actual work and how to solve these problems, so that their professional ability and response-ability can be judged according to their answers. Then, through practical operation selection, the effectiveness and scientificity of talent selection can be greatly improved, so that job vacancies can be filled in time. Enterprises can maintain a good cooperative relationship with local well-known universities, so that a win-win goal can be achieved, which can not only provide more outstanding talents for enterprises, but also provide employment opportunities for interns or graduates (Liao Liping, 2022). The professional ability and professional quality of college graduates meet the actual requirements of enterprises for talents under the new situation, and young people's thinking is more active, and they can flexibly apply the professional knowledge and skills they have learned

to actual work, so that they can not only achieve effective innovation of the traditional work model, but also complete their own work with quality and quantity, and greatly enhance the core competitiveness of enterprises.

4.3 Establish a scientific talent training mechanism

Talent is the main force in the future development of an enterprise. When building a talent team, the enterprise must consider the future development plan of talents. First of all, talents must be respected, trusted, treated well and tolerated. Not only should talents obtain real economic income in actual work, but also talents should be provided with a certain social and political status so that they can carry out various businesses more attentively in the process of work. Secondly, enterprise leaders should get rid of the sense of command when dealing with talents, let talents feel the personal relationship in the work, and build a harmonious and friendly work team. More importantly, enterprise leaders must strictly require themselves to act in the process of work, truly attach importance to the construction of the talent team, realize the importance of talents in the development of enterprises, actively communicate with talents, ensure that more outstanding talents can enter the enterprise, and are willing to stay in the enterprise to provide strength for enterprise construction. In order to improve the competitiveness of enterprises, enterprises should establish a scientific and complete talent training system and strengthen the training of existing employees. Before formulating the training plan, the current status of competence of each position should be understood through questionnaires and interviews, and reasonable training plans should be formulated according to the actual situation and the development needs of the company. Enterprises must establish a systematic talent training mechanism, not only to systematically train talents before they enter the enterprise, but also to educate them regularly after they enter the enterprise. In the process of managing human resources and developing talent potential, it is also necessary to tap into talent, so that the company can not only fully tap the value of human resources in current operations, but also reserve sufficient follow-up forces to promote the company's future development. Specifically, when building a talent team, the company should focus on the diversity of construction, cultivate different types of talent teams, including comprehensive talents, reserve talents, professional and technical talents, etc., expand the scale of talent training, focus on the training of young talents, and let high-level talents drive grassroots talents to participate in work.

4.4 Open up a new innovative cultural propaganda front

Regarding the construction of corporate innovation culture, first of all, enterprises should adhere to the strategy of "bringing in", actively use advanced technology, and integrate innovation resources in various aspects of enterprise research, production, supply, and marketing in a wider range of fields, use these resources as a medium for the promotion of innovation culture, and promote the improvement of enterprise talent innovation awareness. Enterprises can organize various forms of innovation activities such as innovation lectures, innovation talks, and innovation knowledge exhibitions, display innovation achievements in enterprise development from multiple angles, promote the dissemination of innovative ideas within the enterprise, and guide the overall improvement of innovation awareness in enterprise development. On this basis, the cultivation of innovative talents in enterprises should further implement the "going out" strategic policy, actively carry out exchanges and mutual learning with brother enterprises, dealers, and suppliers, and expand the innovation vision of enterprises; at the same time, actively broaden the channels for communication and exchange with the government and the industry, encourage enterprise talents to participate in innovation competitions at all levels organized by government departments, understand the forms of industry development and innovation in the process of "going out", and actively learn from the innovation experience of outstanding innovative talents in other enterprises, thereby promoting the overall improvement of enterprise talent innovation awareness and ability.

4.5 Build a professional team for corporate innovation activities

In order to ensure the smooth development of enterprise innovation activities and maintain the order of innovative talent training, enterprises need to build professional teams for enterprise innovation activities according to actual work needs and use the team's strength to sort out the ideological and political education content related to innovation. On this basis, enterprises can organize and create a liaison team for the innovation activity department, establish a regular meeting mechanism for liaisons, organize learning sharing sessions, year-end summary meetings, and team building, broaden their horizons, promote mutual growth, and effectively promote the growth of innovative talents in enterprises. In addition, for the cultivation of innovative talents, enterprises can create internal innovation results

in competitions, and further mobilize the enthusiasm for innovation in the work of talents through competition rewards. The innovation activity team created by the enterprise is specifically responsible for the preparation and organization of the competition activities and uses the enterprise's innovation results competition to specifically guide the process of innovative talents to carry out innovative activities and standardize their growth. In addition, in the management of innovation teams, enterprises can also actively apply information technology to build an innovation activity management platform, which will be used by professional teams to conduct comprehensive and effective management of innovation activities within the enterprise, ensure that all innovation activities are carried out under the guidance of professional teams, and let innovative talents grow within a standardized framework. At the same time, professional teams can use this platform to conduct more scientific evaluations of all innovation project results, so as to provide a more sufficient realistic basis for the cultivation of innovative talents in enterprises and promote the continuous improvement of the enterprise's innovative talent training system.

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