

Review Article

The Study on Personnel Training in China

Run Xu*

Yantai Institute of Technology, Mechanical Electricity Dept., Yantai 264005, China

***Corresponding Author**

Run Xu

Article History

Received: 14.05.2021

Accepted: 20.06.2021

Published: 23.06.2021

Abstract: The human resource is discussed on company. The former specialist need to train the later candidate in order to maintain future enterprise. So as to greater build in future the task has been urgent now so the rapid progression is needed in company. Because the creation is meeting the citizen more and more the high tech goods need the continuous and rapid support. Focus on the creative kinetic energy the technological development need repaid as soon as possible. Let training be prevail in many sides in China that may be significant thing to do by us so as to improve our creation. Big city is a demand by many people so the special train has been required by professional staffs and specialists. So as to elect civilization city many chances are needed to create too. Like general company and infrastructure has been increased to employ many staffs etc.

Keywords: Personnel training; company; study; creation; employee; infrastructure.

1. INTRODUCTION

In modern society the rapid life becomes prevail in 21st century so the goods is provided rapidly and on the time. Company goods will be manufactured rapider to satisfy the urgent demand by our customer. The creative goods will expose more recently so that the more idea may be demanded than before. So the ultimate problem is human idea coming from general one and specialist. Therefore the human resource is the one of most important factor to push the R&D (research and development) further and realize the creative goods early. The prior engineer trains inferior one in a certain time to plan so as to employ them earlier. In big factory there is human resource department to deal many people employed but they are mainly workers to continuous operation but stop a while due to the deficit workers. R&D has a group staffs to work but they are too young to burden the whole enterprise [1-5]. Therefore the R&D may be more important and indispensable than current, the hiring work need to search more advanced and sophisticate man to maintain new and technology. Meantime the time may be short so this is an advantage though the salary may be high. We can scout and dig the person fit to our work from other company.

The competitive society needs knowledge, experience and excellent mind so the human resource has wide field. The personnel train may proceed to find resource and train to become a specialist to maximum benefit endeavor for company and society. Let everyone who is eager to become specialist early to complete their wish which is big thing to do. No matter who we are the train is urgent and significant to us. For the sake of developing our life level the personnel train is rapidly solved to change our current status that is first and urgent ultimately.

2. DISCUSSIONS

China is now in the economic take-off opportunity, we should seize the opportunity, ensure social resources permit, and gradually realize the magnificent works. Learn from the mechanization of agriculture in developed countries such as the United States, where the few feed the many. Farmers reap high profits, pushing the rest of the talent to the urban fringes. Vigorously develop the automobile industry to facilitate people's clothing, food, housing and travel. In this way, both parties get a sense of accomplishment and satisfaction.

China now has a lot of rural farmers into the urban labor industry. However, construction, rail and other infrastructure industry front-line people are more, the real technical content is not high. The low wages that cause these

Copyright © 2021 The Author(s): This is an open-access article distributed under the terms of the Creative Commons Attribution 4.0 International License (CC BY-NC 4.0) which permits unrestricted use, distribution, and reproduction in any medium for non-commercial use provided the original author and source are credited.

people to slowly become city dwellers. Beijing wants to build itself into a large international city with 30 million people living in it and provide training and education to migrant workers so that they can truly become urbanites without ceasing efforts. After a variety of technical training, such as primary English, professional technical workers, so that they get the quality and treatment of city people. The level of education of migrant workers is low. Most of them graduated from primary school or junior middle school and have low level of higher professional knowledge. They are encouraged to attend the five major school courses, namely, TV, correspondence, night, vocational and adult education. Existing network education, nevertheless they are irresponsible, or be deceived more. Can you have short-term education, like a foreign language, the course such as accounting. If the school of skilled workers opens a few courses, be duped less commonly, because this is the national institution that trains a goal with skilled workers, won't appear too much because of difficulty big and the phenomenon such as halfway to drop out of school. It is for the purpose of completion of training, completion certificate issued at the end. Just take a course and develop some hands-on skills. If the pastry division, the chef waits for the training is stable job, the competition is not too fierce, it is good job. There are also welding, lathe, fitter, computer, construction and electrician and other professions have not low income, relatively stable. Work in a factory's maintenance or manufacturing department is also desirable. In some highly skilled fields, such as welding and electricians, only licensed workers will be allowed to work to reduce accidents. Some welders also need an open flame certificate, as is required for maintenance at General Motors' casting and forging plants. Otherwise, there will be trouble. Now developed countries such as Germany, Japan, the United Kingdom and so on have millions of positions of skilled personnel, while China only has hundreds of thousands of positions, skilled personnel is one tenth of the above countries, is in urgent need of such personnel. It is estimated that there is a shortfall of more than 10 million people. There will be plenty of opportunities if you work hard.

Personnel training and promotion of staff technical ability and quality is the key to solve the manufacturer's technical ability. The improvement of enterprise's technical ability must drive the increase of certain profit and the increase of reinvestment. The economy is based on enterprises. China's difficult transition from the original planned economy to the market economy has improved the enthusiasm and creativity of enterprises to varying degrees and to a certain extent. The gap with advanced countries such as the United States, Germany, Japan, the United Kingdom, France, Italy and other developed countries has been narrowing year by year. But these countries still have some capacity for innovation, and we still need a long period of reform and opening-up before we can approach or reach the level of innovation of these countries. On current trends, China is on track to overtake the US economy within 5-10 years. Because the United States, Japan and other developed countries peaked this year and even a long time ago, they can't continue to do anything, they are moving in small steps. China, on the other hand, has a weak economic foundation, a large development space and a large population. Up to last year, it had been growing at a medium-high rate of 8.0% on average, but the Fifth Plenary Session of the 13th CPC Central Committee decided to appropriately lower the growth rate to around 6.5%. After nearly 35 years of steady development, China has developed rationally with reservations. This can avoid the sequels of blind development and breed pride. It is not conducive to the blind pursuit of modernization in a country like China, where the gap between East and West is relatively large. Let's not forget that we have just reached the threshold of 10,000 US dollars per capita. Although Shanghai, Jiangsu, Beijing and Guangdong provinces have flushed 20,000 US dollars, lagging regions have not reached that amount, which is less than 5,000 US dollars.

Look at the big cities in China, where infrastructure projects are springing up. Viaducts, highways, subways, modern urban office areas, residential areas and more are changing with each passing day. Strive to advance towards a modern metropolis. The Beijing-Shanghai high-speed railway, the Beijing-Harbin high-speed railway, the Beijing-Kowloon high-speed railway and other high-speed trains are flourishing. It reaches a top speed of 450 kilometers per hour and an average speed of over 400 kilometers per hour. It only takes one hour to get to Jinan by Beijing-Jinan Line. These remarkable achievements have been made in the context of infrastructure policies designed to conserve energy and protect the environment. In order to adapt to the current fast changing world, to achieve such as Beijing, Tianjin, Hebei, Liaoning and Qi metropolis half an hour away from Beijing and Tianjin, the integration of the Bohai Economic Belt. Under the current One Belt And One Road policy, jointly develop the transportation economic circle at home and abroad to achieve the strategic goal of global integration. To achieve a substantial increase in bilateral trade, increasing the trade surplus to US \$10,000 per capita exports and US \$5,000 surplus. We will help to achieve a certain increase in China's gross national product, reach a moderately prosperous level ahead of schedule, and move forward toward the medium-developed countries. Make the national happiness index rise, people's happiness enhancement!

In general the personnel training includes the company staffs and many desire person to proceed in modern infrastructure. Many kinds of train has been proceeded through different style to motivate and enhance their capabilities. It may stimulate the creation of idea and many goods that is demanded by society. The infrastructure person is also needed all the kind of training to their future and current position. Since their quantity is huge and the train may proceed to induce the advantage content. This is immigrant strategy for big city to wield their wisdom since the agriculture is already mechanization in advanced territory. They are not allowed to go on keeping in rural life.

3. CONCLUSIONS

The creative person may be hired through different way. The R&D is the core for new goods if possible the advice can be transferred in company. The wide field person gives idea and materials to R&D if he has new one. The candidate may be trained by old specialist to develop rapidly because in modern world the competition is the prevail theme. The trend of immigrant people to big and seashore city is prevail since the rural economy is not satisfied them so the related train may be proceeded. Government may make a long plan to make the immigrant strategy to keep the city good and fresh circulation for civilization city.

REFERENCES

1. Yang, R. (2017). Cost management [M]. East China normal university press, 48-53
2. Compilation group of economics textbook series. (2013). Microeconomics [M], Economic Science press, 98
3. Run, X. (2021). A New Study on China's Economic State I, Saudi Journal of Economics and Finance, 5(5); 192~197
4. Run, X. (2020). Modeling of Economic Cost Distribution in Thread Process of Screw, Journal of Economic Science Research, 03(03); 21-24
5. Run, X. (2021). A Comparison with the State of Science and Technology between China and America etc. Western Countries, Saudi Journal of Engineering and Technology, 6(5); 93-95

CITATION: Run Xu (2021). The Study on Personnel Training in China. *South Asian Res J Eng Tech*, 3(3): 96-98.