Research on the Impact of Big Data Era on Staff Training

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Abstract: The arrival of the era of big data has provided new opportunities and challenges for the development of enterprises. As an important component of enterprise management, human resource management can adapt to the development of the times, carry out reform and innovation, and directly affect the success or failure of business management. This paper studies the personnel training in human resource management, analyzes the impact of the background of big data on the training of enterprise employees, focuses on the analysis of the changing characteristics and existing deficiencies of employee training, and explores the optimization methods of employee training in the era of big data. Big data provides a reference for the practice in human resource management.

Keywords: Big Data; Human resource Management; Employee training

1. Introduction

The information storm brought by big data is transforming our lives, work and thinking, and big data has revolutionized a major era. On the one hand, the changes and values brought about by big data have brought new opportunities for the development of modern enterprise management. More and more enterprises realize that the essence of market competition is the competition of talents, and fully cultivate, develop and utilize high-quality talents in the key role of competition. Big data is a hot research topic in recent years. The academic community applies the principles and concepts of big data to human resource management, and more systematically analyzes the six templates of the entire human resource management. In-depth analysis of each template, especially the training of employee training, is rare. From a certain part of employee training to study its basic concepts and basic methods, there is no overall analysis. Therefore, this paper explores the changes and characteristics of all aspects of enterprise personnel training in the era of big data from the perspective of employee training, analyzes the shortcomings of current staff training, and then proposes improvement suggestions. Help enterprise human resource management to better cope with the changes brought by big data, improve efficiency, and help enterprises gain advantages in human resources competition.

2. Overview of Big Data

Big data refers to the accurate collection, statistics, analysis and collation of data, and the service of human beings according to the feedback of the data, so that the decision or the plan has a basis, or is conducive to making timely adjustments.

The use of big data in modern enterprises has penetrated into various fields. On the one hand, the support of big data makes the action more convincing, the analysis and prediction of data improve the quality and efficiency of decision-making, and reduce the management risk and cost. Specifically, enterprise management based on big data presents characteristics of content data in various enterprise management sections such as manpower, finance, administration, marketing, production, and logistics. Information is processed through data processing to provide a basis for business decision-making, helping decision makers to have more information and resources in strategic selection, market forecasting, and employment strategy to conduct effective analysis, evaluation and prediction to make it more likely to be correct. The choices reduce the risk of decision-making and improve the scientific nature of management. On the other hand, the mining and application of massive data has driven a new wave of productivity growth and consumer surplus. Through the collection and analysis of the data of the target customer group, the accurate analysis and positioning of the user can be realized, and the enterprise can predict or guide the user behavior and demand to realize the personalized service of the user. For example, the new retailer can understand the behavior of the website and track the user behavior by knowing the website's PV value, UV value and other data, and explore and innovate the demand for the user's preferences or possible behaviors to achieve accurate marketing and achieve a return on investment. rate. In addition, the role of big data in contemporary human resource management is particularly evident. The enterprise human resources management Internet has strengthened the effective combination of internal and external information and broadened the data

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source; the establishment of the database provides a more comprehensive basis for the management of all aspects of human resources; establishes an effective talent data management model to create human resource management Great value.

3. The Impact of Big Data on Employee Training

In the era of big data, employee training is a system built on a vast data analysis platform. Different from traditional training, the system is formed by quantifying and analyzing the data of previous training, combining the training needs survey and the development status of the enterprise, so as to more accurately locate the training plan of various employees. As the picture shows:
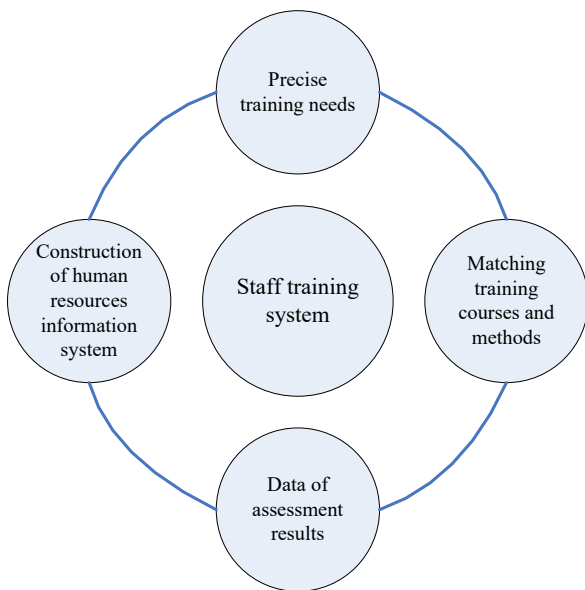

Figure 1. Employee training process

3.1. Human resources information system construction

An important prerequisite for effective employee training needs is the scientific management of their own data. Strengthen the construction of enterprise human resources information system, that is, improve the resources of human resources database, analyze the relationship between various types of data, summarize and summarize the skills and knowledge required for each position from the perspective of enterprises, and explore the training content needed to cultivate these qualities. At the same time, it screens out the real needs of employees for training, and achieves the matching of enterprise-individual two-way needs. Thereby improving the scientific and accuracy of human resource management, and creating great value for human resource management.

3.2. Precise training needs

In the era of big data, enterprise data presents a wide range of sources, comprehensive and systematic. Real-time data is updated to keep abreast of the basic knowledge of companies and employees, and provide more effective data support for training time and content, thus improving the effectiveness and scientific analysis of employee training needs. From the traditional to qualitative-based to quantitative, and subjective experience to data-based. In traditional human resource management, qualitative methods are mostly used. Human resource workers rely on personal experience, preferences, etc., and subjective colors are obvious. The efficiency and accuracy of human resource management is difficult to guarantee. The quantitative method of organizing and analyzing the opportunity data can reduce the deviation of decision-making and combine the long-term strategic development of the enterprise to realize scientific management.

3.3. Matching training courses and methods

In the course selection, we will build a big data platform for employee training and learning with big data as the medium to grasp the basic situation of employees' knowledge and skills. Through the results of data analysis, understand the aspects, types, levels, and methods of knowledge and skills upgraded by employees. On this basis, according to the different positions, the curriculum is prepared and different learning tasks are arranged to ensure the rationality of the course design.

In terms of training methods, unlike traditional training methods, with the development of the Internet, enterprises gradually build information systems such as E-Learning. Big data platform technology for personalized training, online testing to test learning outcomes. This has significantly improved the training effect, realized the personalization and informationization of employee training, and saved the manpower and financial resources of training. As the last Tables show.

3.4. Assessment results data

The assessment and evaluation are combined with the data of the assessment results. Dynamically track the work ability, skills and contributions of employees after training, evaluate the training effect, and digitize the assessment results. Help training developers to better improve and improve employee training.

4. Conclusion

In summary, the use of big data in employee training has improved the scientific and accurate training of human resources management. It is also accompanied by the safety and construction of human resources information systems and the lack of professional talents. In the future, human resource management needs to grasp the characteristics of the information age brought by big data and

continue to shift to "employee-centered". Use big data analysis methods to collect information, build databases, and promote the quantification of human resources information. Deeply explore data information, strengthen the safety construction of human resources information systems, and accelerate the scientific and rational construction of talent teams to better enhance the strength of enterprises. Help human capital to continue to operate effectively and achieve competitiveness.

Table 1. Traditional Training Method

	Classroom teaching	Research method	Apprenticeship training	Case study	Role-playing
content	A method of communicating information and materials to a trainee by means of speech and text writing.	(Meeting method), a two-way communication process between trainers and trainees and trainees.	The master passed on the basic points of the apprentice, and then personally demonstrated that the apprentice gained experience through observation and imitation.	By describing a successful or failed case, the trainees will be analyzed and evaluated, and suggestions and solutions for solving the problem will be proposed.	In a simulated work environment, let the college play a role and ask participants to respond to specific problems they may encounter in their actual work. By taking on the job responsibilities of the role, actually do it to learn.
advantage	low cost, Targeted,	Two-way communication	Save resources, The salary of the student increases as the skill increases	Convenient,	Strong participation, Easy to understand the role consciousness
disadvantage	One-way communication is easy to get tired, Lack of communication and sharing	High demand for organizers	The training effect is restricted by the personal qualities of the master. Not conducive to innovation	Not targeted	The subjective response of the trainee directly affects the training effect, Role-players get less contextual information, which is not conducive to the correct participation of the actors.

Table 2. Modern Training Method

	Computer aided training	Distance learning	Network training	E-learning	Self-learning
content	Help students learn autonomously by designing some course programs and software.	With modern technology, voice, image, data, teaching software, etc. are transmitted to various teaching places, so that trainees from different regions can receive information transfer, complete designated practice tasks, submit assignments, and engage in training with uniform time or time. Feedback of effects, etc.	Participants can open their computers online at any time to learn the autonomous learning of training courses that have been designed online by the training headquarters.	A way to use electronic technology to implement education and training programs, track performance, and report on learner progress.	Students are the main body of learning, and the students themselves are responsible for their own learning.
advantage	Convenient and efficient, high efficiency; low cost	Break through geographical restrictions, multi-directional communication,	study-time, Flexible schedule, Large amount of information, Timely feedback learning effect	Low cost and high efficiency, Sustainability, Fast development and fast delivery	Train students to take the initiative, Self-confidence and creativity
disadvantage	Relatively poor flexibility	Lack of emotional communication, we must rely on the network platform,	Lack of emotional communication	Complicated operation	Students are centered on the individual and have a weak team awareness

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