

Countermeasures for New Employees after 2000 to Improve Their Professional Quality

Guojing Zhang

Humanities College, Tianjin Agricultural University, Tianjin, 300384, China

Abstract: Since 2018, new employees born in the new century have gradually entered the workplace, and as time goes by, the number of post-00s employees will continue to increase. If the enterprise wants to seek development, it must carry out effective corporate culture construction according to the quality characteristics of post-00s employees, and encourage post-00s employees to create greater value for the enterprise. In order to promote the healthy development of the enterprise, it is necessary to give full play to the potential of the post-00s employees, which puts forward higher requirements on the post-00s employees' professional quality. While pursuing development, enterprises must attach importance to humanized management of post-00s employees and appropriate professional quality training to promote the improvement of new employees' professional quality. Here we will discuss the corresponding measures to improve their professional quality to meet the requirements of the current situation.

Keywords: Post-00s employees; Professional quality; Personality quality; The professional ethics

1. Introduction

The 21st century is an era of rapid development of the global economy. Fierce competition brings enormous pressure to the development of enterprises. Strong competitiveness comes from the development of employees. The improvement of employees' professional quality is not only conducive to the innovation and development of the enterprise itself, but also of critical practical significance to the improvement of enterprise culture through the adoption of appropriate measures and strict implementation. The reason is that most post-00s employees have received higher education and received a wide range of information. They are more concerned about being respected at work and attach great importance to the promotion of their own value at work. However, they often suffer from the lack of corresponding channels and space, thus limiting their development.

The post-00s generation refers to the new generation of Chinese citizens born after 2000. On the one hand, because catch up with the rapid development of modern countries, from birth 2000, living environment is superior than predecessors many, and most of them are only children, self-centered, no material shortage, but on the other hand, the setback is prone to pessimism, psychology to bear ability is poor, although they the strong ability to accept new things, the whole social environment also influence their aesthetic view and values.

Professional quality is the quality and accomplishment that people should have in the process of engaging in a

certain occupation. It is acquired by workers through learning and practice. It is the comprehensive quality shown in the process of occupation. Professional quality is a process from one's own cognitive experience to practice and finally internalization. It is a process that one needs to constantly internalize, strengthen and solidify. Therefore, one's professional quality is not innate, but gradually formed through constant internalization and reinforcement.

2. At Present, New Post-00s are Confronted with the Following Problems

2.1. Lack of professional knowledge and skills

In the research, it is found that most post-00s employees are engaged in occupations different from their majors. Although it is impossible for them to do whatever they learn, and it is also possible for them to engage in similar majors, most of the time they are engaged in industries that they have no contact with and start everything from scratch. As a result, new employees do not make good use of their majors and do not have the professional knowledge and relevant professional skills of the industry they are engaged in.

2.2. Lack of employee loyalty and responsibility

Post-00s do not perform well in the company, but they like to point out the ways and means of work, which in fact reveals their lack of ability and lack of effective emotional control literacy, and even express their dissa-

tisfaction and shirk responsibility. As new employees entering the workplace, they should pay more time and energy to learn, strive to have certain experience, knowledge and skills, a certain sense of responsibility, as well as a good work attitude and positive work attitude.

2.3. Poor sense of teamwork

Post-00s after staff team cooperation consciousness is poor, a lot of people get rude as true temperament, do things recklessly keep self, always hope oneself can become a good employee in a short time, don't listen to others' advice, also don't want to waste time on the job, they think that deny others, not to participate in team work is a way to highlight your personality, team consciousness, is not willing to put himself into the team and bad competition phenomenon exists in the member.

2.4. Employees have negative professional attitudes

The choice of employees' occupational attitude is related to their personal understanding of the value of the occupation they are engaged in, that is, personal occupational values are related to the maintenance of work emotion, which is an influential factor of occupational behavior. Post-00s are easy to be directly affected by subjective factors such as mood and health status, as well as objective environmental factors such as work environment, interpersonal relationship, leadership ability and management style.

3. The Problems of Post-00s Employees' Professional Quality are the Result of Various Factors, Which are Mainly Reflected in the Following Aspects

3.1. Employees' self-positioning is not clear

Post-00s are generally young and have a high level of education. They have certain learning ability and adaptability, and can quickly adapt to the changes of social environment. But they have a strong sense of autonomy at the same time, the concept of collective interests is relatively less, so the lack of good stability and loyalty. Post-00s after employees are particularly vulnerable to the influence of the outside world, such as the idea of followed advice from friends or colleagues will have many effect for their own work, uneasy with the status quo, showed more willing to accept challenging work, this will lead to tend to have high expectations for career, thus showing it is difficult to accept the reality.

3.2. Enterprises do not pay enough attention to the improvement of new employees' professional quality

In the market economy, most of the enterprises are private enterprises, and the particularity and family nature of the development of private enterprises lead to the poor management ability of some leaders, as well as the defi-

ciency in the construction of staff team and the improvement of staff's professional quality. Many family-owned enterprises lack theoretical guidance in management due to the over many employees of kinship, especially the management. Many regulations and rules are formulated for the personal interests of the family rather than the healthy and sustainable development of the enterprise. At the same time, some leaders are content with the status quo and stick to the tradition. They cannot keep pace with The Times, update and change the management philosophy and development mode of the enterprise, thus failing to meet the needs of enterprise development and staff progress.

3.3. The society still needs strong support for the professional quality training of new employees

Enterprises seldom get financial support from the society for their employees' skill training and professional quality training, which leads to the formalization of some enterprises' training and the non-standard training methods of training institutions, so that the new post-00s have no hope for the training of professional quality. Different types of enterprise employees have different occupational characteristics, so the overall adjustment of the society is very important, which is also an important factor affecting the improvement of the post-00s employees' professional quality.

In fact, new post-00s are willing to make every effort to improve their professional quality.

4. The Countermeasures to Improve Their Professional Quality

4.1. Develop a sound talent training mechanism

The enterprise has developed a perfect talent cultivation mechanism and promotion mechanism, so that employees can develop their own abilities and constantly cultivate the post-00s' ability to challenge new things, which can also help the enterprise bring more development benefits. Although self-centered after post-00s, loyalty is bad, but if the enterprise has a complete talent promotion mechanism can make them see the future, and believe in yourself through efforts can be reused, nature will increase to the identity of the enterprise, improve the loyalty constantly struggle for the enterprise, step by step to realize their own value at the same time also will bring incredible gains for enterprises.

4.2. Pay attention to the emotional needs of new post-00s

Post-00s are creators of the wealth of the new era. Managers of enterprises should not only make good use of their young advantages and constantly tap their potential, but also establish institutionalized management based on full understanding of the individual differences of the

post-00s generation. The most important thing is to pay attention to the inner emotional needs of the post-00s generation and deal with the working relationship between superiors and subordinates. The enterprise should stipulate regular effective communication between the management and employees, understand employees' thoughts and troubles at work, solve problems and promote work better.

4.3. Regularly conduct professional quality training for new employees

In the training process, the enterprise transmits the enterprise culture and values to the employees, increases the employees' profound understanding of the enterprise culture, and at the same time increases the employees' sense of belonging and identity to the enterprise. Employees will stand in the perspective of the enterprise to consider the problem, the enterprise's loyalty and sense of responsibility to enhance, employees will not easily leave; Enterprises should hire experts to cultivate employees' professional knowledge. Only with professional knowledge can employees shine and develop their work content innovatively.

4.4. Cultivate a good work ethic

Cultivate a good professional ethics is to ask employees to love the work they are engaged in, pay attention to professional commitment, complete the work requirements. Professional requirements, the work should be made next to in the life the correct relationship approach applied to the work, to cultivate their moral quality, professional dedication and concentrate on your work, the work to a great extent improve self-confidence, self-confidence, with higher working efficiency, personal achievement also more than others.

4.5. Maintain good relationships

It is also very important for new post-00s to maintain a good relationship with their superiors while doing their own jobs, because different roles should pay attention to the time when they have different opinions and need to express them. Only by avoiding conflicts can problems be solved. Employees should take the initiative to take

responsibility when they encounter problems and handle interpersonal relationship well. Superior leaders should establish equal communication with employees, and agree on a deadline to discuss problems encountered in work and solutions, so that employees can think they are respected, and superior leaders can also learn about the specific conditions of employees in detail, and effectively promote work.

4.6. Promote employees' sense of responsibility

In the work, to learn to first clear their own responsibilities and responsibilities, conduct self-reflection. The sense of responsibility is the most basic respect for the labor of duty and enterprise, for enterprise has a good sense of responsibility of employees to more actively work responsibility, sense of responsibility and performance in employees actively Angle to work in enterprise, other employees to learn lessons in the wrong will get more growth and their own ability to ascend.

In a word, while pursuing development, enterprises should maintain humanized management and appropriate professional quality training for new post-00s through external promotion. Therefore, the promotion of post-00s employees' professional quality requires not only the change of self-consciousness but also the guidance and cooperation of enterprises, so as to achieve a win-win situation for employees and enterprises.

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