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Research on the Relationship between Enterprise Human Resource Training and Employee Job Performance

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Abstract

In the final analysis, the competition among enterprises is the competition of talents. The economic development of modern society is accelerating and changes are increasing. In order to adapt to the development requirements of modern society, enterprises must persist in continuous innovation. With the development of the times, the status of talents has been increasingly reflected, the contribution of corporate human resource investment and corporate performance improvement has received more and more attention, and corporate human resource development has become more important. For enterprises, the cultivation of talents is an important task of enterprise human resource management. Employee work performance is a content that is particularly concerned in the process of enterprise operation and development. Every employee of an enterprise has a very important influence on the level of enterprise operation. It is an effective way to optimize the level of enterprise operation to improve the quality of employees through human resource training activities. Approach: To achieve continuous increase in economic benefits, enterprises must invest in human resources, attach importance to employee training, adhere to the consistency of employee training and enterprise development, initially achieve the goal of employee training, and continuously increase by enhancing employee knowledge and skills. The driving force of enterprise development.

Keywords: HR, Training, Employees, Performance, Business Development

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Introduction

With the rapid development of the economy, the competition among enterprises has become more and more fierce, and the competition among enterprises has gradually transformed into the competition among talents. For the cultivation of enterprise talents, scientific and reasonable employee training is one of the necessary channels. Scientifically regulating the operation behavior of employees can improve employees' service awareness, help employees better conform to the trend of the times, and make them in the actual work process, contribute to the development of the enterprise (Henry, 2011). At present, under the complex economic environment, modern enterprises are not optimistic about the training of employees, which hinders the development of modernization and restricts the long-term development of enterprises.

In order to adapt to the development requirements of modern society, enterprises must persist in continuous innovation. For enterprises, the cultivation of talents is an important task of enterprise human resource management. Mahapatro (2010) once pointed out that teaching activities to employees can help employees acquire the knowledge and skills they need, and help organizational members acquire the skills and work attitudes needed by the organization. If an enterprise wants to win in the market, it needs to regard employee training as a long-term investment and help employees improve their work ability and quality (Ge Yuanzhen, Li Shuwen, Zhang Xianchun, 2021), so as to improve the enterprise's Competitiveness. Staff training in the human resources management of the enterprise will help the enterprise to improve the understanding of internal employees, thereby helping the enterprise to start from a more suitable direction to enhance the sense of belonging in the hearts of employees; effectively improve the comprehensive quality of employees, and effectively help it serve the company better. Enterprises should have an in-depth understanding of the actual situation of employees, and scientifically deploy employees with strong working ability according to the internal needs of the enterprise to help enterprises achieve longer-term development (Wu Xianda, 2022).

Employee training has important value in promoting the improvement of employees' comprehensive business capabilities, and can help and support employees to quickly master job skill requirements and integrate them into the job environment (Zhang Yue, 2022). At present, the development of employee training has been widely valued by all walks of life, and the specific implementation methods of human resource training have also been continuously innovated. Chen Xudong (2015) believes that in the whole process of employee training, the staff in charge of training should scientifically design the training content, actively improve the training mode, enrich the training methods, and treat employees sincerely. Talent cultivation can help enterprises maximize the effectiveness of talent utilization, realize the personal value of employees, and increase the economic benefits of enterprises. In this regard, this article will combine the current era background to explore the problems existing in the process of strengthening employee training, and put forward five hypothetical conditions, namely "theoretical knowledge training of human resources" that has a positive impact on the improvement of employees' work ability, human resources. The technical ability training has a positive impact on the improvement of the employee's work ability. The innovative thinking training of human resources has a positive impact on the improvement of the employee's work ability. The improvement of the employee's work ability has a positive impact on the improvement of the employee's work performance. performance has a positive impact".

By using various research methods such as literature analysis, field research, qualitative and quantitative analysis methods, etc., this paper conducts research on the engagement of new employees after Chinese enterprises carry out human resource training and development. In addition to the actual situation of employee training in the human resource management of OECD enterprises, an in-depth exploration is carried out on how to strengthen employee training in enterprise human resource management. The conclusion is that "through scientific, reasonable and orderly corporate human resource training and development, the new employees trained can deepen their understanding of the company's business philosophy, core values, and corporate culture, and human resource training has a positive impact on employee performance." Therefore, in modern human resource management, enterprises should pay special attention to employee training, adhere to the consistency between employee training and enterprise development, achieve employee training goals, increase enterprise development momentum, and help enterprises seek longer-term development (Xu Zhangqin, 2018).

Literature Review

Concept of training

Ampomah (2015) describes training and development as a formal, continuous effort within an organization through various educational methods and programs to improve employee performance and self-actualization. In the real working environment, training and development have

been widely used, from basic knowledge to practical technology, to realize the career development of enterprise employees.

Human resource training and development is an ongoing process in any organization. Training is the process by which employees modify their knowledge and behavior through participation in learning activities, which are influenced by educational, developmental and program experiences (Armstrong, 2000).

Mahapatro (2010) pointed out that training refers to teaching and learning activities with training as the main purpose, through teaching activities to help organizational members acquire the knowledge and skills they need, and to help organizational members acquire the skills and work attitudes needed by the organization. According to Mahapatro (2010), HR training is an organized activity that improves the knowledge and skills that people need in order to achieve certain goals. Through training, the knowledge and skills of organizational members can be improved, helping them to complete specific jobs proficiently, and the work skills of these people can be improved by participating in training.

The training of employees is a dynamic accumulation process. In the context of the rapid development of information technology, enterprise organizations should base themselves on the reality and implement the training work according to their actual needs. The traditional cramming training method will gradually wear down the enthusiasm of employees for learning. For this, relevant trainers are required to innovate training methods, regard employee training as a long-term investment, clarify the direction of employee training, and improve the comprehensive cultural quality of employees (Kai, Shuwen, Xianchun, 2021).

Enterprise employees can master the professional skills required by the post through pre-job training, quickly adapt to the post and carry out business. When carrying out pre-job training for employees, it is necessary to avoid the disadvantages of being divorced from business reality and single training form, so as not to cause new employees to be unwilling to participate in pre-job business training. It is necessary to fully demonstrate and design pre-job training, optimize the difficulty of post business, keep employees in a good training attitude, help them acquire relevant skills needed for work, and improve the quality of work completion (Huiwen, 2004).

Training is a planned improvement that enables employees to learn job-related knowledge, skills, and behaviors; development is a capability that mainly involves acquiring knowledge, skills, and behaviors that can be improved. Employees respond to various new jobs or jobs challenges; whereas development programs often focus on preparing employees to take on management responsibilities (Noe, 2011).

The role of training

The company's employee training can not only intuitively form the upgrade of the company's professional technology and improve work efficiency; it can also help employees realize their personal value. This will greatly mobilize the enthusiasm, initiative and creativity of employees, enhance their sense of responsibility and mission, thereby improving the cohesion and centripetal force within the company; Affection, employees' feelings for the company are more likely to be transformed into the motivation for employees to continuously contribute to the company, so as to achieve the ultimate goal of the company (Wanfang, 2016).

Sun Ying (2016) believes that the internal training of employees is also an important way to achieve talent construction. Enterprise employee training can help enterprises realize the upgrading of the comprehensive quality of employees, the improvement of overall work performance and the improvement of work efficiency. Enterprises' investment in employee training has virtually realized the value-added investment in human capital. Therefore, enterprises should increase training efforts and standardize personnel training with a mature training system.

Training and development can improve employees' job knowledge and professional skills, and continuously improve the process of employee performance (Richard, Swanson-Ellwood, and Holden III, 2008). Training is the process of acquiring knowledge and skills that can help a company's employees work more effectively and efficiently. Personnel training can help an organization achieve its business goals; training is necessary to help workers qualify for a job, complete a job or be

promoted, and it is also important to enhance and change work efficiency, which can improve the overall efficiency of the business.

According to Kulkarni (2013), employee development programs are designed to meet specific goals of employee and organizational effectiveness. It mainly includes determining the development goals of the organization, evaluating all the current management resources of the organization, clarifying the individual development needs of employees, designing and implementing personal development plans, evaluating the effectiveness of the plans, and finally measuring the impact of training activities on the quality of work and life of the participants and role of promotion.

Xianda (2022) believes that based on the current enterprise management system, we can see the method to improve the comprehensive ability of enterprise talent structure. Enterprises generally adopt the method of market recruitment and training. In this process, it is necessary to dispatch special recruiters, set up location etc. Adopting the method of training internal employees in accordance with market demand can enhance the sense of belonging of internal employees, help employees truly develop their potential strength, and alleviate the current brain drain problem while controlling the cost of talent training. Staff training in the human resources management of the enterprise will help the enterprise to improve the understanding of internal employees, thereby helping the enterprise to start from a more suitable direction to enhance the sense of belonging in the hearts of employees; effectively improve the comprehensive quality of employees, and effectively help it serve the company better. Enterprises should have an in-depth understanding of the actual situation of employees, and scientifically deploy employees with strong working ability according to the internal needs of the enterprise to help enterprises achieve longer-term development (Xianda, 2022).

According to the actual needs of the organization's development, combined with the organization's own development goals, comprehensive internal talent structure, integrate the comprehensive level and ability of employees, actively promote employee training, understand the contemporary employee training structure, formulate targeted employee training plans, and scientifically Design a reasonable training plan, implement the details of the plan (Jing, 2021), and optimize training methods to improve the overall quality of employees.

The evaluation and impact of HR training should be decentralized, and the practice of bringing together everyone's contribution based on different paradigms to achieve sustainable development in this period is gone. HR managers make the right personnel training at every point in time (Anyim 2011). Can effectively change the speed of human resource contribution and the efficiency with appropriate capabilities. Professional human resources training can give employees the knowledge and skills they need at each point in time, and can guarantee the reputation of the organization and employees.

At present, the role of human resource management is changing. With the upgrading and transformation of enterprise business content, enterprise reform is driving the increase of human resource management plans. It is necessary to perform a series of people-oriented tasks in human resource management. This is based on Based on strategic human resource planning, to optimize the quality of corporate human resources (Papalexandris and Panaiotopoulo, 2005).

The construction of a complete training system is the focus of employee training, and the enterprise development based on this is established around employee training. As far as the employee training mechanism is concerned, it includes the basic employee training system, training methods and training guidance, and the three support each other. The scientific training mechanism makes the rights and responsibilities of employee training clear and has a basis; the scientific employee training process helps companies to truly implement employee training and improve the standardization of employee training (Zhen, 2021).

In the era of changing from knowledge to economy, employee training in modern enterprise human resource management plays an extremely important role in the development of enterprises in this era. Positive and good effects (Ruihua, 2021).

The development of talents has strong dynamic characteristics, and its knowledge structure needs to be constantly updated and supplemented. Tongxia (2022) believes that when enterprises use

human resources to obtain economic benefits, they should pay attention to the training and development of talents, treat talents as a "battery" rather than "burning candles", and realize the talents' Win-win with the enterprise, so that the enthusiasm and creativity of talents can be continuously exerted, and their sense of belonging in the enterprise can be enhanced, so that they can make greater contributions to the enterprise while realizing their self-worth.

In the process of human resources training and development, enterprises should formulate corresponding plans according to the actual needs of employees and according to the future development plans of employees, and decompose the plans so as to make them better implemented (Jianfeng, 2020). If the number of employees is large, the company should formulate different training and development plans for employees in different positions and departments. When carrying out human resources training and development activities, we should not only pay attention to the cultivation of individual skills of employees, but also strengthen the cultivation of employees' comprehensive quality.

The core of corporate culture is to cultivate the values and cohesion of employees. Human resource training is conducive to building corporate culture, shaping corporate image, and attracting more talents to join the team (Xiuqing, 2020). Enterprise human resources management can guide employees to form good values, develop good work habits, actively complete work content, have a sense of responsibility, adhere to the principle of healthy competition, and thus form a good working atmosphere. On the one hand, human resource training enables employees to work hard to complete work content and improve their professional level; on the other hand, human resource training guides employees to compete fairly, learn from each other, make progress together, and contribute to the development of the enterprise. The important content of human resources training should be to disseminate corporate culture, so that employees can deeply interpret the content of corporate culture and achieve the ultimate development goal of the company (Ying, 2019).

In the process of human resources training, employees can learn more knowledge and skills, have a comprehensive understanding of various departments, divide work content in detail, improve performance, and create benefits for the company (Zhixia and Yajiao, 2018). The content of human resources training is based on the development of the enterprise. According to the specific work needs, the training section is set and the training content is determined, so that the professional ability of employees can be matched with the position of the enterprise, so that the work can be completed efficiently and the profit of the enterprise can be improved. After training, employees have improved their overall capabilities, changed their work attitudes, and devoted themselves to their work. Human resource training promotes the implementation of the management system, meets the development needs of enterprises, and helps enterprises enhance their core competitiveness and gain a firm foothold in society.

Training is the main way for enterprises to improve the professionalism of talents, and it is also an important function of the human resource management department. In order to improve the effectiveness of enterprise training management, special personnel should be assigned to be responsible for training management (Zhiyong, 2022). Enterprises should set up positions dedicated to training management, clearly define the employment standards for training managers, conduct quantitative assessments of the performance of training managers, and improve their enthusiasm for management training. If the development scale of the enterprise is relatively large, a team dedicated to training management can be set up in the human resources management department, which will help improve the high-quality development of training management.

Training content

To realize the transformation of human resources advantages into human capital advantages, enterprises must pay more attention to the interests and contributions of employees, pay attention to the growth and life of employees, and provide employees with training and work equipment (Díaz-Fernández, 2020). The higher the intensity of human resource management in an enterprise, the more information employees can obtain about organizational management measures, and the stronger their sense of organizational support (Bednall, Sanders and Yang, 2021).

Rui and Jintao (2006) believe that the organization should establish a training mechanism for innovative employees oriented towards shaping dynamic innovation capabilities. As the main bearer of organizational innovation responsibilities, modern enterprise innovators are increasingly difficult to find. Simple extraction of methods to solve complex innovation problems. Organizational innovative talent training should be positioned to continuously deepen the cognition of innovative employees on related business fields through formal or informal training activities, starting from task characteristics and organizational situations, and promote their dynamic acquisition and mastery of key knowledge resources. Make timely adjustments, optimizations and upgrades to their own quality and ability structure. Cultivating the innovative ability of organizational talents includes four aspects: the ability based on specialized knowledge, the ability based on business experience, the ability based on mind and behavior, and the ability based on the integration of intellectual resources (Rui and Jintao, 2006).

Mental and behavioral competency training involves the training and correction of the personality, quality, mentality, concept and thinking mode of innovative employees. It also includes the development and improvement of work-related behaviors such as employee communication, coordination, cooperation and organizational skills. Intellectual resource integration competency training is training that guides how to integrate, coordinate and integrate diverse knowledge, skills and experiences to create the amplification effect of technology and the synergy effect of knowledge (Rui and Jintao, 2006). The training of innovative employees can be divided into three stages: find out the current comprehensive ability of innovative talents in the organization; determine the training requirements and expectations for innovative talents; find out the gap in the comprehensive ability of innovative talents, and formulate the goals and programs of talent training (Shi Jintao, 2006). On this basis, combined with the organizational development strategy, job requirements and personal development needs to further determine the training objectives, evaluation criteria and specific content.

Xiujie (2011) believes that human resources training has become one of the important strategies for enterprise development, and its development strategies mainly include: First, establish a modern concept of human resources, that is, establish the basic standards for cultivating and shaping talents. Including the standard of value, the standard of reality and the standard of development, and establish the corresponding human resources library. Second, through the establishment of an effective enterprise management mechanism, it can not only take into account the rights and obligations of employees, but also maximize the creative potential of employees.

Xi (2021) believes that targeted training should be carried out according to the actual needs of enterprises to train employees, and a professional talent team should be built for enterprises. Enterprises can set up speeches, technical competitions and other forms to transform the traditional "flood irrigation" into "drip irrigation" measures. For the employees participating in the training, targeted training methods should be adopted according to the actual situation of the employees to enhance the sense of belonging of the employees, so that the employees can enhance the enjoyment of the spiritual level during the learning process, and carry out precise training according to the position to improve the employees' actual working ability.

Human resource management departments should maintain long-term and effective close cooperation with universities. The ultimate goal of educating people in colleges and universities is to cultivate qualified builders, which is the goal determined by the needs of social development. In the process of advancing towards this ultimate goal, it is necessary to establish a correct world outlook, values, outlook on life, and labor outlook (Baojin, 2012). It is necessary to attach importance to the cultivation of professional quality, professional ethics and professional outlook, as well as professional knowledge and labor skills education, formulate systematic education programs, constantly explore and adjust the vocational education programs in a targeted manner to meet the needs of social and professional development. The human resource department of the enterprise should focus on examining their labor awareness and labor quality when recruiting talents through school recruitment channels. It is conducive to the growth and progress of the new generation of employees, and then promotes the development of enterprises (Baojin, 2012).

Yuhong and Wenping conducted in-depth research on the training system. Yuhong (2004) believed that a complete training system should include lecturer management system, training course system, training effect evaluation and training management system, among which the first three are the three core tasks of the training system. The training management system is to integrate the first three items that were originally independent into the enterprise management system, especially to combine with the promotion and salary system. Wenping (2004) took the phenomenon of "training against theory" as a case, and put forward effective training methods by analyzing the problems and defects in the employee training system.

Employee innovative behavior

Employee innovation behavior refers to the behavior that employees put forward new and valuable ideas or problem solutions in the process of work, and strive to seek support and put them into practice (Scott and Bruce 1994). In the context of China, employee innovation behavior is mainly divided into two dimensions. One is to generate innovative ideas, including employees seeking and discovering innovation opportunities extensively and putting forward ideas in order to improve work and service quality, improve existing products or invent new products. The second is the implementation of innovative ideas, including employees' behaviors such as making full use of the company's existing resources and daring to take risks and accept challenges in order to realize innovative ideas.

The effect of human resource management will directly affect the development level of the enterprise. Therefore, when the human resource management department organizes training management activities, it should use the new human resource training concept according to the current situation of the enterprise's human resource management, and combine the enterprise's development strategy and training content. Together (Sanbin, 2020). During the training process, make the participants fully understand the development goals of the enterprise. Sanbin (2020) believes that the human resource management department should build a comprehensive training management framework to make the content of the entire training management systematic and standardized, thereby improving the efficiency and quality of training management. Enterprises should set up some reasonable training management content according to the needs of current market development, strengthen the optimization and construction of human resources department, so that human resource managers can guide staff to actively participate in training and education, further tap the personal potential of employees, and enable employees to be more effective in their actual work. Give full play to personal value and strive for more economic benefits for the enterprise.

The concept of employee career management is a new subject formed during the development of human resource management theory and practice in recent years. The modern concept of human resources is the result of combining enterprise organization management with the main activities and behavioral career planning activities included in the personal life work experience (Zhong, 2008). Through the development of human resources within the organization, we can achieve the balance between the human resource needs of the enterprise and the personal development needs of employees, and create an efficient working environment. The concept of employee career management is one of the effective ways to manage the enterprise. Its operating mechanism is to encourage each employee to independently develop spiritual resources, and can effectively alleviate the contradiction between the individual goals and collective goals of employees and the resulting work autonomy of employees. and lack of creativity.

The need for training

What we need is not only technological updates and vocational education and training plans, but a combination of technology, vocational education and employment (Aiqin, 2002). Link education, training, employment and social welfare within countries and around the world. Therefore, it is necessary to fully understand the value of vocational education and training to human development and social development, and implement human resource development as the goal. Construction of vocational education and vocational training system based on employment and entrepreneurial capacity building.

The improvement of enterprise connotation is to always love, respect and cultivate people. Respect and recognize the value of employees, let employees understand and participate in the decision-making and management of the enterprise. And effectively provide them with various necessary guarantees to enhance their sense of identity, belonging and loyalty. This is the foundation of corporate culture construction. Only in this way can we fundamentally stabilize people's hearts, retain talents, maintain the vitality of the enterprise, and promote the sustainable development of the enterprise (Shuqing, 2010).

Cultivating employees' creative job requirements requires human resources training courses to meet the general standards of the labor market. In the setting of training courses, advanced vocational education concepts should be reasonably introduced to form a vocational education direction that meets the development requirements of the organization and encourage employees to receive training and work practice (Zhaowen, 2008).

Humphrey (1990) put forward the "theory of employee group training" in "organization-wide training". He believes that "collective training" is to consider employee training issues from the perspective of the entire organization, and it is a behavioral process that changes complex organizations through training. The "employee collective training model" proposed by him includes five subsystems: analysis, design, development, execution and control. Each subsystem has a series of tasks to be completed, and each subsystem is related to each other.

Peng and Kan (1998) believed that the results of employee job needs evaluation are the main basis for human resource training, and enterprises should evaluate employee training needs from three aspects: organization, task and personnel, to clarify the most necessary knowledge, Skills and attitudes are used as the basis for formulating training plan content; taking employee needs analysis as the key to training needs evaluation, and analyzing the competency characteristics of specific positions is one of the new trends in human resources training needs evaluation.

Enshun and Yaqing (2004) analyzed the types and prevention strategies of training risks. They divide employee training risks into internal risks and external risks. Intrinsic risks are manifested as concept risks and technical risks, while external risks include risks of training benefits, risks of increased difficulty in confidentiality of professional technologies, and risks of brain drain. They believe that strengthening training management and improving the quality of training is the key to preventing training risks, so preventing training risks should be guaranteed by a sound system and corporate culture.

Research Methodology

This paper takes the new employees of 30 enterprises in China as the research object, investigates them, and combines the referenced domestic and foreign literature and relevant theories of human resource management to analyze the current situation of the institution and the current situation of the institution's human resource training and development. Analyze existing problems and propose appropriate countermeasures. This article mainly uses a variety of research methods such as literature analysis, field research, qualitative and quantitative analysis methods, etc., to study the engagement of new employees after Chinese enterprises carry out human resource training and development.

Document analysis

By consulting domestic and foreign literature and cases on human resource training and development, combined with the current situation of human resource management in Chinese enterprises and the relevant theoretical knowledge of human resource training and development, the paper analyzes and studies the current situation of human resource training and development in selected Chinese enterprises.

Interview method

According to the needs of the research, the interview method can take the form of individual interview, group interview and supervisor interview. You can first consult and sort out the existing

information about job responsibilities, and on the basis of a general understanding of the job situation, interview human resource managers and new employees to discuss the characteristics of the job and the needs of training and development. Conducted field research on 30 Chinese companies, communicated and discussed with the employees of the companies surveyed, deeply understood the existing systems and implementation of these companies in human resource training and development, and analyzed the existing problems; conducted discussions with employees In-depth communication and exchanges to understand their needs in training and development in detail; explore the impact of human resources training and development on the engagement of new employees.

Questionnaire method

Questionnaire survey method is low in cost, takes less time, does not affect work, has a wide range of surveys, can be quantified, and the data can be processed by a computer. Therefore, a well-designed questionnaire can obtain a lot of useful information. Questionnaires can be completed by mail or in person. By designing questions for respondents to answer, information that is difficult for employees to express during interviews can be obtained.

Results and Analysis

Snell (1996) pointed out that the way the organization's human resource management system works is very complicated, but ultimately it increases the contribution rate of the organization's human capital by acting on employees' attitudes and behaviors, and creates more value for the business development of the enterprise. According to Huselid's (1995) survey, the organization's investment in related human resource management activities, including employee selection technology, employee participation and incentive compensation plans will significantly improve employees' work motivation and enthusiasm, thereby further improving employee and Productivity across the organization. The content of innovation-oriented human resource management reflects a series of specific practices implemented in the organization. specific HR activities. West. The research of Giles and Andreas (2004) pointed out that for an innovation-oriented organization, it should adopt human resource management policies and practices that promote outward focus to continuously promote organizational innovation and promote higher-quality development of the organization. Research such as Shipton and West (2003) shows that human resources activities used to promote employees to acquire novel and differentiated experiences and skills will have a positive impact on high-level technological innovation and product development.

If an enterprise wants to obtain and maintain a competitive advantage, it must emphasize the necessity of training and development of strategic human resources, and put the training of these personnel under the company's strategic goals and human resources practice priorities, so that strategic human resources the training and development of resources has become an important link to support the realization of corporate strategic goals (Shuming, 2002). Through the establishment and operation of an effective training system, strategic human resources will be promoted to combine personal growth with the long-term development of the enterprise, improve career development management, and enhance employees' work enthusiasm and loyalty, thereby gaining competitive advantages and promoting enterprise development.

For the business development of enterprises, human resources are its important support, and the construction of human resources is inseparable from the training of employees. If enterprises want to operate and develop in a diversified competitive landscape, they need to continuously improve the professionalism of employees. At the same time, the improvement of the professional quality of employees can also avoid the rigidity of the organizational structure (Ming, 2017). If an enterprise has many old employees, the enthusiasm and initiative of the employees will be insufficient, continuous inertia will appear, and the sustainable development of the enterprise will not be guaranteed. The recruitment of new employees by the enterprise will bring fresh vitality to the organization. At the same time, it is very necessary to carry out induction training for new employees. The induction training of new employees can quickly improve the work skills and business level of

employees, so that the enterprise can continue to develop (Yuhai, 2018). The foundation of enterprise development is high-quality human resources. Carrying out human resource training activities is the guarantee for the efficient development of enterprises. Improving employees' professional skills is an important task to promote the overall development of enterprises (Promise, 2020). When new employees first enter the company, as the beginning of talent training, induction training can help new employees get to know and integrate into the company faster. In today's fierce market competition environment, in order to achieve sustainable development and maintain competitiveness, enterprises must pay attention to the cultivation and reserve of talents, and employee induction training as the beginning of talent cultivation requires enterprises to attach great importance to building high-quality and comprehensive induction training. The system can promote the subjective initiative of new employees and become the backbone of the sustainable development of enterprises (Haitao, 2019).

Based on the above analysis, this paper proposes the following hypotheses:

H1a: The theoretical knowledge training of human resources has a positive impact on the improvement of employees' work ability;

H1b: The technical ability training of human resources has a positive impact on the improvement of employees' work ability;

H1c: The innovative thinking training of human resources has a positive impact on the improvement of employees' work ability.

H2: The improvement of employees' work ability has a positive impact on the improvement of employees' work performance.

H3: Human resource training has a positive impact on employee job performance.

Talent is the core of enterprise development, and enterprise development strategy is the basis for the development requirements of new employees. Therefore, the content of induction training for new employees should also be combined with the future development strategy of the enterprise to ensure that new employees are the core competitiveness of the enterprise and promote sustainable development of enterprises (Qinru, 2020). The content of new employee induction training must also be formulated in conjunction with the employee's personal career development, because only by letting employees know their future development direction in the company can employees have the willingness to take the initiative to receive training and effectively participate in vocational skills training. Apply your skills in your work to achieve common development with the company. Therefore, the main basis for human resources training needs are: the strategic planning of the company's future development, the personal development plan of employees, the technical requirements for jobs, the needs of market competition, the cultivation of core competitiveness, the assessment of work performance and behavior performance, the operation of various work processes, and the competence of personnel.

Research Limitation and Future Direction

The data collected in this study are cross-sectional data at one point in time. Cross-unit design, data comes from multiple enterprises. These will affect the causal inferences made in this study. In the future, experiments or longitudinal, single-firm research designs are needed to further verify the causal relationship hypothesized in this paper.

Although this study takes measures to control the influence of a single data source, a single data source will still affect the explanatory power of this paper on the relationship between human resource training and employee performance behavior. In the future, research on multiple data sources is required, specifically including multiple stakeholders in human resource management, such as employees, human resource professionals, and line managers, because domestic and foreign studies have shown that they have an impact on the strength of human resource management systems. different perspectives.

Future research needs to further explore the interrelationships among the dimensions of human resource training and analyze the impact of such relationships on the outcome variables. It is also necessary to further expand the scope of outcome variables, such as innovation performance, organizational citizenship behavior, etc. This article only discusses the mediating role of organizational support, and the next step can expand the range of mediating variables, such as culture, role, human resource management service quality, etc.

Conclusions

Through scientific, reasonable and orderly corporate human resources training and development, the new employees being trained can deepen their understanding of corporate business philosophy, core values, corporate culture, etc. This process is often accompanied by the subtle reshaping of employee values, in the organizational environment of the enterprise, the values of individual employees gradually approach the values of the enterprise, so that individuals can recognize the enterprise more. In the process of employee performance being affected by human resources training and development, different degrees of individual organizational identification will affect the effect of training on employee performance to a certain extent. The cognition, attitude and behavior of training courses will be better, which will further deepen the influence of human resource training and development on employee performance, and human resource training has a positive impact on employee job performance.

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