

Strategy Analysis of Strengthening the Efficiency of Enterprise Staff Education and Training

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ABSTRACT. *Based on this method, this paper deeply researches natural language processing, based on deep learning, and applies deep learning to natural language processing in order to obtain more accurate results in analyzing the similarity of words in natural language, and combines this method to develop Deep learning natural language processing system for network public opinion analysis. This paper needs to constantly update the existing corpus in the process of processing data, so it is necessary to build a corresponding corpus data server to store real-time corpus data and complete the preliminary processing of corpus data in the database. Segmentation to get data that can be used for deep learning.*

KEYWORDS: *Public opinion analysis, Natural language processing, deep learning, Dynamic weighting*

1. Introduction

Under the influence and progress of the contemporary economy, Chinese enterprises are also facing unprecedented competitive pressures. If enterprises want to survive in an invincible competitive environment, they need to improve their own competitiveness and development methods. This is the current society Under the influence of economic conditions, it is a key issue to ensure the stable and sound development of enterprises. The education and training of employees is also an important manifestation of strengthening the enterprise's own strength and strengthening human resource management, and it is also an important driving force for promoting the reform and innovation of its own system, continuous technological research and development, and management innovation.

2. Corporate Employee Training Management Methods

2.1 Implementation Management

A good strategy and a good plan need to be supported by a good implementation. This requires the human resources department to supervise the staff during the training period, and give appropriate rewards and punishments based on the staff training. Criticize and punish employees and departments who perform as planned or have a negative attitude during the training; praise and reward certain employees and departments who perform outstandingly in the training. At the same time, the human resources department should also keep abreast of the staff's understanding and digestion of the training content and communicate with the training teachers in a timely manner to avoid the difficulty of the training content and the failure to achieve the expected training effect[1].

2.2 System Management

In order to better complete the employee training plan, only the supervision of the human resources department is not enough, and there should be a supporting system to support it. This system should include: employee training attendance management system, corporate employee training reward and punishment system, corporate employee training evaluation standard system, etc., and inform employees of clear system requirements. Only in this way can employees be more clear about the training requirements and standards, and better complete the training.

2.3 Evaluation Management

After employee training, it is also essential to evaluate the effectiveness of employee training in a timely manner. On the one hand, the effect evaluation can test the staff's mastery of the training content, and on the other hand, it can also test whether the trainer can tell the training content to the trainees. Of course, evaluation management is not recommended to be determined by a single evaluation result. The evaluation result should be combined with the actual performance of the position for comprehensive evaluation. In addition, training teachers should also conduct a series of assessments such as training methods, training results, etc., and conduct teacher evaluations to facilitate the selection of teachers for the next staff training.

3. Insufficiency of Corporate Employee Education

3.1 Low Efficiency of Employee Education and Training

Through internal investigation and analysis of enterprises, it is found that the education and training of employees in most Chinese enterprises is still at the initial stage of the original traditional education and training. The focus of enterprise employee education and training is to focus on skills and production efficiency. There is no in-depth arrangement and planning for the education and training of

employees. The training management work is not strong on the characteristics of employees. Part of the work process training is only superficial, and the training content also lacks substantial planning and practicality. Thereby reducing the efficiency of employee education and training.

3.2 Conflicts among Employees Have Intensified, and Training Has Failed to Achieve the Desired Results.

At present, more and more companies are paying great attention to the training of employees, and actively carry out various skills training activities that are cost-effective, and strive to improve the knowledge and skills of employees through the training of employees. However, due to the different differences in many companies, some employees are unable to participate in the company's employee education and training due to work reasons, and can only helplessly miss the time for education and training. This phenomenon is also common in contemporary companies. Existing problems. Therefore, the enterprise education and training conflicts with the basic situation of employees, and the ideal effect of enterprise employee education and training cannot be achieved.

3.3 The Purpose of Education and Training is Not Clear.

For a long time, corporate training has been aimed at the specific business and production needs of the company, and corporate management personnel will formulate corresponding training plans and organize the implementation of related education and training work. However, the training of this kind of enterprise is a concrete manifestation based on the awareness of management personnel, and fails to take into account the actual situation and needs of employees. The setting of education and training is not in place, which leads to the irrationality of the setting of training content. Work tends to be superficial, and it is difficult to achieve the true effect that the company can play on employees.

4. Analysis on the Strategy of Improving the Efficiency of Enterprise Staff Education and Training

4.1 Innovative Corporate Employee Education and Training Concepts

Innovate the concept of corporate employee education and training. If you want to do a good job in the education and training of employees, the first thing is to determine the goals of employee education and training. The idea is a person's ideological motivation, and it is also the basis and foundation of employees' work. Therefore, in the meeting at the beginning of the year, the company should combine its own development and the actual situation of the employees to formulate a scientific and reasonable employee education and training plan, and improve the pertinence and practicality of education and training according to the problems of

the employees at work. Can give full play to the actual effect of education and training; then can expand the scope of training for employees of the company. In addition to training in their own work, they must also strengthen their ideological education, innovation education and discipline, and improve employees in this way. The comprehensiveness of education and training can provide every employee of the company with good learning opportunities, and can also help employees learn and grow through diversified training models and education methods[2].

4.2 Innovation in Education and Training Methods

The secondary task of doing a good job in the education and training of corporate employees is to carry out diversified training. Before carrying out enterprise employee education and training, it is necessary to formulate relevant training plans according to the work characteristics and personal characteristics of employees at different levels, comprehensively inspect the situation of employees, and plan the work content as a whole, so as to improve the system of training and practice success. Practically carry out high-quality education and training work; then in terms of training content, enterprises should highlight the key content of training work, and also take into account the extension of knowledge, ability training, and ideological and political influence in the setting of content. Training, so as to promote the comprehensive development of employees. Finally, the training in the classroom is left-handed and right-handed. The company must organically combine a variety of training methods, such as classroom teaching methods, experiential teaching methods, and practical training methods to improve employee knowledge. While accumulating the amount, it can also improve the skill application ability of employees.

5. Conclusion and Suggestion

In short, enterprise employee education and training is one of the important ways to enhance the enterprise's own competitiveness. To do well in enterprise employee education and training requires more planning and focus, and combining different auxiliary systems or related management policies to improve employees. The education and training work of employees improves the work ability and skills of employees, and at the same time improves the standardization and practicality of employees' daily work. In the future development, companies also need to make timely solutions and arrangements for the problems that arise in the training of employees, so as to improve the comprehensive capabilities of employees, thereby enhancing their work capabilities. Therefore, innovating enterprise employee education and training is also the foundation for promoting the development of the enterprise itself in a better direction.

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