



The applied training model of enterprise management based on ERP simulating experience platform

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ABSTRACT

On account of the ERP simulation with sand table experiment, this paper has clear understanding on features of experiencing education which is based on ERP. Then we establish strategic position to applied personnel majoring in economic management on account of ERP, so we establish the practicing platform of experiments, practical training as well as practice for students in enterprise so as to improve the application ability of students. We put forward practicing discovery on model of applied personnel in enterprise.

Keywords: ERP; personnel training; enterprise; application ability

INTRODUCTION

There are many concepts of personnel training model. Generally we think the personnel training model is a stable configuration state and operating mechanism in order to achieve a certain training goal on the guidance of certain educational ideology or thinking, including educational ideology, training objective, training process, training mechanism, training evaluation. Among them, educational ideology is the education idea as well as principle which is obeyed in personnel training activities, ruling the property and developing direction of personnel training activities; training objective makes the direction of personnel training activities clear; training process is intermediate links to execute educational ideology; training mechanism is behavior pattern that makes the personnel training exist steadily as well as develop constantly; training evaluation is judging link of personnel training activities, weighing whether the personnel training activity is successful or not and the formation of the personnel training model.

THE ESTABLISHMENT OF ERP EXPERIMENT TEACHING PLATFORM

ERP experiment teaching is an important part of economic management experiment teaching. ERP is the short name of Enterprise Resource Planning. The function of ERP practical training includes enterprise strategy, organizing, planning, leading and controlling. Analyzing from experimental contents, it includes marketing management, production operation management, supply chain management, human resources management, and products management.etc. ERP practical training can make students understand the environment as well as contents of enterprise operating comprehensively and truly, so it plays an important role in improving students' practical applied ability. The system of ERP practical training platform is shown in figure 1.

ERP simulation with sand table teaching is an experiential dynamic teaching method which is burgeoning in our country. It truly shows professional knowledge involving enterprise structure and management in sand table, which can be seen and touched by students, thus creates a simulated emulational experiment environment for learning and experiencing the groundbreaking management knowledge. It not only makes students understand the essence of operational management activities, but also strengthens their enterprise consciousness, thus makes every student directly take part in simulated enterprise operation, experiencing complex as well as abstract operational management theory. ERP simulation with sand table is an experimental platform pointing at advanced modern

enterprises' operation and management skill, as well as the role that they design. The teaching aids of ERP simulation with sand table mainly include six sand table disks, representing six enterprises that is competitive with each other. According to function departments of manufacturing enterprises, simulation with sand table has divided the function center, including marketing and programming center, producing center, logistics center and financing center. Each function center covers all the key links of enterprise function, such as strategy programming, marketing management, products' research and development, producing and organizing, material purchasing, equipment investing and reforming, finance checking and management.etc. At the same time, these parts are the designing main line, and abstractly consider the inner and outer environment of enterprise operation as a series of rules. Trainee will form six enterprises that is competitive with each other, simulating the five to six year- operation of enterprises, in which the experimental training links are students involving-sand table carrier - simulating operation- opposed drill-instructor evaluation- students sentiment.etc. The designing idea that combining groundbreaking theory with practice, as well as integrating role playing and position experiencing makes trainee understand scientific management regulation, team work spirit, and improve their management ability comprehensively in activities such as analyzing market, making strategy, marketing planning, organizing producing, and finance management. Etc. At the same time, it is a practical experience for the management process of enterprise's resources.

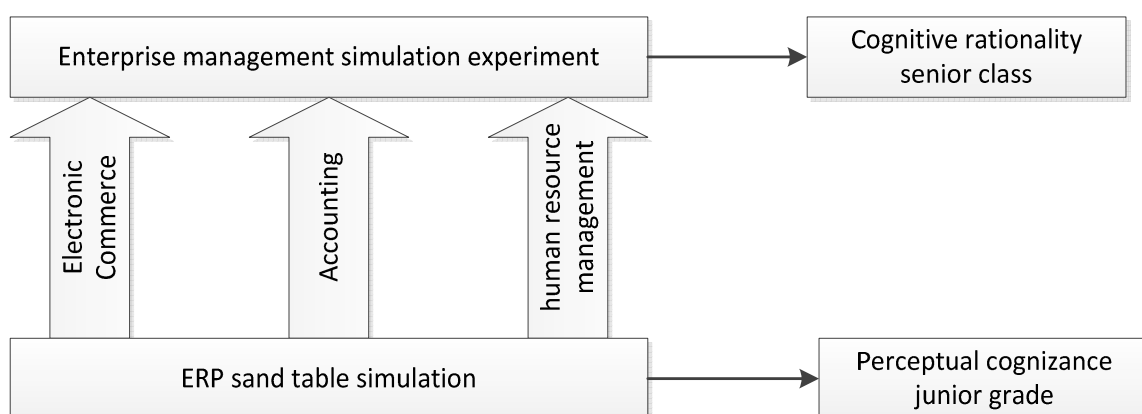


Fig 1.Training platform

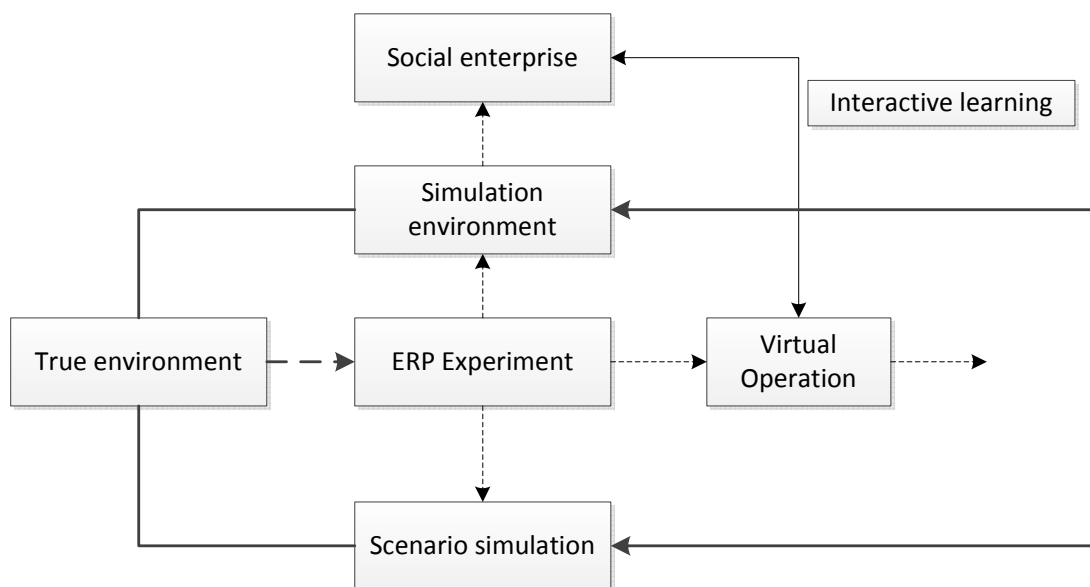


Fig 2 processing of thinking

ERP simulation with sand table training is popular among students majoring in economic management and other specialties. Students have master more theoretical knowledge which is taught in class through ERP experiment, which greatly improves students'perceptual cognizance to management theory. However, at present we use industrial sand table to simulate ERP operating environment, which makes the simulation of enterprise operating environment has some limitations, so we need to upgrade and improve the present ERP experiment, making rational knowledge and perceptual cognizance unified. As for students majoring in economic management and other

specialties, “management” is a totally strange field in which students don’t have practical experience, nor the speculative knowledge. On that occasion, we need to start from offering a perceptualcognitive environment so as to educate these students with management knowledge. In the eyes of educational psychology, the process that individual has cognition on stuff and knowledge firstly comes from perceptual cognizance, and then goes to stage of rational knowledge. ERP simulation with sand table obeys that rational. Through simple simulation to real environment, ERP simulationwith sand table will produce an operating process of a subjunctive enterprise, then it will transit from subjunctive operation to real operation. This process is not only the process of cognition management, learning management knowledge and improving management skill for students, but also the development process for students’thinking logicality(as shown in fig.2)

THE ADVANTAGE OF ENTREPRENEURIAL PERSONNEL TRAINING MODEL BASED ON ERP EMULATIONAL EXPERIMENT PLATFORM

Under the impacts of globalization tidal wave, information technology has totally integrated into the present commercial environment. Popularizing ERP management concept and fostering inter-disciplinary innovative talent is an important strategic mission and responsibility faced by enterprises, institutions of higher learning and the society. We should strengthen the establishment of entrepreneurial practice system, create strong atmosphere and cultural environment for the growing of entrepreneurial talent and establish a wholesome training system for entrepreneurial talent. Strengthening the entrepreneurial practice teaching has particularly great impact on deepening reform of experiment teaching. As the important part of practical teaching, experiment teaching researches systematically and explores practically the issue that in what way the experiment teaching functions on aspects of knowledge establishment, developing theoretical teaching, improving students’ entrepreneurial ability and quality. We carry forward experiment teaching reform of economic management specialty and improve training quality of entrepreneurial talent using ERP emulational experiencing teaching as a pawn.

1. Launching ERP emulational experiencing experiment teaching is an effective way to foster entrepreneurial talent. Students can acquire professional education and skill training through ERP integrative experiment teaching, at the same time, they can get systematical understanding of professional knowledge of economic management and professional basic theory, thus found a real emulational platform of fostering inter-disciplinary innovative talent on the basis of modern educational technology.
2. The launching of ERP emulational experiencing experiment teaching breaks through time and space limitation of practical teaching of economic management specialty. ERP emulational practical teaching platform is the extension of computer emulational technology on higher education, which makes practical teaching activity of economic management specialty break through time and space limitation and create condition to shake off present difficulty for the practice of economic management specialty, at the same time, founding important support and offering proper platform.
3. The launching of ERP emulational experiencing experiment teaching shortens the fostering period of economic management talent. ERP experimental teaching not only can establish rational knowledge structure and theoretical system of economic management specialty undergraduates, but also can greatly improve practical ability of them. ERP emulational experiment teaching is definitely a shortcut of fostering professional talent on economic management efficiently.
4. In a short, the establishment of the experiencing experiment teaching system of economic management specialty can combine skill, knowledge and ability together, arouse students’ interest and respect students’ characters and creation. We can greatly improve the training quality of students majoring in economic management, further fulfill the needs of society and enterprise.

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