

**Title:** Research on the Training and Management of Post-2000 Talents  
in China Coal Group During the Epidemic Period

**By:** KONG LIANGWEI      **Identification** 64BB987031

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### ABSTRACT

After the merger and reorganization of China's coal mining enterprises are completed, the problem of lack of talent in coal enterprises has become increasingly prominent. During the epidemic period, insufficient government funding, the attraction of the coal industry is not strong, the talent training of coal enterprises is lagging behind, and the serious brain drain of coal enterprises is the main reason for the lack of talent in coal enterprises. In the new era, the talent team of coal enterprises has become more and more important. They exert positive subjective initiative and creativity, constantly help enterprises to solve problems, make suggestions, and lead enterprises to develop better, which is an inexhaustible driving force for the sustainable development of enterprises. With the progress of coal mining technology and equipment and the construction of intelligent coal mines, the primary task of coal enterprises is to do a good job in the construction of talent teams. At this stage, the personnel structure of coal enterprises has been greatly improved, and the coal mine staff team is gradually becoming younger and more educated, providing a foundation for the construction of the talent team of enterprises. However, how to cultivate talents and how to build a

talent team is still in the exploratory stage, coupled with the historical problems left over from coal enterprises, there are still obstacles and problems in the construction of talent teams. To cultivate the talents of coal enterprises in the new era, the government should increase its support for coal colleges and universities, and coal colleges and universities should also improve the quality of talent training, and coal enterprises should also adopt good measures to make good use of talents and retain talents.

**Keywords:** epidemic era; Post-00 employees; Talent training; Talent management

