

Analysis of Individualized Training Stimulates Women's Work Potential

Ke Guan *

College of Business Administration, Shanghai LiXin University of Accounting and Finance,
Shanghai, 201600, China

* Corresponding Author Email: lawsog@usf.edu

Abstract. At present, many enterprises still have problems in the training implementation process such as single training content, lack of pertinence and flexibility, resulting in the actual needs of female employees be fully met. The discussion of individualized training model can provide more suitable career development path for female employees and promote their all-round development in the workplace. This not only contributes to the promotion of women's personal career, but also brings certain help for enterprises to cultivate high-quality talents and enhance their overall competitiveness. According to the collected literature, the personality characteristics, advantages and expertise of female employees are analyzed, and customized training programs are combined to help female employees effectively improve their professional ability and comprehensive quality. Personalized training can empower female employees to leverage their strengths in the workplace, leading to enhanced team cohesion, improved team collaboration efficiency, attention to work details, and strengthened user experience. In order to recognize the value of female employees' personal growth in achieving professional success. This article proposes that when designing employee training, companies should tailor the content to the specific strengths and gender-related advantages of female individuals. To empower female employees to fully acknowledge their potential and strengths in the workplace, clarify their career development pathways, facilitate their rapid growth and breakthroughs, and ultimately achieve the objective of unlocking their work potential while assisting them in realizing their professional aspirations.

Keywords: female employees, personalized training, career development, training design.

1. Introduction

As the global economy continues to grow, governments and businesses around the world are increasingly recognizing the exceptional talents and leadership skills that women are demonstrating in various fields. In the context of exploring the ecology of the workplace and the integration of gender advantages, women are becoming an increasingly indispensable force in the workplace. In this context, investing in the training and development of female employees is not only an effective way to tap into their potential and help them realize their career dreams, but also an important measure for companies to fulfill their social responsibilities and build a diverse talent pool [1].

On the path to career advancement, women often face more challenges and obstacles than men. From gender bias in the workplace to the pain points of balancing work and life, and the unequal opportunities for promotion, these all limit female employees from fully realizing their potential for work, creativity, and development, and also restrict the overall development potential of enterprises [2]. By designing targeted training content to help female employees overcome the challenges brought by family responsibilities and workplace pressure, their competitiveness in the workplace can be enhanced. It is particularly important to provide systematic and targeted training and development opportunities for female employees.

Currently, many companies still face problems such as lack of uniformity in training content and lack of targeted and flexible training, which fail to fully meet the actual needs of female employees. To address this issue, companies should conduct in-depth needs analysis to understand the specific needs and challenges faced by female employees in their career development. Through the utilization of



questionnaires, regular interviews, and other methods, organization can gather feedback and expectations from female employees regarding training content, enabling organization to design tailored and professional training programs accordingly. Furthermore, organizations should investigate a variety of training methodologies, including on-the-job training, study tours, and ongoing education initiatives, to address the diverse developmental needs of employees and to circumvent a uniform training paradigm [3].

The significance of the study lies in providing personalized training for female employees, which can contribute to gender equality in the workplace. Through targeted training, the potential of female employees can be unlocked and enhanced, improving the efficiency and effectiveness of training and enabling them to achieve their career development goals. Secondly, it helps businesses build a diverse talent pool. In a diverse team, employees with different backgrounds and abilities can complement each other, enhancing the team's innovation and problem-solving capabilities. Finally, personalized training can help improve the overall competitiveness of the enterprise. By developing the professional skills and overall qualities of female staff, organizations can secure a competitive edge in the intense market landscape and attain long-term growth.

The core of this study is focused on the construction of training models.

This paper collects relevant literature on topics such as women's career development, customized training, and the current employment status of female employees. An analysis and review of the existing research on female employee training, gender differences, and career development. Through a study of relevant literature, the paper summarizes the challenges and bottlenecks that female employees face in their career development and explores how personalized training can be used to address these issues. It provide theoretical support for research on utilizing personalized training can stimulate the potential of female workers.

2. The Importance of Individualized Training for Female Employees

2.1. Achieving the Value of Individual Growth for Female Employees

According to the advantages and needs of women, tailor-made training programs are provided to enable women to learn according to their own career goals, interests, and needs, thus achieving the goal of enhancing their job skills. This not only helps to improve their professional skills and knowledge levels, but also enhances their self-confidence and sense of self-efficacy [2]. Personalized training can provide female employees with the necessary tools and resources to overcome gender bias and obstacles in the workplace and achieve success in their respective career paths. Additionally, women also demonstrate significant advantages in innovative thinking and leadership development that cannot be ignored. Companies can take advantage of these advantages.

2.2. Enhance Team Cohesion and Collaboration Efficiency

Female employees have demonstrated extraordinary talent and potential in various fields with their serious attitude, delicate emotions, excellent communication skills, and perseverance. When the individual strengths of female employees are fully utilized, the team atmosphere will be more harmonious, and the complementarity between members will also be enhanced. Female employees often serve as a lubricant in teamwork, promoting mutual understanding and cooperation among team members. Training that capitalizes on the strengths of women can deepen mutual understanding and trust among team members, facilitate the effective flow of information and optimal allocation of resources, and thus enhance team cohesion and collaboration efficiency [4].

2.3. Promote Corporate Culture Development

A company that respects women and values their development is often able to attract more talented women to join. By implementing targeted training, companies can not only show their care and support for female employees, but also shape a more inclusive and open corporate culture, which

helps attract and gather more high-quality and high-potential talents [1]. The cultivation and support of female employees, alongside the establishment of a positive corporate image and the strategic attraction and utilization of talent, can significantly enhance a company's brand influence and market competitiveness.

3. Characteristics of Female Employees

3.1. Women's Character Strengths

3.1.1. Emotional Perception and Affinity

The emotional sensitivity and empathy displayed by women in the workplace is one of their unique strengths [5]. These qualities not only help to build good interpersonal relationships, but also improve work efficiency and quality in many aspects.

Firstly, emotional awareness enables women to accurately detect changes in the emotions of others in the workplace. In teamwork, this ability is particularly important. Women are able to pick up on the emotional state of team members in a timely manner and take appropriate measures to soothe or motivate them. This kind of care and emotional support can effectively relieve stress and resolve conflicts in a timely manner, thereby enhancing team cohesion and improving the efficiency of teamwork among members [4].

Secondly, affinity is another important characteristic that women display in the workplace. Women are generally better at listening and expressing themselves, and are able to communicate with others in a gentle and friendly manner. This communication style helps to create a gentle work atmosphere, reducing conflicts and misunderstandings. Simultaneously, empathy can facilitate women's ability to forge stronger connections with customers or partners, thereby enhancing trust and fostering cooperation among them. This advantage is particularly noticeable in careers that involve frequent interaction with people, such as sales, customer service, and public relations [4].

Additionally, women's emotional perception and empathy can also help them be more comprehensive and meticulous in dealing with complex issues. Women are able to take into account various factors, including human emotions, to create more comprehensive and humane solutions. This skill is particularly important in positions that require high levels of coordination and communication, such as project management and human resource management.

3.1.2. Carefulness and Patience

The attention to detail and patience displayed by female employees in the workplace undoubtedly contribute to enhancing team collaboration efficiency and improving work quality [2]. This characteristic is reflected in data sorting, quality control and other aspects, greatly reducing the error rate and improving the accuracy of work results. With regard to detail management, the attentiveness of female employees plays a crucial role in mitigating potential risks during project execution, thereby facilitating a more seamless implementation process. Meanwhile, their patience in dealing with repetitive or tedious work enables the work to be carried out consistently and steadily, which is crucial for maintaining the stability of business operations and enhancing customer satisfaction.

3.1.3. Toughness and Resilience

Female employees tend to prove their ability to do the job through their own merits rather than receiving favorable treatment based on their gender or achieving work results through other means. Meanwhile, female employees in the same position are more likely to persist when faced with work challenges compared to male employees [1].

3.2. Disadvantages Faced by Women

3.2.1. Inferiority Complex

In the current social environment and during personal growth, women are subjected to various forms of gender discrimination and unfair treatment, which leads to a sense of inferiority in most women's subconscious minds. This mindset can negatively impact women in their work and personal lives, causing them to unconsciously place themselves in a lower position [5]. This psychological effect may lead women to be too cautious in their career competition, afraid to actively pursue opportunities, which can hinder their competitiveness and career development in key positions[1].

3.2.2. Physiological Effects

The physiological effects that women face in the workplace, such as pregnancy and menstrual cycles, can sometimes have an impact on their work state. The time and energy invested in childbearing may diminish the competitiveness of female employees relative to their male counterparts of the same age [6].

Well-meaning gender bias of men's benevolence limits women's career development, that made women cannot find a sense of self-identity and accomplishment in their work. Well-meaning gender bias also prevents women from accessing the core of an organization or management-related work, causing female employees to subconsciously deny their own abilities and limiting their motivation to break through the "glass ceiling" [2].

3.2.3. Work-Life Double Pressure

The dual pressures of work and family are also a major obstacle to women's development. Especially in the realm of family life, the pressure that women are facing is increasing at an unprecedented rate. The core responsibilities of educating children, managing household affairs, and maintaining family relationships are often solely attributed to women, which leads to accumulated stress in their lives that is difficult to alleviate in a timely and effective manner [7].

4. Personalized Training Content

4.1. Training Points

When designing personalized training programs, companies should focus on the specific needs and development goals of their employees. During personnel training, the method of demand investigation and analysis can be used to collect the career development needs, skill gaps, and interest directions of female employees through questionnaires and one-on-one interviews. Utilizing the gathered data, establish personalized development profiles to elucidate the distinct requirements of each employee regarding promotion, skill enhancement, psychological resilience, and other pertinent factors [8].

Companies can use a "self-selection" mechanism when conducting training, allowing employees to choose from various training programs that best suit their needs. These courses include leadership development, communication skills, time management, emotional management, skill enhancement. The training program covers both theoretical knowledge and practical case studies to ensure that the course content meets the actual work needs. The number of courses should be set to 5 to 10 to facilitate employees' targeted learning. In terms of training implementation, a combination of online and offline lectures is used, utilizing modern information technology to enhance the flexibility and convenience of the training. It is recommended to set interactive training forms such as group discussions, role-playing, and case analyses to enhance engagement and learning effectiveness. Set clear training objectives and evaluation indicators for different courses, such as completion rate, knowledge retention, and practical application ability. It is recommended that the training objectives for each course be set as specific, measurable, achievable, relevant, and time-bound goals according to the SMART principle.

4.1.1. Career Development Planning Training

Career development planning is customizing corresponding career development plans based on female employees' career goals and personal interests, with the goal of enhancing their professional skills and competitiveness in the workplace. Through individualized consultations and comprehensive career skills assessments, companies assist female employees in clarifying their career development paths and creating practical and feasible career development plans [3].

Career development training can help female employees clarify their career goals, enhance their sense of direction and purpose in their careers. Through training, female employees can better understand their interests and strengths, allowing them to feel more confident in designing their own career paths and proactively seeking career development opportunities when facing workplace challenges.

4.1.2. Work-Life Balance

The training program is designed to equip female employees with practical skills in time management and personal life planning, thereby facilitating their ability to achieve a harmonious balance between professional responsibilities and personal life. This initiative aims to enhance work efficiency while ensuring that participants can lead fulfilling lives.

The company organizes a women's exchange program where employees can share their experiences and work together to face the dual challenges of work and life. Such exchanges not only strengthen the connections among female employees, but also promote teamwork and leadership development. These measures help to break down gender bias and encourage women to pursue career growth while better balancing busy work with family responsibilities [6].

4.1.3. Experience and Professional Knowledge Integration

Many people hold the view that women tend to struggle in fields related to technology or science [1]. Companies should also provide suitable positions for female employees with technical expertise, and offer professional training courses to help women make full use of the skills and knowledge they have acquired and combine them with their previous work experience. By continuously improving their professional skills, female employees can effectively narrow the gap with their male colleagues and enhance their competitiveness in the workplace.

Companies should take note of the industry gap periods that female employees experience due to physiological issues or family reasons when providing professional technical training. Companies can offer online or recorded training sessions to these female employees for joint training [2]. This ensures that female employees can acquire the latest knowledge and skills, and also keep pace with the development of the industry. Even with a gap in employment, women can still enhance their competitiveness in the workplace. Companies also ensure the continuous development of talent, preventing female employees from experiencing stalled career development due to prolonged absence from the workforce [6].

4.1.4. Mental Health and Stress Management

The reduction in market labor demand presents a more severe test for the vulnerable female population. Female employees may face greater psychological stress. In response to this need, companies can introduce mental health and stress management courses. These training courses can help female employees learn to regulate their emotions, relieve stress, and maintain a positive and upward attitude. This facilitates female employees in alleviating the stress associated with dual role conflict (bidirectional environmental stress relief), consequently diminishing anxiety and enhancing work efficiency [6].

Some female employees in the workplace are affected by "goodwill gender bias" and believe that they should be assigned tasks that are unrelated to their skills or leadership abilities. To achieve this, companies can reshape their work culture to change female employees' perception of work, helping them recognize their value and capabilities and encouraging them to take on more challenging tasks. Cognitive restructuring helps individuals build a more positive relationship with work and redefine

their understanding of work, thus experiencing a deeper sense of work meaning and self-worth in their current career [1,2].

4.1.5. Communication and Collaboration Skills

The training content can include communication skills, emotional management, negotiation strategies, to help female employees respond more calmly and find the best solutions when facing various conflicts at work [9].

Companies can take advantage of the gender advantages of women, such as being meticulous, observant, and empathetic, by conducting regular team building training to enhance female employees' communication skills and team spirit. The training program uses diverse training methods such as case analysis and role-playing to enhance their communication effectiveness and teamwork skills with other team members, enabling them to better exercise leadership and coordination in project implementation.

4.1.6. Leadership and Decision-Making

Despite the fact that women are showing outstanding talents in the workplace, the proportion of women in leadership positions is still relatively low [9]. Training programs should incorporate leadership and decision-making skills development for female employees through simulation exercises, case analyses, and other methodologies to enhance their influence and decision-making efficacy within teams.

The company provides fair evaluations and reasonable promotion considerations for female employees during performance assessment and promotion evaluation. Companies should establish a comprehensive evaluation system, and the members of the evaluation group should be selected as representatives from various departments within the company to ensure the comprehensiveness and objectivity of the evaluation. Using such an evaluation system, the company can ensure that female employees receive equal and fair treatment and recognition in the workplace as male employees [9].

Companies can organize lectures and seminars during training design, inviting successful female leaders to share their experiences and inspire female employees to actively pursue leadership positions and be brave enough to express their views in critical situations. Meanwhile, companies should provide more opportunities and channels for female employees to advance.

4.2. Key Points of Feedback Assessment Mechanism

The post-training effect assessment is crucial, and the personnel organization can obtain feedback through methods such as questionnaires, interviews, and follow-up observations. The evaluation includes participants' understanding of the training content, their self-assessment of skill improvement, and the application in actual work. Through quantitative and qualitative analysis, the performance changes of participants within 3 months after the training were evaluated, and the effects were data-based presented for future course adjustments and improvements [10].

4.2.1. Evaluate the Effectiveness of Training

Organizations ought to conduct a quantitative assessment of training efficacy, primarily through the systematic monitoring and data analysis of key performance indicators (KPIs). First, the training objectives are compared with the actual results to evaluate whether the training objectives have been achieved. Secondly, the practicality of the training content is evaluated, and whether the training content meets the actual needs of the job is checked. Finally, long-term tracking of training effectiveness, as well as the retention of knowledge and skills and their application in the workplace, ensures that customized training can effectively move forward [3].

4.2.2. Enhance Personalized Training

According to the problems that arise during the training process, necessary adjustments should be made to the training content and methods to meet the actual needs of female employees. Based on the

feedback, the human resources department needs to make corresponding adjustments and optimizations to the training content, methods, and procedures. Drawing from this experience, the company should strategically outline the direction and content of future training initiatives to facilitate self-development among female employees through tailored programs. Furthermore, it is imperative for the company to continuously refine and enhance its training materials and methodologies in subsequent cycles to effectively unlock and maximize the full potential of its workforce [3].

5. Conclusion

This article examines the significance of personalized training in fostering career development for female employees, investigates the gender biases and disparities in promotion opportunities that women encounter in the workplace, and advocates for the implementation of tailored training solutions that address the specific needs of female employees. This article analyzes the training solutions from the perspectives of career development planning, work-life balance, integration of experience and professional knowledge, mental health and stress management, communication and cooperation, and leadership training, and designs training programs based on the characteristics of female employees. Simulation training is also conducted in actual work scenarios to enhance the effectiveness of the training. This article believes that enterprises should continuously optimize their training systems, deepen the cultivation of professionalism and leadership skills for female employees, in order to achieve gender equality and diversification in the workplace. Training can establish a complete evaluation mechanism to enable enterprises to closely monitor the growth trajectory of female employees in the workplace, thereby ensuring that the training outcomes are consolidated and transformed.

The company will enhance the training of female employees' professional skills and leadership abilities to achieve gender equality and diversity in middle management positions. Personalized training can enhance female employees' professional skills and unleash their inner potential, thus enabling them to stand out in the highly competitive workplace. Female employees can more clearly plan their career paths, promoting the sustainable development of their careers.

Personalized training has many advantages in stimulating women's potential for work, but it also has some shortcomings, mainly including the following points: One issue is unequal resource allocation, personalized training requires a large amount of human, material, and financial resources, but not all enterprises and organizations can provide sufficient resources, resulting in some female employees not being able to enjoy high-quality personalized training. The second challenge is that the effectiveness of personalized training is more complex and difficult to quantify. This may lead to poor training outcomes and difficulty in identifying and adjusting in a timely manner. Three is that personalized training may cause some female employees to feel greater psychological pressure, as they need to face their own shortcomings and numerous challenges during the training process. If handled improperly, it may have a negative impact on their self-confidence.

In light of these limitations, future research could focus on building a more equitable resource allocation mechanism to ensure that all female employees receive the necessary training support.

References

- [1] Y. Ke, Gender culture and its impact on women's career development, *Human Resources*, 7 (2022) 16-18.
- [2] G.C. Xian, positively addressing the challenges of women's career development to promote sustainable career development, *China Training*, 3 (2024) 21-25.
- [3] C. Yi, X.X. Feng, L.S. Huang, The relationship between women's career development and family responsibilities in colleges and universities, *China Healthcare Industry*, 16 (2019) 175-177.
- [4] Z.M. Liu, returning to the essence of training and enhancing organizational human effectiveness, *Human Resources*, 13 (2024) 24-25.
- [5] M. Muis, M.F. Nai'em, A.A. Arsin, et al. The effect of multiple role conflicts and work stress on the work performance of female employees, *Gaceta Sanitaria*, 35 (2021) S90-S93.

- [6] N. Sánchez - Mira, Undoing gender in female breadwinner households: Gender relations and structural change, *Gender, Work & Organization*, 31, 4 (2024) 1196-1213.
- [7] A. Benson, D. Li, K. Shue, Potential and the gender promotions gap, Available at SSRN, (2024).
- [8] C.R. Steele, T.R. Moake, M.N. Medina - Craven, Developing women leaders: The role of women's professional organizations, *Human Resource Development Quarterly*, 35, 1 (2024) 41-65.
- [9] E. Betti, Women's activism, vocational training, and cultural exchanges between east and west, (2024).
- [10] N. Baporikar, Impact of training and development on employee performance at public enterprises, *Advancing Student Employability through Higher Education*, IGI Global, (2024) 234-262.