Research on Sudden Fault and Effective Repair of Organizational Talent Training Based on Big Data

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Abstract:

The cultivation of innovative talents based on big data technology is related to the overall development of big data technology in our country to a certain extent. Therefore, at this stage, it is very important to explore the cultivation mode of big data professionals in higher vocational colleges. In the introduction of this paper, it analyzes the current demand for social talents of big data major in China, focuses on the problems existing in the training field of big data major students in higher vocational colleges, and gives corresponding improvement suggestions. At present, as an industry, big data technology talents will have an increasing demand for relevant talents. Therefore, higher vocational colleges should grasp the fundamental standards, do a good job in the top-level design of talent training programs, and pay attention to cultivating students' ability to adapt to job needs, so as to serve the development of regional big data industry. It is necessary to clarify the post needs, training objectives, training mode, training specifications and curriculum system of big data, and ensure the construction of teaching staff, professional ideological and political construction, teaching resources construction, post course certificate integration, innovative teaching methods and teaching evaluation, so as to lay a foundation for the cultivation of high-quality technical and skilled talents of big data specialty.

Keywords: *Big data technology; innovative; training method.*

I. INTRODUCTION

In the era of digital economy, people's lives are undergoing earth-shaking changes with the rapid development of big data, cloud computing, artificial intelligence technologies[1-3]. Emerging big data technologies have been integrated into health care, commerce, government affairs, finance, national security, etc. Based on the background of big data and the requirements of the times for the training of innovative and entrepreneurial talents [4], Premier Li Keqiang pointed out that college students are a new force in implementing innovation-driven development strategies and promoting mass entrepreneurship and innovation. Innovation and entrepreneurship [5], improve practical ability. In the era and wave of big data development, big data in education management is an indispensable force. As a new form of big data application in the field of education management, smart education has played an important role in talent

training and scientific research in colleges and universities. The traditional teaching mode often ignores the main role of students, the traditional teaching methods limit the cultivation of students' international vision, and the traditional training methods cannot meet the current urgency of the country's current demand for innovative and entrepreneurial talents. Therefore, in the context of the needs of innovative and entrepreneurial talents and the era of big data, the application of network platforms has enabled diversified teaching modes and teaching methods such as micro-classes, MOOCs, flipped classrooms, PBL (Problem-based Learning) teaching methods, etc. Successfully used in classroom teaching, it has played a positive role in promoting students as the main body of teaching and developing students' international vision [6-10]. As a training base for innovative and entrepreneurial new talents, colleges and universities play an important role in the national layout of innovation and entrepreneurship. Various colleges and universities have different focuses on the cultivation of innovative and entrepreneurial talents; they can focus on advantageous disciplines, combined with regional or industry characteristics[11-15], or based on emerging frontier fields. Under the background of the era of big data, colleges and universities can analyze the relevant data in a more targeted manner to obtain relevant information, so that they can more accurately locate the hot spots and development trends in the field, and respond to the development trend of the times to better realize the innovation and entrepreneurial talents. 's cultivation.

II. THEORETICAL BASIS

When designing a talent training plan, it is necessary to combine the needs of big data positions, establish training objectives, training specifications, curriculum settings and curriculum systems, and fully open public basic courses, professional basic courses, professional core courses, professional development and quality in strict accordance with national regulations. Elective Courses,Build a scientific and reasonable curriculum system. At the same time, it systematically grasps various links such as system and mechanism, teaching management, teacher team construction, professional ideological and political construction, teaching resource construction, innovative teaching methods, and teaching evaluation, establishes a guarantee mechanism, and steadily improves the effectiveness of education. With the increase in the scale of the big data industry, the society's demand for big data professionals has further increased. In addition, with the advent of the era of big data, the demand for big data professionals in some conventional enterprises in China has gradually increased. For example, in recent years, the demand for big data professionals from financial companies and educational companies has increased significantly. This is because the use of big data professionals can not only help educational enterprises to significantly improve the quality of classroom teaching, but also conduct targeted teaching for students through the analysis of students' learning data, in order to improve their academic performance. In financial enterprises, the use of big data professionals can not only effectively improve the work efficiency and work quality of audit staff, but also achieve accurate assessment of investment risks, thereby reducing the investment risks of enterprises.

III. ALGORITHM DESIGN

3.1 Training objectives

The training goal of this major is to focus on the all-round development of students, to serve the needs of regional jobs, to promote employment, to cultivate students with good professional quality and innovative and entrepreneurial spirit, to master the necessary basic theoretical knowledge of big data technology, and to possess Professional skills such as data collection, storage, cleaning, analysis, mining, visualization, etc., adapt to the production, service, management and other front-line needs of the big data industry, and can be engaged in data platform operation and maintenance, data visualization, data processing, data mining and other high-quality work Technical Skilled Talents.

3.2 Focus on cultivating the ability to adapt to job needs

Effectively do a good job in the deep integration of the talent training plan and the "job certificate", centering on the "1+X" skill level requirements of big data majors, combined with the actual needs of professional talent training, the orientation of professional positions, training specifications, training objectives, curriculum system, core The key elements such as curriculum development are comprehensively sorted out and scientifically and accurately positioned, and the professional teaching standards and vocational skill level standards are connected, and comprehensive practical courses based on the work process are developed from the aspects of knowledge, theory, and practice, and a professional curriculum system that integrates post-course certificates.

3.3 Teaching resource construction

Schools and enterprises jointly build a big data laboratory to provide a high-quality teaching and experimental environment for building big data basic knowledge experiments, course training, scientific research innovation, and application technology innovation. At the same time, a series of laboratory construction plans on "teaching reform, skills competition, scientific research innovation, and job docking" are proposed to improve students' ability to use big data to solve practical problems from all aspects. Incubate a number of stable off-campus internship bases, provide students with internships and jobs, equipped with mature and perfect internship facilities, exercise students' practical ability, and improve their employment competitiveness; Fully meet the job needs and help students better practice and employment. Build and configure the digital teaching case library, course ideological and political resource library, virtual simulation software, loose-leaf teaching materials and other professional teaching resource libraries related to the major, and make reasonable use of the national resource library for smart vocational education, the Pan-Ya curriculum resource platform and school-enterprise cooperation The developed project work orders and other resources are rich in variety and forms, which are convenient for students to study and research by themselves, and meet the development of teachers' daily teaching.

IV. CONCLUSION

To sum up, the establishment of big data innovative talent training programs in colleges and universities is of practical significance and is needed in the current era. The proposal of this measure will promote the development of the country's big data technology industry to a certain extent. In order to actively respond to the call of national policies, it is necessary for colleges and universities to offer big data-related majors. Colleges and universities should make full use of the development advantages of the industry and conduct targeted training for students as much as possible, so that students can obtain professional learning. The good results have fully contributed to the development of the national big data professional technology. In view of some teaching problems faced by colleges and universities in the process of opening big data majors, it is necessary to actively improve relevant courses, optimize courses as much as possible, improve the teaching quality of big data majors, and cultivate a group of high-quality students for the country according to the needs of the times. technical talents.

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