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油气田专业人才培养机制研究

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摘要:

低碳清洁油气能源产业新形势、新任务对油气田专业队伍的结构和能力素质提出了更高的要求,探索创新专业人才培养机制十分迫切。为此,以中国石油西南油气田公司为例,基于油气田业务价值链的特殊性和人才培养过程,根据油气田发展环境和人才战略目标,构建了人才培养机制模型,并提出相应的构建措施:①根据低碳清洁油气能源产业创新需求,以及油气田技术和管理创新发展要求,加快培养创新型人才队伍,建立油气田专业人才培养机制体系,构筑专业人才适应性机制;②分析油气田专业人才培养总体需求,确立专业人才结构,建立适应油气田发展战略的专业人才培养需求机制;③确立专业人才培养的指导方针、总体思路、发展目标,抓好总体部署,构建满足人才供求关系的专业人才培养规划机制;④通过加强人才发现、选拔、任用、评价手段,加大人才薪酬与激励力度,创新人才培养方式与开发途径,建立保障人才资源价值开发的专业人才培养实现机制。

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Training mechanism of professionals for oil and gas fields: A case study from the PetroChina Southwest Oil & Gasfield Company

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Abstract:

Higher requirements are presented for the ability & accomplishment of professionals and talent teams as well as their structure in oil and gas fields facing with new challenges under the present situation of advocating a low carbon economy, so it is urgent for us to discuss the training mechanism of professionals. In view of this, a case study is conducted of the PetroChina Southwest Oil & Gasfield Company. Based on the peculiarities in the value chain of oil and gas field services as well as the personnel training process, a mode of personnel training mechanism is built for adapting to the field development environment and achieving the goal of talent strategy. The following concrete measures are also taken herein. (1) According to the high requirement for the development in the oil and gas sector and innovation and development in techniques and management at fields, a system of cultivating more creative and applied talents should be facilitated. (2) Through the analysis of general demand for professionals and talent teams at fields, the talent structure should be determined and the talent training demand mechanism needs to be completed. (3) With clear guiding principles, general ideas, and developing goals kept in mind, a perfectly full plan of personnel training should be made to meet the demand for talents. (3) Besides talent hunting, recruitment, talented person appointing, and talent evaluation, other means like the incentive payment system should be adopted to explore different ways and methods of cultivating more creative talents, thereby to set up a system of exploring and developing talent resources to the highest degree.

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