

Status Evaluation and Countermeasures of Shaanxi Talent Highland Construction Based on "Silk Road Economic Belt"

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Abstract: Shaanxi Province is the starting point of the "Silk Road Economic Belt", and its talent highland construction is of great significance to the development of Shaanxi province as well as provinces and countries along the route. Therefore, this paper first analyzed the necessity of constructing Shaanxi talent highland under the background of "Silk Road Economic Belt", and then put forward four suggestions for the construction of Shaanxi talent highland as followings: first, formulating the construction strategy of Shaanxi talent highland; second, promoting competency management based on classified management to create a fair competitive environment for talent highland construction; third, constructing talent innovation platform and changing talent development mode; fourth, improving local ability of maintaining talents. This work is significant to the construction of Shaanxi talent highland with higher quality under the background of "Silk Road Economic Belt".

1. Introduction

The key of constructing the "Silk Road Economic Belt" and achieving the goal of "five links" lies in the cultivation of talents. Only by building a "talent pool" under the background of the "Silk Road Economic Belt" and forming a "talent magnetic field" with super magnetic accumulation effect can it effectively support the steady implementation of the national "Belt and Road" strategy. In recent years, Shaanxi economy has developed rapidly and its economic hard power has been greatly improved [1]. However, due to various reasons, the construction of talent highland is not satisfactory, and there is still a certain gap with the social and economic development and the requirements of the people. The construction of the "Silk Road Economic Belt" will undoubtedly promote the rapid development of Shaanxi social economy, and will also bring unprecedented historic opportunities for the further promotion of Shaanxi talent reserve [2-3]. Relying on the countries and regions along the route to construct talent highlands is helpful to alleviate the real dilemma of talent shortage in Shaanxi and to promote the high-quality development of Shaanxi economy.

2. Necessity of Constructing Shaanxi Talent Highland Under the Background of "Silk Road Economic Belt"

Shaanxi, as the core area of the "Silk Road Economic Belt", the quantity and quality of its talent reserve greatly affect the effect degree of the core area in the "Silk Road Economic Belt". For a long time, Shaanxi has been faced with the problems of small total amount of talents, prominent structural contradictions and shortage of high-level talents. The contradiction between the exuberant demand for talents and the serious shortage of talents in Shaanxi not only affects the economic and social development of Shaanxi, but also restricts the construction of talent highland in the core area of the "Silk Road Economic Belt" [4]. Under the background of "Silk Road Economic Belt", Shaanxi, as the core development region, must build a first-class stage, create first-class conditions, create a first-class environment, form a comparative advantage in talent development and a pattern of talent gathering, gather and cultivate a number of high-level innovative and entrepreneurial talents, senior management talents and high-skilled talent clusters, give full play to the demonstration, drive and radiate of talent highland, promote the overall development of human

resources, bring up a number of enterprises with international and domestic competitiveness, and provide strong talent support for the development of the "Silk Road Economic Belt" in different regions, industries and disciplines.

3. Evaluation on the Present Situation of Shaanxi Talent Highland Construction

3.1 Shaanxi talent highland construction has initially formed a certain scale and has strong professional strength

The construction of "Silk Road Economic Belt" introduces Shaanxi to the international market as the starting point of the "New Silk Road". The docking with domestic and international resources makes the construction of talent highland in Shaanxi Province more perfect. First of all, from the perspective of quantitative, the construction of the "Silk Road Economic Belt" makes different levels of international and domestic talents pay attention to Shaanxi Province, which brings rich human resources to Shaanxi Province. Therefore, the construction of talent highland in Shaanxi Province has initially formed a certain scale. In addition, from the depth of talent highland, talents are distributed in various fields of Shaanxi Province, and have plentiful professional knowledge and professional achievements [5].

3.2 The construction thought of talent highland is not clear and the key point is not prominent

The construction of "Silk Road Economic Belt" has also brought some challenges to the construction of Shaanxi talent highland. The "Silk Road Economic Belt" is based on international and domestic markets and is based on mutual cooperation among countries and provinces along the route. Therefore, the rapid circulation of talents at home and abroad, among regions and within regions leads to the phenomenon of recruiting talents as long as they meet. That is, the verification system of talents is lack, so that there is no control over the quality level of talents when introducing a large number of talents. At the same time, it is difficult to assign talents in a reasonable position faced with a large number of talent introduction. This phenomenon is bound to make talent structure difficult to adapt to the requirements of local economic and social development, and to a certain extent, cause idle and waste of human resources [6].

3.3 The regional and industrial layout of talents is unreasonable, and there is a gap in the requirements of "excellence"

At present, Shaanxi has developed rapidly under the background of "Silk Road Economic Belt" construction, in contrast, the problem of unreasonable talent layout is becoming more and more prominent. From the layout, some emerging industries, especially those in the field of high-end technology, such as research and development of electronic technology, have a significant shortage of talents and are mainly concentrated in urban and towns. From the distribution of the industry, talents are more concentrated in the institutions, and the proportion of enterprises is low. From the industrial distribution, the proportion of the tertiary industry is still low, and the remaining cities are obviously deficient except Xian, achieving a high level of 64.6%. Therefore, the high-skilled talents are particularly deficient [7]. From the subject and major, talents are mainly concentrated in the field of humanities and social sciences, but there is a serious shortage of talents in the field of natural science, especially in high-tech disciplines.

4. Countermeasures of Constructing Talent Highland in Shaanxi Province

4.1 To formulate construction strategies for talent highland

Formulating constructing strategies of talent highland is the necessity of uniting talents and giving full play to the role of human resources. Giving full play to the role of human resources need a relatively stable talent team. The stability of a talent team is affected by psychological expectations to a large extent. Formulating the construction strategy of talent highland and showing talents the goal and vision of talent development in the next 10-15 years can have a strong attraction

to talents both at home and abroad, and produce a strong cohesion to existing talents. Under the stable psychological expectation, the existing talents can seek the long-term development of their own career, so as to give full play to the role of the existing talents. However, in the construction of talent highland, the lack of long-term strategic planning and design will inevitably lead to the short-term transformation of policy objectives, thus increasing the uncertainty of talents, especially high-end talents. Lacking sense of security is not conducive to uniting talents and giving full play to the role of talents. In addition, the economic development of China should avoid repeated construction, and talent highland should also avoid repeated construction. Otherwise, it will lose competitive advantage and market value [8].

4.2 To promote competency management based on classified management and to create a fair competitive environment for the construction of talent highland

Competency management is composed of fair evaluation system, fair treatment system and capacity development system. These three systems constitute competency management. In competency management, talents are treated fairly based on fair evaluation, which includes positions, wages, benefits and honors. After evaluation, if a person's ability can be qualified for a more important job, this person can enter into the fair treatment system and be given corresponding position and treatment. If a person has obvious weakness or deficiency after evaluation, then this person can enter into the ability development system to carry on the quality ability training. After training, if the weaknesses and deficiencies have been made up, this person can return to the original position; if the ability has been improved significantly, this person can enter into the fair treatment system; if the weaknesses or deficiencies have not yet been made up, this person has to leave the system and to find another way out. In competency management, fair evaluation system is the basis.

4.3 To build talent innovation platform and to change talent development mode

In the process of constructing talent highland, it is mainly to support the construction of innovation platform, such as enterprise technology centers, key disciplines and key laboratories, postdoctoral mobile (work) stations, engineering technology(research) centers, key industrial clusters (bases) and projects and key projects of agricultural industrialization. It is also necessary to further strengthen the construction of carriers such as high-tech industrial parks, university science and technology parks, science and technology business incubators and to constantly improve the ability of carrying and absorbing talents. Implementing the training mode of "leading talent, team and platform", encouraging and guiding professional and technical talents to enterprises can make enterprises really become the subject of technological innovation and absorbing talents. Setting up independent innovation post and exploring a new mode of talent development that combines talents, posts, projects and capital can vigorously attract scientific and technological personnel from overseas, provincial, and scientific research institutions to work in enterprises. At the same time, strengthening the construction of key disciplines in colleges and universities and scientific research institutions can establish a number of regional and open key laboratories with advanced levels at home and abroad.

4.4 To improve the local ability of maintaining talents

The establishment of "Silk Road Economic Belt" makes Shaanxi become a region and platform attracting talents of world-class, national and local level. Maintaining talents and contributing to the construction of Shaanxi talent highland need to construct from aspects of loose atmosphere, special policies and superior environment [9]. It is necessary to strengthen the local ability of maintaining talents and attract different levels of talents to settle down from aspects of emotion, material and environment. Firstly, strengthening the humanistic care atmosphere in the work can promote talents to participate in the work and life things. Secondly, it can start from the special policy, such as the investment of talent venture capital, land, tax, cultivation, income distribution, social security, management policy and public service to provide talents with the material reward that they deserve in all aspects. Finally, strengthening the soft power of urban culture and building a green

environmental protection city can create a superior urban environment to promote the construction of talent highland.

5. Conclusion

Shaanxi Province is in a special position of the "Silk Road Economic Belt" construction. In order to build a high quality, high level, and longer term talent highland, Shaanxi Province should seize the opportunities brought by the "Silk Road Economic Belt" construction in a timely manner. At the same time, it should also face up to the problems existing in the construction of talent highland, and solve these problems from the aspects of development strategy, talent management mechanism, talent platform innovation and talent maintaining ability. However, the construction of talent highland is a complex problem, Shaanxi Province should examine itself in time under the background of national policy, constantly adjust the countermeasures, and make efforts to build the talent highland with high quality.

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