

Study on the Long-acting Mechanism of Induction of Talent Based on Demand Orientation

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Abstract: Entering the 21st century with the rapid development of scientific and technological information, human resources is a green resource in the new century, and can measure a country or region's future development status of an important resource reserve, for more and more countries and regions attention, and it has become the first capital of society. The competition of comprehensive national strength is mainly the competition of science and technology. In the final analysis, the competition of talents is its core, and the talent strategy has risen to the national strategy. Therefore, if countries and regions want to take the lead in the future social competition and occupy the first opportunity, they must formulate a scientific and reasonable talent introduction planning mechanism. The personnel system and talent evaluation system in Jinan and many products left behind by planned economy do not meet the requirements of social situation, which requires us to review the original talent evaluation system.

1. Establish Scientific Talent Concept and Construct Talent Introduction Plan

It is the primary job of introducing talents to establish the scientific concept of talents. The concept of scientific talents mainly includes three aspects: First, a broad talent perspective. We must earnestly implement Comrade Hu Jintao's point of view: "We must firmly establish the concept that everyone can become a talented person, adhere to the principle of both moral and intellectual talents, take moral character, knowledge, ability, and performance as the main criteria for measuring talents, and constantly expand the vision of selecting talents. Second, we must cherish talents. To cherish talents is a prerequisite for employing people. Only with the heart of a talented person can we understand the importance of talents. Since the reform and opening up, the Party and the state have called for respect for knowledge and talents. The key to the success or failure of the socialist cause lies in the fact that tens of thousands of talented people who have inherited the past have joined the ranks of the socialist cause and opened a new chapter in socialist modernization. Third, form a "big talent concept." From the National Talent Work Conference in 2003, the "four talents" concept of "not only education, not only professional titles, not only status, not only qualifications" was put forward.[1] Abandon the traditional method of talent evaluation, do not make one-sided and mechanical identification of identity, academic qualifications, and professional titles, pay more attention to the professional level and innovative ability of talents, and reflect the value of talent practice. The level of specialization reflects the specialization of talents and must have professional knowledge and specialized skills. The traditional view of talent is through the method of identifying professional titles, examining professional titles and academic qualifications, lacking other indicators, singleness and rigidity, and lack of science. At the present stage, the professional talents are not only reflected in qualifications, but also require the certification of professional qualifications and skills in the fields in which the talents are engaged. Innovation is to require talents not only to engage in related industries, and in the process of industry adjustment and modernization, to give play to their own professional advantages, technological innovation, and improve production efficiency. The value of talents is the contribution of talents to society in their work. Contribution is the result of the introduction of talents and is also the main indicator of the evaluation of talents. On the basis of specialization and innovation, the final results can reflect the value of talents.

The formation of a good talent concept is conducive to the government and the public sector to

get rid of the shackles of traditional ideas and attract talents in an eclectic manner. However, to do a good job in the introduction of talents is not only a matter of talent concept, but it is necessary to strengthen the planning and construction of talent introduction. Good planning can rationalize the relationship between various departments, coordinate and promote the introduction of talents, and be more purposeful and systematic. First, we should encourage the whole society to abide by professional ethics, promote fair competition and regulate the flow of talents. We should vigorously implement the strategy of strong power for talents and take talent resources as the first resource for regional development, while avoiding disorderly competition and irregular malicious acts. Formed the whole Jinan City to abide by the law, honest and trustworthy social atmosphere, to carry forward the demonstration of the social model. Second, we need to enhance the purpose and focus of talent planning. We need to combine the actual situation and economic and social development goals of the region with the talent introduction plan, and focus on the implementation of the talent introduction plan.[2]

2. Strengthen the Publicity of the Talent Introduction Policy and Expand the Scope of Introduction

2.1 Strengthen the publicity of the talent introduction policy

In recent years, the development of Jinan has mainly relied on tourism, but in general, the demand for tourism-related talents is very large. In particular, talents in tourism products and tourism planning are mainly insufficiently publicized, but they are only simple. Do tourism propaganda. Thus neglected to the tourism industry talent demand publicity, leading to the overall development of uneven and incompatible industries. This is a simple example. Therefore, under this situation and form, the Jinan government at all levels is required to strengthen the promotion of talents, pay serious attention to the shortcomings in this area, and plan for the future development and find a way out. We will improve the construction of the talent market mechanism, build a talent platform, and transmit the needs and relevant information of talents in Jinan through various channels, such as television, newspapers, magazines, and the Internet, so that talents from other places can truly understand the situation and needs of Jinan. Make every effort to carry out the propaganda work.

2.2 Expand the scope of talent introduction

First, it can keep local talents and keep them from leaving the country. Being able to retain talents in this area is a job that can not be ignored. Due to the constraints of Jinan's geographical location and climatic factors, many local people with a little ability want to go out and develop in a place where the climate is good. This is also a physiological minimum requirement. Promulgate preferential local policies to retain talents with favorable treatment; Develop a scientific management system to retain talents through effective mechanisms; Create a relaxed cultural environment, leave people with sincere emotions and so on.

Second, the introduction of overseas people. For Chinese scholars studying abroad and those who have settled overseas, the government should seriously study a policy that will allow them to come to Jinan to serve, and establish a system of employing people that is "not for nothing, but for use" as the guiding ideology. Only if he can achieve tangible results that will lead to development will he delegate power and give him the technical say. [3] They should also be allowed to stay in touch with foreign countries, allow them to go abroad again for further studies, and eliminate the fear of their coming to Jinan to serve. With the help of various forms, we will further expand the scale of overseas talents to Jinan, and contribute to the training of talents with an international perspective in Jinan by employing experts and scholars as consultants to the government, enterprises and institutions, and visiting professors in universities. We will strengthen the links between local enterprise research institutions and universities and foreign countries, carry out project cooperation or obtain foreign support projects, and use the opportunity of talent exchange to attract foreign talents to give lectures and work in Jinan.

Third, we need to bring in key talents. On the basis of ensuring the quantity of talents imported, special care is also given to key industries and key projects, and key imports are implemented. In view of the development particularity of JiNan, we can try out the specialty plan in the industries of agriculture, animal husbandry and tourism. At the same time, we should recognize the situation of economic development, speed up the introduction of high-tech and innovative talents and new energy talents, and upgrade the industrial structure. Emphasis is placed on the introduction of talents with international leadership, sunrise industries, and independent intellectual property rights.

3. Establish flexible recruitment system and orderly mobility system

3.1 Establish a flexible recruitment system for imported talents

We will establish a flexible and diverse recruitment system. The first is to break the traditional personnel use system, especially the rigid personnel system, and encourage flexible employment systems such as the various forms of contract system. At the same time, in view of the particularity of talents, the establishment of a variety of positions, not rigidly adhered to the talents must be in this unit for a long time to attract migratory birds to work in Jinan. In line with the concept of "not seeking all, but seeking to use", a variety of forms of employment are adopted, including job placement, external recruitment, lectures, joint recruitment, mutual employment, part-time employment, etc..[4] A short-term employment contract can be introduced, which is only targeted employment. In order to complete a certain project or part of an industry, it is highly technical and difficult to operate, and the relevant talents are hired within a short period of time. A flexible hiring system of this type that is subject to resolution and can be terminated immediately upon completion of the project; It is also possible to hire some retired old scholars and old experts. These talents are a valuable asset for Jinan. This group of people should also adopt the method of introduction of intelligence, which can alleviate the difficulties in the introduction of senior talents. It also allows talents to be free from restrictions such as household registration and personnel relations, and does not need to come to Jinan to serve themselves. Just as a consultant, planning and other theoretical, long-term experience is needed to do the theory of Zhichenggangwei's employment system, which is very suitable for the actual situation in Jinan, and can expand our employment range.

3.2 Establishing an orderly talent flow mechanism

Realize the match between the destination and the demand of talent flow, and produce talent benefit in the flow. The talent mobility mechanism should be convenient and practical, adopt a process of targeted mobility for talents in different positions and industries, and address the constraints of talent mobility as far as possible. Including breaking regional barriers in the household registration system, .[5]social security, social welfare, remuneration system, work and employment of children's spouses, etc., to achieve the sharing of talents. Therefore, various functional departments in JiNan should establish and improve the talent flow mechanism, give play to the decisive role of the market mechanism in the talent allocation, improve the basic conditions such as the remuneration and living welfare treatment of talents in the region, and attract more high-level talents to gannan or even rooted in JiNan. Finally, in order to realize the efficient flow of talents, we need to establish a more extensive database of talents information resources sharing, give play to the basic role of the talent market in the allocation of human resources, break local protective policies, and realize the free flow of talents between different regions.

4. Establishing a Scientific, Reasonable and Fair System for the Examination of Imported Talents

The scientific and reasonable talent assessment mechanism is a talent assessment system designed for different talent types and diverse talent evaluation methods. It has the characteristics of pertinence, diversity, and systematization. Targeting is to be based on different types of talents, different post characteristics, and therefore the design of time and place; Diversity is the assessment and evaluation mechanism to examine the contributions of a variety of talents, can not only look at

academic degrees, professional titles and other hardware indicators; Systematization requires that the talent appraisal mechanism should be designed in accordance with the unified requirements and adhering to common principles to prevent redundancy and complexity. In the process of accelerating the deadadministration of public institutions, the appointment system is improved, and the method of the probation period for the introduction of talents can be tried. In the probation period, the comprehensive quality of professional literacy, business ability, professional ethics and other aspects are examined, and the talents are more objective and comprehensive in understanding, ensuring that the imported talents are suiTable for the development of the region and the unit, and the quality of the good talents introduced. On the basis of good entrance to the door, in the process of using talents after the introduction, we must strengthen the assessment of talents and improve the follow-up management of talents. Perfect assessment mechanism is an important guarantee to promote the role of talents. Through designing scientific and reasonable systems and indicators, it plays a role in guiding, supervising and encouraging the development of talents.

5. Implement Preferential Policies and Improve Supporting Measures for the Introduction of Talents

5.1 Vigorously implement the policy of achieving talents

We will intensify the implementation of the "Opinions on Further Strengthening the Work of Jinan Talents", "Opinions on the Implementation of the Jinan" 331 "Science and Technology Talents Project" and the "Measures for Accelerating the Identification of Undesirable Talents in Jinan" formulated by Jinan in recent years. We will ensure that all employers in the city understand and grasp the existing policies for the introduction of talents, truly implement some of the better policies and measures in practice, and truly ensure the promotion of talents in Jinan, and we will use policy plans through each unit to expect the results of the implementation of the policies. Continue to revise and improve policy opinions and recommendations in time to improve the operational and effective policies.

5.2 Further Improve the Supporting Measures for the Introduction of Talents

On the premise of ensuring the steady implementation of various preferential policies for talents, we will improve the mechanism for encouraging talents, provide research funds and living allowances on time, and make steady progress in Social security measures. Because talents are mostly brain workers, the work is diverse, and the incentives for talents must be rich and diverse.

First, we need to establish a system for allocating various elements according to work as the main body.

The high salary is one of the important methods used to attract talents in the society at present. In order to attract talents, the rewards given by various countries are very rich. Further reform in the area of distribution, based on the principle of distribution according to work, with greater emphasis on factors of production

The position in redistribution combines the income and performance of talents and promotes the diversification of the distribution field. We will speed up the protection of intellectual property rights through the system of patents and management of share shares, and commercialize talent capital. In enterprises with good efficiency, it is possible to try to implement share rationing and allocate "dry SHARES" to researchers and senior management, which directly links the introduction of talents with the benefits of the company. We will decentralize the wages and treatment of imported talents, improve the labor security system, set wage agreements with talents by the employing units themselves, and encourage new compensation methods such as equity awards and annual project salary.

Second, life security. In accordance with the nature and mode of work of talented people, the existing household registration system should be resolved

The household problem, for the shortage of talents and key imported can be given priority settlement. With regard to housing, conditional units can provide contractual housing, guarantee a

good living environment and living facilities, and provide government subsidies for self-purchased or rented housing. Those who need to solve their spouse's work may, according to their personal experience, be actively resolved by the employer. In addition, with the relocation of children to properly solve the problem of enrollment, social security, cultural life and other aspects must also be put into place as soon as possible with the talents to ensure the provision of a complete talent service system to eliminate the worries of the introduction of talents.

Third, working conditions. A good working environment and an innovative atmosphere are the basic conditions for promoting the introduction of talents to play a role. Through the construction of science and technology parks, industrial parks, innovation laboratories and other high-quality and complete measures of supporting services can give play to its own advantages to build a better platform. We will focus on fostering a "small environment" for the development of talents and create a social atmosphere in Jinan that supports innovation, encourages entrepreneurship, encourages success, and tolerates failure. Relying on the advantages of the region and based on the entire Jinan area, we will raise the level and scale of academic activities, carry out technical forums, management forums, and host meetings at the provincial and even national levels, and form a strong academic atmosphere and increase support for academic activities. Provide a good soft environment for academic research and attract talents.

Fourth, for those who have made outstanding contributions to their posts and brought important impetus to regional development, appropriate recognition and honors should be established, and demonstration effects should be generated through measures such as mass media and advanced deeds. A talent fund of a regional nature shall be set up to conduct regular appraisal activities for outstanding talents, and awards shall be given for the introduction of talents. At the same time, it is necessary to reward the units that have performed outstanding in the process of introducing talents, and encourage all industries in the region to form a good atmosphere for the introduction of talents and the training of talents. For qualified imported talents, they can mainly recommend the people's Congresses, the CPPCC, the enterprise guilds, and the Federation of Industry and Commerce and other departments and organizations to improve the talents with a high level in the National People's Congress and the CPPCC. Talents with managerial skills may serve as leading posts in their own units or as special consultants to the government.

Fifth, American management scholar Gelasi-maigeleige once said that competition between individuals is the main source of motivation. Incentive system should not only reward, but also have a fair and orderly competition mechanism. The spirit of competition is an important condition for the entire incentive mechanism. The fair and reasonable competition mechanism should be based on a harmonious and orderly environment. The establishment of the competition mechanism can enable talents to improve their ability through the process of "comparison, learning, catching up, helping, and surpassing", learn the advantages of advanced individuals and teams, make up for their own deficiencies, and achieve the overall competitiveness of the entire region and industry. Improve. The benign competition mechanism can avoid malicious competition, retaliate, and achieve even if the opponent is a friend, everyone learns and promotes each other in the competition.

6. Conclusion

Based on the analysis of the needs of JiNan city, this paper defines the concept and structure of the long-acting mechanism, and focuses on the current situation and the main problems of the long-acting mechanism. Some countermeasures are put forward to further improve the long-acting mechanism. It is hoped that the research of this topic can help to do a good job in the work of attracting talents from JiNan city, and build an excellent platform for attracting talents from JiNan city to ensure the implementation and implementation of the strategy of attracting talents from JiNan city.

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