

Research on the Agglomeration of Innovation and Entrepreneur Talents Based on Ecological Perspective

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Abstract. Comprehensive deepening of reforms requires strong organizational guarantees and talent support. Establish a system of gathering talents and use them in the world. Accelerate the formation of an internationally competitive talent system, improve the talent evaluation mechanism, and increase the degree of openness of the talent policy, so as to attract overseas talents to return to China or start business in China. The continuous and rapid development of China's higher education for decades has made the university form a huge demand for talents. Under this background, it is necessary for universities to systematically study the issue of high-level talent pooling. Development orientation and characteristic development are the precondition and basis for the sustainable development of colleges and universities. From the perspective of ecology, this article discusses the countermeasures to improve the agglomeration of high-level talents in universities on the basis of analyzing the ecological factors that influence the accumulation of high-level talents in colleges and universities.

Introduction

Under the background of national innovation-driven development, a systematic analysis of the environmental construction of innovation and entrepreneurship is carried out from the perspective of ecology. With the view of "human-environment-innovation education", college students are used as driving forces for ecological evolution to drive the flow of various innovative elements. Promote the evolution and upgrading of the service environment for innovation and entrepreneurship, and cultivate and shape students' innovative and entrepreneurial skills in an educational and ecological environment. Driven by the new policy of "mass entrepreneurship and innovation", colleges and universities should give full play to the role of cultivating innovative talents, introduce the concept of open education, actively use resources of government, industry, and research to build a dynamic organic ecological chain to form a diversified educational scene. . The construction of an innovative entrepreneurial ecological environment must establish the dominant position of innovative individuals and pay attention to the educational experience of students. In the large ecological cycle environment consisting of small ecology, students' emotional experience, interest, experience, judgment, and practicality can be satisfied in the environment. These emotional experiences become the source of innovation-driven power. College students take the initiative to promote the growth of resources, increase the energy of the entire system, and maintain the vitality and evolution of the system. In this circulatory system, individuals become beneficiaries of the educational ecological environment, and environmental resources also increase with the growth of the main body. In the continuous evolution of the educational ecological environment, college students' innovation and entrepreneurial awareness and ability have been continuously improved, and finally formed the internal motivation to serve the national strategy.

Talent Ecosystem

The talent ecosystem refers to the organic complex formed by various talents and their living environment at a specific time and region. Including the ecosystem of talents and the ecosystem within talent. As a complex relationship system between talents and environment, the talent

ecosystem has the functions of cultivating, attracting, arranging, using and retaining talent resources, and can provide talent guarantee for regional sustainable development.

The talent ecosystem consists of three major elements: talent, natural environment and social environment. The talent factor includes two elements of talent individual and talent population. Individual talents are the basic unit in the talent ecosystem and the basic object of the research on the talent ecosystem. Individuals have different behaviors at different times, and evolution or degradation occurs with changes in the environment and their own characteristics. The study of individual factors requires the use of behavioral science, psychology, management, and economics. Relevant results. The talent pool is a group of all kinds of talents and is an essential element in the talent ecosystem.

There are various talent pools in the talent ecosystem. According to different research purposes, talent populations can be classified differently. Various interactions and interactions occur between talent populations and talent populations. relationship. The elements of the natural environment are the basic material components of all non-human creations that directly and indirectly affect the natural and human nature of the human life and production environment, including water, atmosphere, biology, sunlight, and soil. , rock, etc., it affects the living conditions of the talent system from the basic level. The elements of the natural environment interact and restrict each other, and are closely linked through material conversion and energy transmission.

The social environment factor is the essential element of the talent ecosystem, and it is the social factor of the human's own organization and behavior in the target talent system, including politics, economy, military, culture, education and art. Talents live in a social environment with certain material, spiritual and interpersonal conditions. The development of talents is inseparable from the elements formed by material and spiritual. These factors can effectively influence the cultivation and use of human resources, and thus the whole The talent situation in the region has a major impact.

Ecological Factors Affecting the Concentration of High-Level Talents in Colleges and Universities

Ecology believes that any environment contains a variety of factors. Each factor plays a more or less direct, or indirect role on the organism, and this effect varies with time or space, as the applied object changes. In the environment, the factors that influence the living distribution of living organisms or groups are called environmental factors or ecological factors. Ecological factors include climatic factors, soil factors, topographic factors, biological factors and anthropogenic factors. Similar to the natural ecosystem, the human resources ecosystem of colleges and universities also has ecological factors, including campus culture, salary and welfare system, education and training system, and supply and demand of human resources. These factors influence each other, restrict each other, and interact with each other, which determines the human resources ecology of colleges and universities.

Technological Innovation Talent Development and Government Responsibility

The government attaches great importance to talents, especially to scientific and technological innovation talents. It can be said that there is no talent, and innovation is the water of nowhere and the rootless wood.

Change the concept of talent work, broaden the horizon of work, and continuously improve the level of talent work

The government has formulated a better talent policy, but its implementation and effectiveness are not satisfactory. In the final analysis, it is not enough to understand the key and core role of talents. It does not completely change the perception of talents from the concept, and the high-level scientific and technological innovation talents. Paying attention to and respecting high-level talents and their achievements, not satisfied with the rapid recognition and promotion of young science and technology talents,or using old methods to treat talents simply and coarsely.So we decided to

change the concept of the work carried out and deployment schedule, intensity and effects. For example, for scientific and technological innovation talents who have achieved great results, they will be promoted and rewarded, and they will be given the responsibility to provide more perfect research conditions and working environment, encourage competition, encourage innovation, establish advanced and typical, and encourage “energy to be teachers”.

Based on economic and social development, promote the construction of a talent team and vigorously upgrade the quality of talents

At present, in general, the total amount of talents in China is relatively abundant, but it is unevenly distributed in regions and industries. From the perspective of regional distribution, there are many talented people in the economically developed regions in the east, which are highly innovative and have a large contribution to economic and social development. However, the economically backward regions are plagued by a series of measures to attract talents. From the perspective of industry distribution, the talents of the high-tech industry that were promoted and rewarded in the early stage of the country have experienced rapid growth. Therefore, the role of the government in promoting the construction of a talent team cannot be underestimated.

Grasping the actual needs of talents and fully stimulating the vitality and creativity of talents

The psychologist Abraham Maslow proposed the Maslow's hierarchy of needs theory in 1943. He believes that the actual needs of people in different stages and in different organizations are different and dynamic, and they are targeted according to the actual needs of talents. Strong incentive policies are the key to meeting the needs of talented people and stimulating the vitality and creativity of talents. Integrate the existing talent public service platform resources, establish a unified talent service network in different regions, provide efficient and convenient public services, and pay attention to the understanding and solution of the diversified demands of scientific and technological innovation talents. At the same time, improve and strengthen various funding programs for science and technology innovation talents, increase government investment, provide housing and other living services for high-level innovative talents, project funding, international exchange funding, training and grants, etc. Promote the service level of scientific and technological innovation talents, and better meet the actual needs of high-level talents to stimulate the creative vitality of talents.

The Countermeasures to Improve the Concentration of High-Level Talents in Colleges and Universities

The introduction of new high-level personnel gathered mechanism

Implement various types of talent introduction and gathering projects. Through high-level talent preferential policies, we will attract talents and openly recruit them at home and abroad. We will set up high-level talents for special positions, open recruitment at home and abroad, and implement special allowances or annual salary systems. We will focus on key disciplines and organize regular development needs. The recruitment team will introduce talents; establish contact points or workstations overseas to provide effective docking for the introduction of overseas talents; establish and improve flexible mobility and cooperation mechanisms, and encourage high-level talents to adopt flexible methods through part-time, technical research and project introduction. Introduced. Promote the interaction of talents within the university and give play to the talent pooling effect.

Building a two-way high-level talent network

As a complex network system, talent gathering is not only introduced, but also “going out.” Collaborative innovation provides a new perspective and model for the current innovation activities of colleges and universities. Collaborative innovation aims to break the system between universities and other innovations. Wall Spring, through institutional innovation, fully releases the vitality of innovative elements such as talent, capital, information and technology, integrates innovative resources, promotes resource sharing, improves innovation efficiency, and forms a diversified, open, dynamic and continuous management organization operation mode. should be established with the flow of high-level personnel between enterprises should be two-way and everything. collaboration between universities and enterprises to enhance each other to form share information,

credit and resources, universities and businesses to make contact institutionalized and normalized, in favor of The respective advantages play and complement each other.

build a high-quality gathering environment

We will improve the security system for talent development, speed up the construction of the humanities environment, improve the preferential policies for talents in housing, medical care, education, etc., improve the living and working environment of high-level talents, and create an environment of “equal and harmonious” talent development. Deepen the reform of the title system with the focus on evaluation and separation , Breaking the age, identity, qualifications, academic restrictions, and gradually establish a unified standard, self-reporting, evaluation mechanism focuses on high-level personnel assessment. Help outstanding experts and top talents to declare national and provincial research projects and results transformation projects. Improve the training system, help high-level talents to update their knowledge, and realize the geometric value-added of existing high-level talents.

play the role of leading figures to gather talents

High-level leading talents are outstanding figures in the field and in the industry at the academic level, with outstanding ability to become a team core and soul, able to lead a team to continuously make innovative breakthroughs, promote and lead the field. development of. An outstanding high-level leading talent can often drive a group of relevant talents, form team synergy and advantage, and create amazing performance. Colleges and universities should rely on major talent programs, key disciplines and research bases to gather a group of leading talents with international influences to promote the overall quality of college teachers.

Conclusion

Continuously practicing the circulatory system makes college students become the driving force of the educational ecosystem. This force promotes the integration and growth of system resources, increases the energy of the entire system, and maintains the vitality and evolution of the ecosystem. Therefore, the biggest advantage of the recycling ecosystem is that the individual is the beneficiary of the ecological education environment, and the quality of the educational environment resources also increases with the growth of the individual. The innovation and entrepreneurial ecological environment is constantly evolving and forming the internal motivation to serve the national strategy. Numerous individual entrepreneurial innovation activities have triggered a series of meaningful responses to environmental factors, and ultimately achieve individual creativity and environmental cultivation. On the level, the country becomes an innovative country.

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