

# Research on the Current Situation of China's High-level Talents Introduction Policy

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**Abstract:** *The introduction of high-level talents is currently the main means of acquiring talents and enhancing competitiveness in various regions. The formulation of talent introduction policies will have a profound impact on the introduction and long-term development of talents. At present, my country's high-level talent introduction policies show convergence, and there are certain problems in the introduction of subjects, introduction models, etc., to conduct in-depth research on this and put forward countermeasures and suggestions to improve my country's high-level talent introduction policies.*

**Keywords:** *high-level talents, talent introduction policy, innovation*

## 1. Introduction

Due to the continuous influence of reform and opening up, various cities have begun to change and upgrade their industrial structure, which requires a large number of high-level talents to promote the development of urban economy. Since 2008, the central government began to implement the "Thousand Talents Plan" with the main purpose of introducing high-level talents, and then all localities began to take various measures to introduce high-level talents to promote economic development. The COVID-19 outbreak that broke out in early 2020 has become the most serious crisis that has hit global development in decades, and has had a profound and extensive impact on various fields led by science and technology, resulting in intensified competition for high-level talents among countries. High-level talents are one of the important factors in the development and competition between countries and regions. The number of high-level talents gathered and the overall competitiveness determine the competitiveness and influence of a region, and directly affect its economic development and social progress[1]. At the same time, the high-level talent introduction policy, which is the main link, will have a profound impact on local talent introduction and long-term development. Then, examining the current situation of my country's high-level talent introduction policy, and improving the high-level talent introduction policy is the institutional cornerstone of firmly establishing a high-level talent team.

## 2. Related literature review

In the "Modern Chinese Dictionary", "talent" is defined as "a person with both political integrity and talent; a person with certain specialties." Both dictionaries highlight "having both ability and political integrity", reflecting the requirements of the contemporary mainstream society for talents, that is, to have both moral quality and good skills.

High-level talents are in the top and core part of talents, and have differences in quality and characteristics from ordinary talents. Some scholars have analyzed the work characteristics of high-level talents and believe that scarcity, high investment and high return, creativity and mobility are the main characteristics of high-level talents[2]. Some scholars have analyzed the important abilities that high-level talents should have. He believes that as high-level talents, four important abilities must be possessed: strong thinking and learning ability, strong ability to combine theory with practice, and strong self-discipline. Innovation ability, strong self-promotion ability[3].

The introduction and cultivation of talents is an important issue that all regions and related scholars are studying. The research on the policy of introducing high-level talents by domestic and foreign scholars has been steadily increasing. American scholar Wright (2008) divides the introduction of high-level talents into five modes: central intensive mode, reform mode, government commission mode, free market mode, and small country mode[4]. Zweig (2008), Zeithammer and Kellogg (2013) pointed out

that the rapid development of the economy and the return of high income are one of the important factors to attract talent flow through the research on the brain drain of international students[5]. Manuel (2013) focused on how to realize self-worth in the talent introduction policy from the perspective of talent development, based on the relevant data of Portugal's talent introduction policy[6]. Liu Chang (2017) proposed an improvement plan for the flexible introduction of local high-level talents[7]. Li Lei (2018) believes that various localities in China are constantly promulgating talent introduction policies to attract talents, but the entry point of policy design and some of the terms of the policy have certain convergence[7]. Li Huandong (2018) made an in-depth analysis of the personnel situation of public institutions, and proposed to innovate the original model in the talent introduction model and talent introduction channel[8]. Wu Tong (2016) analyzed and evaluated the high-end talent introduction policy in southern Jiangsu by establishing a performance evaluation model, and found that the current policy tools used by local governments in the introduction of high-end talents are not perfect[6].

From the research results of foreign scholars, it can be found that talents have become the most important capital for the development of today's social economy and society, and their importance has been recognized by all countries. Many countries have formulated strategic plans for talent introduction. The most developed capitalist country in the world, the United States, attaches great importance to the introduction of high-level talents, and the development of its economic strength relies on high-level talents to a large extent. effect.

The United States encourages high-level talents to immigrate and settle in the United States through laws and policies. These high-level talents who come to settle in the United States receive favorable economic treatment from the United States and are more superior and comfortable in life and work. It reduces the possibility of brain drain in the United States, and also enhances the attractiveness of the United States for high-level talent immigrants[9]. Through a series of measures, the United States has successfully attracted a large number of high-level talents to work in the United States, providing strong knowledge and technical support for the economic take-off and social development of the United States. As an emerging developed country, Singapore has strengthened its attractiveness to world-class universities through the "Global Campus Plan", attracting them to set up branch campuses in Singapore, etc., in order to create a platform for the introduction of high-level talents. At the same time, Singapore has also formulated various policies to strengthen its attraction to high-level talents from all over the world[10]. Through a series of measures, Singapore has achieved a double take-off in talent introduction and economic and social development. At the same time, South Korea, the Asian Tigers that have risen at the same time as Singapore, has also introduced relevant policies to attract foreign experts to South Korea for study visits, and through foreign experts to South Korea for academic exchanges and technical discussions, to realize the promotion of overseas talents[11]. Import work, while the governments of various countries are vigorously attracting high-level talents, they also actively support the development of their own high-tech industries, and attract the world through favorable treatment, advanced scientific research and working environment, excellent living environment, and parallel means of material and spiritual incentives. The number of high-level people came to the country for development, which greatly promoted the development of scientific research and high-tech industries in each country, forming a virtuous circle.

From this point of view, scholars at home and abroad have carried out research on talent introduction policy from different perspectives, focusing on the formulation of talent introduction policy and the analysis of the introduction mode, but the research on pertinence and diversity needs to be in-depth.

### **3. Analysis on the current situation and problems of high-level talent introduction policy**

#### ***3.1 The main body of talent introduction has limitations***

Since the reform and opening up, my country's high-level talent introduction plan has been adjusted according to the situation, and it has played an active guiding and promoting role in attracting, cultivating and motivating the return, gathering and development of high-level talents, and achieved high results. However, since most of my country's high-level talent introduction plans are organized and implemented by national government departments, the national will is more obvious. In the current deteriorating international environment, it has also become the main target of relevant countries to crack down on the introduction of Chinese talents. My country's high-level talent introduction policies are mostly formulated by government departments, and the public and employers are less involved in the policy-making process and lack the right to speak. Among them, enterprises do not pay enough attention to talents. Although enterprises have improved their understanding of the role of high-level talents, the

traditional deep-rooted thinking prevents them from making great efforts to safely introduce high-level talents. Enterprises are the main body directly facing the market. They are most sensitive to the market and know best what products and technologies they need. Therefore, they are also the most sensitive to the introduction of high-level talents. However, due to the general lack of understanding of high-level talents and the serious lack of investment in enterprises at present, there is the idea that the introduction of high-level talents can only rely on the financial support of the government, resulting in that the consensus of the whole society on the introduction of high-level talents has not yet been formed. There is a serious information asymmetry between talent suppliers and employers, which greatly weakens the efficiency of introducing high-level talents.

### ***3.2 The policy design of talent introduction is not deep enough***

With the profound changes in the international environment, the flow of overseas high-level talents has undergone significant changes. Especially after the outbreak of the new crown epidemic, the game between international subjects has intensified, and some Western countries, led by the United States, are increasingly suppressing China's scientific and technological development. However, with the rise of science and technology in China, the return of talents has become a mainstream trend, the number of middle and high-end talents has continued to grow, and the proportion of foreign talents with certain experience has increased significantly. In the new international environment, the flow of high-level talents is no longer based on economic remuneration as the only decisive factor, and the comprehensive influence of cultural identity, education, development, environment and other factors is becoming more and more obvious. The domestic high-level talent introduction mode mainly includes four modes: bonus attraction, introduction of academic leaders, base construction and talent training. The introduction policy of high-level talents is a complete and systematic system. In this system, there must be a complete assessment mechanism to achieve a closed loop of the system. Otherwise, it will be difficult to promote high-level talents to play their due role only if they are introduced without assessment. Only through a sound assessment and management mechanism can we ensure that the introduction of high-level talents is in line with its benefits.

Many local governments have serious homogeneity in the recruitment settings of high-level talents. For high-level talents, there is little difference in the reward model, and there is no obvious regional difference, which leads to the introduction and loss of high-level talents. There is great instability and randomness between them. In addition, my country also implements a policy of flexible introduction. The United States and some western countries plan to restrict high-level talents who can serve other countries in a flexible way, making it impossible to guarantee the treatment of flexible introduction talents, and the ownership of the resulting scientific and technological achievements is controversial.

### ***3.3 The talent introduction mode is monotonous and lacks innovation***

With the profound changes in the international environment, the flow of overseas high-level talents has undergone obvious changes. Especially after the outbreak of the new crown epidemic, the game between international players has intensified, and some Western countries, led by the United States, are increasingly suppressing China's scientific and technological development. However, with the rise of science and technology in China, the return of talents has become a mainstream trend, the number of middle and high-end talents has continued to grow, and the proportion of foreign talents with certain experience has increased significantly. In the new international environment, the flow of high-level talents is no longer based on economic remuneration as the only decisive factor, and the comprehensive influence of cultural identity, education, development, environment and other factors is becoming more and more obvious. The domestic high-level talent introduction mode mainly includes four modes: bonus attraction, introduction of academic leaders, base construction and talent training. Many local governments have serious homogeneity in the recruitment settings of high-level talents. For high-level talents, the rewards and benefits are not very different, and there is no obvious regional difference, which leads to the introduction and loss of high-level talents. There is great instability and randomness between them. In addition, my country also implements a policy of flexible introduction. The United States and some western countries plan to restrict high-level talents who can serve other countries in a flexible way, making it impossible to guarantee the treatment of flexible introduction talents, and the ownership of the resulting scientific and technological achievements is controversial.

### ***3.4 The geo-economic environment leads to the lack of attractiveness of high-level talents***

The economic base determines the superstructure, and the economic factor is one of the factors that has the greatest impact on the flow of high-level talents. First of all, due to the impact of the new crown epidemic in the past two years, the economic growth rate of various regions has declined in an all-round way, and economic development has also been affected to a certain extent, which has caused high-level talents to have a negative view of regional governments. In addition, due to the slowdown in economic growth, the salary policies and guarantees for high-level talents do not have obvious advantages or even deficiencies in third- and fourth-tier cities compared with developed cities.

## **4. Countermeasures and suggestions to improve our country's high-level talent introduction policy**

### ***4.1 Broaden the scope of the main body of talent introduction***

High-level talent introduction policies are mostly formulated by the national government, and the participation of the public and employers is low. In the actual talent policy formulation, the voice of employers and social organizations should be increased, and the participants should be broadened. Industries in different industries associations and employers should actively participate in the formulation of talent introduction policies; provide an efficient information exchange platform to increase the interactive exchange of information between policy makers and employers.

It is necessary to establish a trinity system of government, society and enterprises. The government, society and enterprises are the main subjects for the introduction of high-level talents. Therefore, it is necessary to rely on the universities, research institutes and many enterprises in the jurisdiction to realize the organic combination of the three subjects. The government should provide relevant policy guarantees for the introduction of high-level talents, colleges and research institutes should give full play to the role of their wisdom gathering places, increase the introduction of high-level talents and strengthen the construction of laboratory sites and laboratory equipment, etc. Provide convenience for the introduction of high-level talents to carry out work. Enterprises should give full play to their ability to transform technological achievements into production, and provide convenience for the transformation of innovative achievements of high-level talents. In short, only by building a complete high-level talent introduction system that integrates the government, society and enterprises can we create a new situation for the work of high-level talents in the region.

### ***4.2 In-depth implementation of the on-demand introduction mechanism and establishment of an evaluation mechanism***

Incentives play an important role in promoting high-level talents to fully play their roles. A good incentive mechanism for high-level talents not only plays an important role in introducing high-level talents, but also plays a good role in promoting their own development. How to establish a high-level talent incentive mechanism suitable for the economic and social development of each region determines whether the role of high-level talents in the economic and social development can be brought into full play.

When formulating talent introduction policies in various regions, they should consider local and regional characteristics, fully investigate the needs of employers, carry out differentiated talent introduction policy design, and thoroughly implement the on-demand introduction mechanism, so as to formulate efficient and high-level talent introduction policies enable the active role of high-level talents to be fully reflected in the socio-economic development of various regions. At the same time, it is necessary to establish a corresponding performance appraisal mechanism so that the talents can be brought into full play after they are introduced.

### ***4.3 Promote a diversified talent introduction model***

Along with the changes in the international environment, the structure of high-level talents has changed, and the mentality of the return of high-level talents has changed. In addition to the traditional model, the model of high-level talent introduction should also take into account the incentives of other factors such as education, development, family, environment, and cultural identity. Innovate the talent introduction model, form a diversified talent introduction plan, and encourage scientific research institutes, laboratories, R&D departments of government enterprises and institutions, universities, etc. to

actively carry out international cooperative research and development, especially the core technical problems and bottlenecks that need to be broken through in my country. The research and development projects of the problems have widely absorbed high-level talents or scientific research teams at home and abroad.

Secondly, it is undeniable that the organization with the most complete information on high-level talents at present is the intermediary service agency, that is, the headhunting company. In developed western countries such as the United States and other countries, the headhunting organization has become a main means and channel for high-level talents. The headhunting company provides two-way services. First, through the needs of the demand unit, it searches for suitable high-level talents on a global scale, and at the same time, it also finds suitable units for the development of high-level talents. Therefore, regional governments can actively introduce headhunting companies or purchase the services of headhunting companies, and through their professional services, entrust headhunting companies to search for high-level talents suitable for local development needs on a global scale.

Finally, in today's society, with the development of information and Internet technology, information databases have become an indispensable and important resource. Therefore, for the introduced high-level talents, it is necessary to establish a complete talent information database covering various information of high-level talents, which can not only provide comprehensive and timely information on high-level talents for local enterprises in need, but also help the government sort out high-level talents. The flow and demand information of talents, timely update the high-level talent introduction work goals, and then improve the high-level talent introduction policy.

#### ***4.4 Create a good software and hardware environment to attract high-level talents***

Whether high-level talents can be brought in depends on whether there is a good social atmosphere. In order to create a good social atmosphere for the introduction of high-level talents, the most important thing is that the government should take breakthrough and innovative measures.

First of all, the regional governments should change their ideological concepts, strive to break the traditional ideological shackles that restrict the introduction of high-level talents, and clarify the first strategic position of the high-level talent strategy. Secondly, governments at all levels should make efforts to make the government serve high-level talents, and establish a good image of high-level talents introduction service. Thirdly, governments at all levels should strive to strengthen the economic investment in the introduction of high-level talents, and strive to provide a good economic foundation for the introduction of high-level talents; finally, governments at all levels should strive to do a good job in the development planning of high-level talents and the overall development of the local economy and society. The convergence of planning, to prevent the two from conflicting with each other.

Humanistic environment is also an important factor for high-level talents. Therefore, it is necessary to create a good humanistic environment to attract high-level talents. First, to implement the "Talent Project Personnel Service Plan", governments at all levels should organize specialized service teams to provide a full range of services to the introduced high-level talents in terms of work, life, management, and services; dependents of high-level talents provide good service. Strengthen the investment in urgently needed institutions such as local schools and hospitals, provide good admission and medical conditions, and solve the needs of high-level talents for children and the elderly, so as to solve the worries of high-level talents; Third, provide a variety of rich cultural entertainment. The municipal government should strengthen investment in the construction of cultural and entertainment venues, provide a variety of cultural and artistic forms for the introduced foreign high-level talents, enhance the sense of belonging of high-level talents, and attract talents from all walks of life with the humanistic spirit of inclusiveness.

## **5. Conclusions**

Through the research of this paper, it is found that the current high-level talent introduction policies in various regions in my country have the following problems: the main body of talent introduction is single, the talent introduction policy is relatively homogeneous, the innovation of talent introduction models is insufficient, and the development environment for high-level talents needs to be optimized. The introduction of high-level scientific and technological talents is a dynamic, continuous and systematic project, which includes not only the communication and understanding in the early stage, the

selection of talents, etc., but also the later stages of discipline construction, talent training and development, and conditions guarantee.

Therefore, in view of the above analysis, several suggestions are summarized. First of all, it is necessary to build the main body of talent introduction that builds the trinity of government, society and enterprises, and create a new situation of high-level talent work in each region; secondly, when formulating talent introduction policies in each region, local characteristics should be considered, and the mechanism of on-demand introduction should be thoroughly implemented. At the same time, it is necessary to establish a corresponding performance evaluation mechanism, so that talents can fully play their role after the introduction; furthermore, promote a diversified talent introduction model and explore more talent introduction channels; finally, create a good social atmosphere for the introduction of high-level talents, enhance the sense of belonging of high-level talents.

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