

Research on local talent policy reform under the background of coordinated development of Beijing Tianjin Hebei

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Abstract: *the coordinated development of Beijing, Tianjin and Hebei is an important development strategy, and talent policy is an important basis to attract talents. Therefore, this paper studies the local talent policy reform under the background of the coordinated development of Beijing Tianjin Hebei. Based on the analysis of the main problems existing in the current local talent policy, such as the uneven allocation of talents and the imbalance of the proportion of talent introduction and loss, this paper puts forward two policy reform measures, namely, the establishment of talent flow mechanism and talent introduction mechanism, so as to provide some theoretical reference for the future related work.*

Keywords: *Beijing Tianjin Hebei; Collaborative development; Local talent training; Talent policy; Policy reform; Talent introduction*

1. Introduction

The coordinated development of Beijing, Tianjin and Hebei is one of China's three important national strategies, which takes Beijing, Tianjin and Hebei as a whole and promotes the common development of the three places. This strategy can ease Beijing's non capital core functions, optimize and adjust the current urban layout and spatial structure in Beijing's administrative region, expand the environment and ecological space, expand the modern transportation network, and promote the upgrading of a variety of high-tech industries, so as to form a new pattern of Beijing, Tianjin and Hebei with the same development and complementary advantages [1].

In the context of the current coordinated development of Beijing, Tianjin and Hebei, in order to attract a large number of talents to join the construction work, Beijing, Tianjin and Hebei have formulated talent training and talent introduction policies according to local characteristics and development needs. From the current experience, with the continuous progress of the collaborative development of Beijing, Tianjin and Hebei, local talent policies need to be adjusted and reformed in time to meet the new development needs, so as to play an important role in the development of talents, enhance the interaction between Beijing, Tianjin and Hebei, and realize efficient and coordinated development [2]. Therefore, according to the above analysis, this paper will study the implementation of the existing local talent policy under the background of the coordinated development of Beijing, Tianjin and Hebei, and put forward specific local talent policy reform measures to adapt to the background of the coordinated development of Beijing, Tianjin and Hebei.

2. Analysis of the current situation of local talent policy under the background of Beijing Tianjin Hebei coordinated development

With the deepening of the coordinated development of Beijing, Tianjin and Hebei, many local government departments have jointly formulated and issued talent policies according to their own regional development planning and construction needs, aiming at attracting professional talents to join the local development and construction. However, due to the influence of many factors, there are some problems in the actual implementation of talent policy, such as low integrity, lack of comprehensiveness and poor sustainability [3]. Therefore, combined with the current development of

Beijing, Tianjin and Hebei, this paper analyzes the current situation of local talent policy under the collaborative development of Beijing, Tianjin and Hebei.

2.1. Uneven allocation of talents

For all regions in the collaborative development circle of Beijing Tianjin Hebei, Beijing has natural advantages in the basic allocation of talents. There are many types of universities in Beijing, various types of high-tech industry talents gather, and the talent reserve is relatively rich. However, the industrial distribution of Tianjin and Hebei is uneven, and the talent pool of advanced manufacturing industry in Tianjin is relatively rich, but there is also a phenomenon of relatively solidified talent; The phenomenon of brain drain in Hebei Province is obvious, and the talent allocation within the region is also greatly affected by the unbalanced development of the region. Limited by the industrial structure, Hebei needs a large number of talents with rich experience in industrial structure upgrading to catch up with the pace of coordinated development of Beijing Tianjin Hebei as soon as possible [4].

At the same time, the demand for household registration, social security and other necessary items in social life is also one of the problems that lead to the uneven allocation of local talents. In addition, although the coordinated development of Beijing, Tianjin and Hebei has effectively promoted the overall economic development level of the three regions, and the degree of regional government cooperation has been continuously improved, there is still a certain gap in the perspective of scientific and technological innovation, which also affects the development and allocation of basic talents, limits the development degree of basic talents in Beijing, Tianjin and Hebei, and the process of basic talent allocation is slow.

The academic structure of talents in Beijing, Tianjin and Hebei is affected by the distribution of educational resources. Except Beijing, the number of high-level talents in other places is not only small, but also uneven. The differences among the industrial structures of Beijing, Tianjin and Hebei lead to the phenomenon of high-level talent surplus and talent transfer out in the industries with good development. At the same time, there is a higher demand for high-level talents in other industries. From the analysis of relevant statistical data, we can see that the distribution of different types of talents in Beijing, Tianjin and Hebei is unreasonable, and there is a waste of high-level talents. On the whole, there is a lack of high-level professionals who play a leading role in the coordinated development of Beijing, Tianjin and Hebei.

In addition, in the process of talent introduction in various regions, due to the ability limitation of relevant staff and the lack of professional talent evaluation mechanism, it is easy to abuse high-level human resources, which further leads to the scarcity of local high-level talents.

2.2. The proportion of brain drain is out of balance

Under the current background of the coordinated development of Beijing, Tianjin and Hebei, although the goal is to form the complementary advantages and common development of the three places, there are differences in the development focus of the three places. Moreover, Beijing, as the capital, has natural advantages in talent introduction. In contrast, there are difficulties in talent introduction and large brain drain in various places within the scope of the coordinated development of Beijing, Tianjin and Hebei, It causes the imbalance of the proportion of talent introduction and loss. From the perspective of talent policy, there are several main reasons for this problem

First of all, the incentive policy of talent introduction lacks obvious advantages. This paper analyzes the current talent policies in Beijing Tianjin Hebei development circle, which are highly similar in content, and the relevant talent management departments blindly introduce talents in order to achieve the planned targets, ignoring the adaptability of the introduced talents and local development. The phenomenon of neglecting the adaptation degree of talents and local development plans not only causes the adverse effects of vicious competition in the process of talent grabbing, but also causes the high cost of talent introduction. Moreover, it is unable to provide suitable development space and opportunities for the introduced talents, which is easy to cause the final loss of talents who spend a lot of energy and capital [5].

Secondly, the incentive mode of talent introduction is single. At present, the incentive given by the talent introduction policy is vulgarized into treatment. Not only can not give high-level talents long-term and sustainable incentive goals and programs, but different types of talents have different incentive needs. A single incentive mode ignores the spiritual needs of talents in addition to the

material level, which also has a negative impact to a certain extent.

According to the analysis of the current situation of local talent policy under the background of the coordinated development of Beijing Tianjin Hebei, the corresponding talent policy reform measures are put forward.

3. Research on local talent policy reform under the background of coordinated development of Beijing Tianjin Hebei

3.1. Establishing a reasonable mechanism of talent flow

In order to give full play to the value of the introduced talents and avoid the uneven allocation of talents, a reasonable talent flow mechanism should be established. Talent flow mechanism needs to establish professional talent evaluation system and professional evaluation standards for different industries. In the process of talent introduction, the local government invests a lot of human and material resources to conduct real-time and regular assessment of talents according to the established evaluation system and standards. First, it can ensure the effectiveness of talent introduction, guide and improve the future talent introduction work; Second, it can be used as a reference for the subsequent adjustment of talent incentive mechanism.

To establish a reasonable talent flow mechanism and provide guarantee for the two-way flow of talents can make better use of the existing talent resources and broaden the development space of talents. Through the formulation and improvement of talent flow policy system and corresponding guarantee service mechanism, laws and regulations, break the barriers of talent flow; We should make use of market orientation to allocate human resources, realize the flow of talents, and promote the win-win situation of regional industrial development and talent quality improvement.

3.2. Establishing a scientific mechanism of talent introduction

Human resources are mobile. In the process of local development, brain drain is inevitable. Therefore, we need to establish a reasonable talent introduction mechanism.

First of all, it is necessary for multiple departments to jointly formulate talent introduction plans according to the actual situation and development direction of local development. At the same time, multi department joint planning can ensure the comprehensiveness of talent introduction plan.

Secondly, in the implementation of talent policy, the first thing is to do a good job of relevant policy publicity. On the basis of ensuring the effective implementation of talent policy by local departments, we should create a good environment for the implementation of relevant policies in the future. At the same time, we can expand the scope of publicity and improve the efficiency of policy implementation through more targeted publicity of relevant policies to the target groups of talent introduction. Second, all departments need to do a good job in linking work to ensure the implementation of policies. The good cooperation of various departments can reduce the complexity of talent introduction, avoid mistakes, reduce interest disputes and work errors, and ensure the implementation of policies in accordance with the established plan. Third, the introduction of funds for the allocation of talent needs to be a reasonable allocation to avoid vicious competition for talent.

Through the analysis of the above policy reform measures for the current problems of local talent policy, this paper completes the research on the local talent policy reform under the background of the coordinated development of Beijing Tianjin Hebei.

4. Conclusion

Talent is not only the foundation of the development of various regions and industries, but also the fundamental guarantee of winning the foundation of future development. The coordinated development of Beijing, Tianjin and Hebei aims to realize the complementary advantages, benign interaction and win-win development of the three regions, and needs a lot of human resources in the process of development. Beijing, Tianjin and Hebei have introduced different talent introduction and training policies to enhance the overall development strength of local governments. This paper studies the problems of local talent policy under the background of the coordinated development of Beijing, Tianjin and Hebei, and puts forward the corresponding policy reform strategies, so as to provide

theoretical support for the reserve of talent resources in the actual process of the coordinated development of Beijing, Tianjin and Hebei in the future.

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