

Analysis on the Problems and Countermeasures of Talent Team Construction in Medical Colleges and Universities in Nanchong

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Abstract: A high-quality talent team is not only the core resource for the development of colleges and universities, but also a powerful guarantee for the teaching quality and educational level of colleges and universities. This paper sorts out the construction of the talent team of medical colleges and universities in Nanchong, analyzes the typical problems in the construction of the talent team, and then proposes a constructive and feasible solution, aiming to provide reference for the construction of the talent team of medical colleges and universities in Nanchong.

Keywords: Medical colleges and universities; Talent team construction; Problems and countermeasures

1. Introduction

Medical colleges and universities in Nanchong earnestly implement the decisions and arrangements of the Central Committee and the Sichuan Provincial Party Committee on deepening the reform of higher education and comprehensive innovation and reform, always adhere to the correct political direction of running schools, seize the major opportunities to build a world-class discipline, vigorously implement the strategy of strengthening the school with talents^[1]. The construction of talent team in medical colleges and universities in Nanchong has achieved remarkable results in recent years. The scale of the talent team has gradually expanded, the discipline structure has been optimized, and achievements of college talents in the field of scientific research have shown, creating considerable economic and social benefits for the society^[2]. In order to gather more outstanding talents to start a project in Nanchong, this paper summarizes the current difficulties in the talent work of medical and universities in Nanchong and puts forward research countermeasures through methods such as document review, questionnaire survey and symposium.

2. Problems existing in the construction of talent teams in medical colleges and universities in Nanchong

2.1 Problems in introducing talents

2.1.1 The environment for talent introduction needs to be optimized

Firstly, the existing talent introduction policies can no longer adapt to the needs of the development the situation in terms of the treatment, methods and channels of talent introduction, and need to be revised and improved. Secondly, competition for talent introduction has intensified in colleges and universities across the country. It is difficult to introduce high-level and scarce talents in public health and prevention, computer science and technology, accounting, clinical medicine and other majors, resulting in talent shortage in some fields and affecting the discipline construction of colleges and the promotion of medical universities. Thirdly, the concept of leading talent can not advance with The As a direct service for talents, teaching departments and scientific research institutes have few ways, channels and efforts to attract talents, and ignore the main position and the spiritual responsibility of "responsible person" in talents work in terms of making suggestions and providing intellectual

2.1.2 The mechanism of talent introduction needs to be improved

Firstly, the channels for conveying talent policies are not smooth. Provincial and municipal talent policies are only released on the official website of the Municipal Party committee and the municipal Government and issued to the administrative office of the University Party Committee, without centralized explanation and training of departments and personnel responsible for recruitment and introduction, resulting in the implementation of talent policy publicity stuck in the "last mile". Secondly, the supporting policies and mechanisms for talent work in Nanchong are not sound, and the living subsidy policy is only for high-level talents with doctoral degrees, which is out of reach for young talents with master degree in colleges and universities. Besides, apartments for talents, housing subsidies, employment and placement of families of high-level talents with doctoral degrees, and purchase of annuity from enterprises acting as personnel agents for masters have not been realized for a long time.

2.2 Problems in retaining talents

2.2.1 The space for talent development needs to be expanded

Firstly, the talent evaluation system is unitary. The professional title and professional skills of primary and intermediate professional and technical post personnel have not yet achieved "cross-assessment". Secondly, the temporary job training and growth channel between the university and the directly affiliated hospitals, municipal enterprises and institutions is not smooth.

2.2.2 The talent management needs to be strengthened

Firstly, focus on introduction and less on cultivation. Orientation training is only limited to teaching skills training, with short training time, single form and mere formality of inspection and assessment. There is no corresponding training for school management policies, history and culture, and development aspirations. Secondly, the neglect of talent assessment and stability. For talents, perfect and reasonable assessment and incentive agreements and breach of contract liability constraints are not signed upon entry, resulting in frequent flow of talents, which adversely affects teaching, scientific research and team stability.

3. Countermeasures to strengthen the construction of talent team in medical colleges and universities in Nanchong

3.1 Strengthen the awareness of talents in colleges and universities and establish a scientific concept of talents

Colleges and universities are encouraged and required to emancipate their minds and update their ideas, establish a scientific concept of attracting and retaining talents that is suitable for the new era, new situation and new requirements, and make clear that talents are the first resource concept for the development of colleges and universities, and the basic, strategic and decisive position of human resources in the education of students and the development of colleges and universities^[3].

3.2 Excavate existing resources and broaden channels for attracting talents in universities

The first is to further improve the talent policy system of colleges and universities, integrate the existing resources, introduce the talent introduction policy suitable for the new era, new requirements, new development, and form a characteristic talent introduction, training, use, incentive, flow, guarantee and other overall supporting enterprise talent team construction system. Second, the functional departments of provincial and municipal governments should perfect the introduction of high-level talent pool, give full play to the role of the organization department, talent office, high-end talent service exchange center and other market intermediary organizations, strengthen the docking and cooperation with personnel offices of colleges and universities in the city, and regularly organize and carry out talent talks, college talent promotion meetings, academic exchange seminars. The third is to further integrate resource information, strive to realize resource sharing, strengthen the construction of talent work website and data, apply advanced information network technology to talent work, and jointly create a talent information network with high scientific research capacity and in line with the law of market economy.

3.3 Optimize the environment and create a first-class development platform

The first is to establish and improve the operation mechanism of provincial and municipal talent work, clarify the work responsibilities of government functional departments and personnel offices of colleges and universities in the city, strengthen overall coordination and supervision and inspection, and promote the implementation of talent work. The second is to grasp the wave of the "One Belt, One Road" construction and the plan of "Chengdu-Chongqing Economic Circle", focus on the construction of the talent market, and build the Nanchong talent market into a first-class talent market based on Sichuan and Chongqing, focusing on the world, and leading domestic similar cities. The third is to strengthen the cooperation of "industry-university-research", expand the space for talent development and improve the treatment of talent development; strive to create "national-built garden city" and "national civilized city" to increase the competitiveness of urban development. The fourth is to change the work style of personnel work departments, take the lead in recommending young talent team construction, change service attitude, and strive to provide a good service environment for talents to work and live in Nanchong. The fifth is to mobilize resources to speed up the construction of university cities and new campuses in the 14th Five-Year Plan, divide the talent gradient of "doctoral, master and undergraduate", and accelerate the implementation of the policies of talent apartment, housing subsidy, employment and resettlement of families of high-level doctoral talents, and purchase of annuity of personnel agency enterprises for master.

3.4 Scientifically cultivate talents and effectively promote the development and utilization of talents in colleges and universities

The first is to adhere to the policy of "retaining talents by treatment, career, and emotion" for the work of talents in colleges and universities, and try to provide all kinds of talents with a free and broad stage to display their talents, so as to show their personal talents and realize their personal value. The second is to strengthen the construction of talent training bases for provincial and municipal party schools and teacher education and training centers, coordinate and integrate the training bases of relevant departments, teachers and other talent training resources, give full play to the effect of resource agglomeration, and create an influential talent work brand in Nanchong.

3.5 Strengthen talent work assessment and focus on talent management

Firstly, guide colleges and universities in The city to establish a talent dynamic management system, strengthen the assessment and supervision of the introduced talents, establish a flexible talent evaluation system based on teaching and scientific research performance, with morality, knowledge, ability and other elements, and truly reflect the personal and social value of talents in colleges and universities ^[4]. Secondly, in the process of talent introduction, guide and supervise the personnel department of colleges and universities to formulate entry plans according to actual needs and development plans, and carefully distinguish and screen them in the interview and assessment process, so as to introduce outstanding talents who can do and do well for the school. Thirdly, improve the selection and discovery of outstanding talents, strengthen exchanges and cooperation between different employers and talents, and give full play to the role of talents in helping and leading.

4. Conclusion

The construction of high-quality talent team is an important way for colleges and universities to improve the academic quality. Facing the increasingly fierce competition for talents, medical colleges and universities in Nanchong should strengthen the awareness of talents, establish a scientific concept of talents, and implement the strategy of "strengthening the school with talents". Furthermore, medical colleges and universities in Nanchong should fully combine the school's development orientation and discipline construction goals, and formulate and implement talent plans that meet its own development characteristics and actual needs. In addition, medical colleges and universities in Nanchong must comprehensively deepen the reform of the personnel system, innovate the management system and mechanism, promote the development and utilization of talents, and stimulate the enthusiasm and initiative of talent innovation. It's vital for medical colleges and universities in Nanchong to actively plan talent development strategies, and comprehensively improve the level of talent team construction.

Acknowledgement

Periodical achievement of "Research barriers and optimization of Academic Ecosystem for Young Doctoral teachers in Colleges and Universities", Youth Project of University-level Scientific Research Development Fund of North Sichuan Medical College (Humanities and Social Sciences), No.XJ2021000901.

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