

Analysis on the Path of Precise Service for Youth Growth and Success in Scientific Research Institutions

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Abstract: This article scientifically analyzes and summarizes the shortcomings in the process of youth growth and success and their causes, and investigates and analyzes the status quo of young talents in scientific research institutions and the successful experience of cultivating young talents. On this basis, aiming at the existing problems and weak links in the research status, this paper summarizes the training path of young talents in scientific research institutions. At the same time, this paper proposes a selection and training model for young scientific and technological backbones suitable for scientific research institutions. This model helps to accelerate the growth of young scientific and technological talents, and provides strong talent support and intellectual guarantee for promoting the continuous development of national science and technology. In this way, a pyramid-like talent echelon from core groups to professionals, generals and commanders is formed.

Keywords: Precise service, Scientific research youth, Growth and success

1. Introduction

1.1. Research background

In the present era, human resource is the first resource^[1]. As a potential wealth in human resources, young people play a vital role. They are the group of fast-acting, active thinking, and changeable mentality in the employee system of an enterprise. They are also the group with the most self-confidence, self-esteem, curiosity, and self-motivation. They have advantages in physical strength as well as intellect for quick acceptance of new knowledge. However, at present, the ever-changing domestic and international environment and the market for enterprise development has brought severe challenges to the exploration and analysis of the path of youth growth and success in scientific research institutions. Enterprises still mainly adopt one-way theoretical indoctrination, centralized management and other traditional methods to make for youth growth and success. These methods have insufficient consideration of pertinence, innovation and comprehensiveness. Therefore, it is critical and important to study whether the path of young people's growth and success can keep pace with the times, play its role in combination with the actual situation, actively respond to these new challenges, effectively arouse the work enthusiasm of young people, cultivate their technological advancement, and enable them to be better devoted to the production and operation of the enterprise.

1.2. Research Significance

Carrying out research on precise service for the growth and success of young people in scientific research institutions fulfills the requirements for fully implementing the spirit of the 20th National Congress of the Communist Party of China and strengthening the talent building for scientific research enterprises. With solid foundation of basic professional knowledge and overall quality, young people are practitioners and promoters of enterprise development and construction. At the same time, the acquisition of knowledge and the improvement of their professional skills will inevitably lead to the overall improvement of the knowledge and skill level of the entire enterprise workforce. Precisely serving young people in scientific research enterprises to grow and succeed has become an inevitable path for enterprise

development. In recent years, great importance has been attached to enterprise talents in state-owned enterprises by the Organization Department of the Central Committee and the State-owned Assets Supervision and Administration Commission. The construction of talent teams in state-owned enterprises, especially state-owned scientific and technological enterprises, has been promoted on a large scale, providing strong talent support for building a powerful nation of science and technology and a great modern socialist country. As far as scientific research institutions are concerned, it is even more necessary to accurately benchmark the national standards and requirements for the cultivation of scientific and technological talents, identify the focus and breakthrough for enterprises to cultivate young scientific and technological talents, and focus on exploring the specific path of cultivating young talents from the perspective of service, which is very essential for improving the actual effect of scientific research enterprises serving the growth of young talents.

Carrying out research on precise service for the growth and success of young people in scientific research institutions fulfills the requirements for improving the country's comprehensive scientific and technological strength and enhancing the international competitiveness of core technologies. In today's world, a new round of competition is being launched in the field of international science and technology, which is becoming increasingly fierce. The key for a country to gain advantages and win the future in the fierce international competition pattern lies in talents, and building a team of high-quality young scientific and technological talents is the key. Therefore, it is particularly important and necessary for scientific research institutions to consider how to provide precise and high-quality services for the growth and success of the country's youth in a more effective way and create a better environment and conditions for the growth of young talents.

1.3. Main Ideas and Goals

(1) Strengthen ideological guidance and stimulate young people's motivation^[2]. In order to serve the growth and success of young people, we must insist on ideological guidance first, solving the problems of lack of motivation and slackness in youth growth. The group organization is the mass organization closest to the youth. It should help the youth to establish a correct world outlook, outlook on life, and values, correct their attitudes towards life, and then enable them to maintain a positive mental state. It should activate the self-development awareness of the youth, changing from "I am required to be a talent" to "I want to be a talent", promoting the growth of young people.

(2) Improve overall quality and broaden career development channels. Establishing correct goals for career planning is the first lesson for young people to grow and succeed. Group organizations are an important link to promote the harmonious development of youth and enterprises. Whether they can meet the two-way needs of enterprises and youth at the same time is the foundation of establishing the work goals of group organizations and the main indicator to measure the growth and success of youth. Group organizations should help young people establish a correct outlook on career development, choose channels that are conducive to their own growth, and realize their own value through continuous learning and training.

(3) Based on post growth, realize win-win for youth and enterprises. Group organizations should actively adapt to the strong desire of young people to grow, become talents, and succeed, serve young people's learning with enthusiasm, seize favorable opportunities, create conditions for young people's learning, provide a stage for young people to act, and provide assistance for young people's requirements. It is necessary to further focus on learning and cultivating concepts; Focus on training and cultivating capabilities; focus on services and cultivating attitudes, building a bridge of cooperation and harmony between young people and enterprises, encouraging enterprises to create a good working environment for young people.

2. Weak links and reasons for the growth and success of young people in scientific research institutions

In order to fully grasp the current situation of the research object, this research adopts the method of questionnaire survey, and conducts a summary analysis of the questionnaire. The objects of this project are young people aged 20 to 35 in a scientific research institution. The "Questionnaire on Youth Work in Scientific Research Institutions" is carried out to provide sufficient data for the research on the mechanism of youth growth and success.

2.1. Weak links in the growth path of young people in scientific research institutions

(1) The selection planning and methods of young talents in scientific research institutions need to be improved^[3]. The first question of the “Questionnaire on Youth Work in Scientific Research Institutions” is shown in Figure 1.

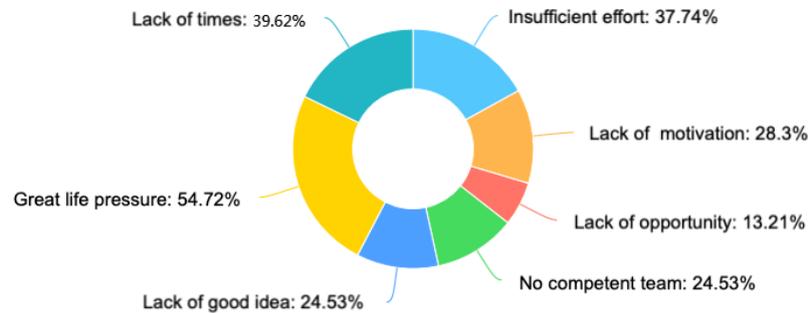


Figure 1: What do you think are the factors that limit yourself from being more effective?

The overall planning is insufficient. At present, some scientific research institutions have not yet established a top-level mechanism for the selection and training of outstanding young talents. The lack of top-level guidance and necessary policy support for the cultivation of young talents has hindered the improvement of the quality and ability of young talents to a certain extent, and is not conducive to the outstanding young talents to stand out and grow rapidly. In addition, as an important reserve force for high-level expert teams, the absence of young science and technology experts under the age of 35 will also have an adverse impact on the integrity and continuity of the expert echelons of enterprises.

The method is monotonous and outdated. Although the path of youth growth and success has been continuously tried and improved in long-term practical work, and many specific methods have been adopted in specific applications, the growth and success of young employees is still relatively monotonous and outdated. Most of them focus on theoretical knowledge learning such as holding meetings and course explanations, lacking effective persuasion and appeal, and cannot adapt to the reform and innovative development of enterprises under the new situation.

(2) The training mechanism for young talents in scientific research institutions needs to be improved. The second question of the “Questionnaire on Youth Work in Scientific Research Institutions” is shown in Figure 2.

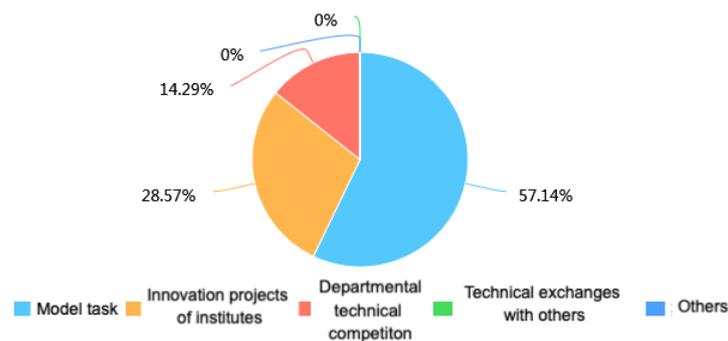


Figure 2: What do you think is the most effective way to improve skills?

The mechanism design is rather vague. The current activities for youth growth and success are mainly carried out in a concentrated manner, which has not directly reflected the people-oriented service characteristics, and has not fully considered the personal characteristics and development needs of young people, making the training and education activities unattractive.

The third question of the “Questionnaire on Youth Work in Scientific Research Institutions” is shown in Figure 3.

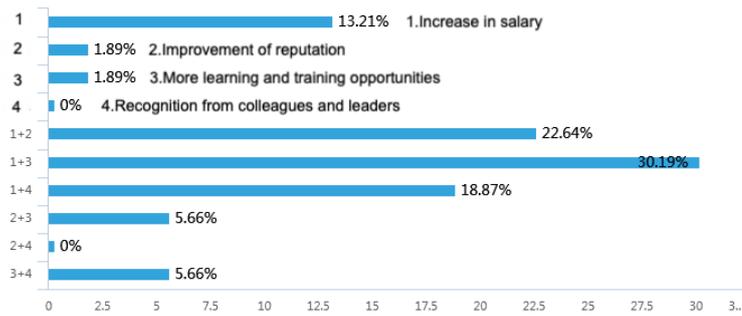


Figure 3: What kind of evaluation mechanism can lead to more incentive effect?

The incentive evaluation mechanism needs to be improved. At present, the evaluation mechanism for enterprises to motivate young people is still in a relatively vague state. The way to encourage young people to actively participate in training is not attractive enough, and it is necessary to strengthen humanized care and adequate communication for young people. There is a serious lack of communication between enterprises and young people. Poor information communication channels have led to many problems not being discovered and corrected in time, making it impossible to understand the ideological trends of young people in a timely and comprehensive manner.

(3) The growth environment for young talents in scientific research institutions needs to be improved. Limited space for innovation. On the one hand, high-intensity scientific research tasks have cultivated a high quality awareness of young talents and provided a good platform for their career development; On the other hand, the transactional and repetitive work of young talents has increased, leaving them little energy to accumulate technology and solidify experience. Tracking new technologies and conducting real technological innovation research have been put on hold, which limits the professional technical research capabilities of young talents to a certain extent. The soil of a moderately relaxed environment that is truly suitable for the growth of young talents is not yet mature.

The office and living environment needs to be improved^[4]. Paying attention to the inner world of young people, a good working, living and humanistic environment and a pleasant harmonious cultural environment are very necessary to improve the youth's sense of gain, and can also promote and motivate young people. A good and comfortable working environment does not necessarily have an effective incentive effect on the growth and success of all young people, but an indifferent and lacking warm working environment will definitely affect their mood and working status, reducing work quality and efficiency.

2.2. Cause analysis

Weak links and reasons for the growth and success of young people in scientific research institutions are shown in Figure 4.

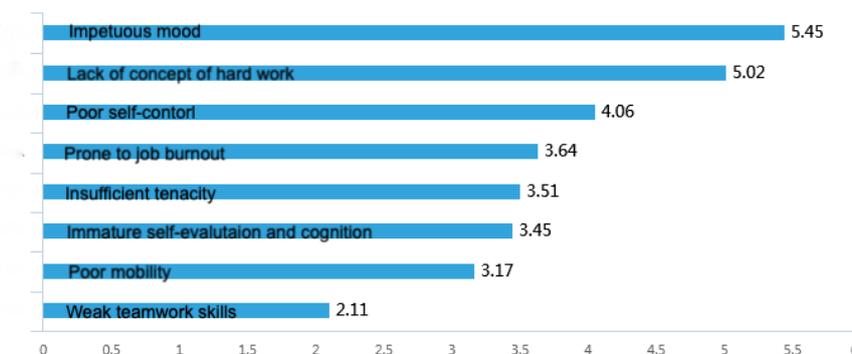


Figure 4: Weak links and reasons for the growth and success of young people in scientific research institutions.

(1) Strong political concepts but weak rational understanding. Young people are generally passionate, have ideals and aspirations, support the leadership of the party, and are positive and healthy in mainstream political concepts. However, based on their young age and the characteristics of the times, they

sometimes stay on the surface when looking at problems, such as the evaluation of some sudden social events, which are hot but lack depth. In addition, due to reasons such as the age structure and history of young people, they are tired of empty preaching and prefer educational activities that are ideological, informative, and interesting.

(2) Strong individualism and weak teamwork. Most of the young people are only children, lacking in interpersonal communication skills and teamwork awareness. Some young people are self-centered and cannot devote themselves to the reform and development of enterprises with sense of ownership. They shirk and argue at work and are afraid of taking responsibility; they are unable to consciously implement the deployment and requirements of superiors, blame others when things go wrong. There are phenomena such as poor awareness of obedience, untrue style of work, and inadequate work implementation.

(3) Strong ability to accept, but weak self-discipline ability. Young people grow up in the era of knowledge and information explosion, which greatly enriches and activates their thinking. Most of them have received higher education with a wide range of knowledge and interests. They have a strong desire to learn, train and improve their own abilities and qualities, and can generally recognize the importance of learning. However, the massive information sources of new media are also mixed with many negative things. Young people themselves have disadvantages in age, qualifications, and weak self-discipline, making them extremely vulnerable to influence.

(4) Strong awareness of interests, but weak ability to bear pressure. Young people pay more attention to the realization of their own value^[5,6], hope to break through the routine, and strongly expect to be noticed and recognized by the leaders. Once personal goals cannot be achieved as scheduled, it is often difficult for them to face setbacks with poor ability to bear pressure.

(5) A strong sense of purpose, but a weak sense of dedication. Affected by the social environment, young people pay more attention to the pursuit of material interests and their own value. But they lack team spirit, are not motivated to participate in collective activities, and lack the overall concept and dedication. In addition, some young people are only satisfied with completing their daily work, have no foresight for their own long-term development, and have no clear goals for their long-term career planning.

3. Conclusions and countermeasure suggestions

3.1. Focus on the talent development strategy, establish and improve the training mechanism for young talents

Under the guidance of the talent development strategy planning, establish and improve the youth talent training mechanism of scientific research institutions, and rationally excavate, develop and train the enterprise youth reserve talent team by formulating effective talent training and development plans. The framework for training young talents in scientific research institutions is shown in Figure 5.

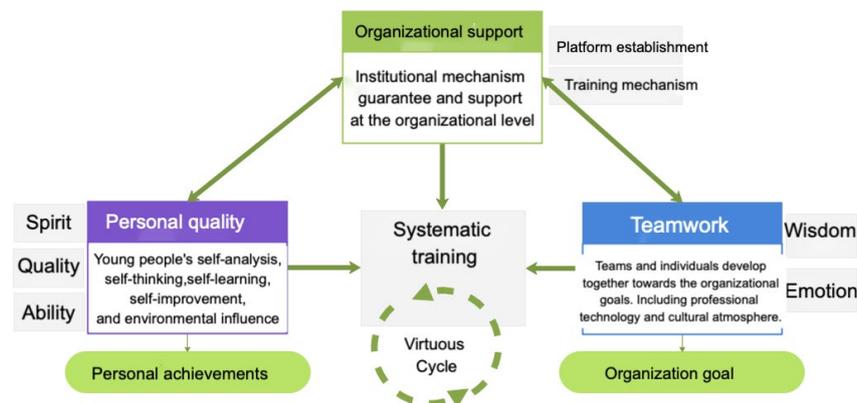


Figure 5: Framework for training young talents in scientific research institutions.

(1) In terms of organizational support, build a youth talent training mechanism in four parts: “Sailing Project”, “Talents Cultivation Project”, “Elite Project” and “Distinction Project”. The enterprise’s strategic talent pool is formed in layers and stages.

(2) In terms of personal quality, strengthen ideological and theoretical education and ability education.

Youth is the golden age for learning knowledge, cultivating sentiment, and increasing ability. Youth need to strengthen theoretical education, and special consideration should be given to educational content and educational methods.

(3) In terms of teamwork, integrate emotion and wisdom. Integration of wisdom refers to the flexible integration of theoretical knowledge of young people into work. Integration of emotion refers to the integration of feelings with young employees into work and the establishment of good teamwork skills.

3.2. Adhere to the problem orientation, cultivate youth active thinking mode and build a youth talent think tank from the perspective of problem orientation.

The promotion of youth talent growth is mainly divided into the following sessions. As is shown in Figure 6.

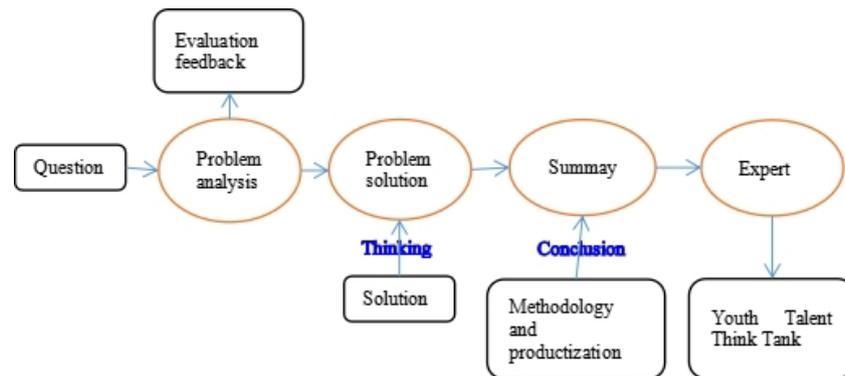


Figure 6: Problem-oriented model.

(1) Deepen practical and innovative experience, and improve the ability of young people to solve problems. Further improve the management mechanism and coordinate innovation and efficiency creation resources. Combined with the “management and innovation” of scientific research institutions, a “Youth Innovation Working Group” with young middle-level leaders as team leaders and young technical backbones as members should be established in the front-line scientific research departments to explore the “innovation-training-improvement” management model and achieve good results. In the process of topic selection, project approval, implementation, evaluation, and promotion, during which a “level three youth innovation forum” should be organized in a timely manner to promote the sharing of results.

(2) Adhere to problem orientation and cultivate active thinking. Problem awareness is a positive thinking mode that helps us actively discover problems. Only when we have doubts and questions in our hearts can we have acumen when encountering problems. In the face of new businesses, although young people have insufficient experience, they should also raise their awareness of problems, and find the main problems and the main aspects of the problems through constant questioning and attention.

(3) Summarize and refine, and cultivate a professional young talent think tank team with scientific research and judgment awareness. Through thinking and refinement, summarize the solutions and solutions to the problems. As the vanguard and new force to promote the development of technology-based enterprises, young talents are the “soft” core competitiveness of their development.

3.3. Pay attention to the creation of an environment for the growth of young talents, and cultivate new youth with a sense of mission.

3.3.1. Strengthen spiritual education so that young people have patriotism and sense of mission

On the road of youth growth, patriotic education should be further strengthened to cultivate high-quality young talents with red heritage and patriotism. Firstly, young people should be trained to put the country first. “I will do what the country needs” is patriotism, while “stick to the post and study hard” is also patriotism. The patriotism of scientific research youth in the new era is to devote themselves to the great cause of strengthening the country through science and technology, taking the interests of the country and the people as the highest interest, taking the needs of the cause as the highest need, and closely linking personal ideals with the destiny of the motherland and the construction of a strong country through science and technology. Secondly, young people should be cultivated to be the devotees of the

new era. We must stress dedication, uphold the pride of “I am needed for success”, the feelings of “maintaining a small family while caring for everyone” and the spirit of “giving more”. Young people shall make a career in their field, and realize individual and enterprise growth in the process of devoting to their job and career.

3.3.2. Adhere to humanistic care and provide services close to the body and mind of young people in scientific research institutions

Pay attention to the development of young people’s thoughts. Young people are the main force in the development of state-owned enterprises. Whether their values are correct or not plays a vital role in the healthy operation of the enterprise economy. It is necessary to deeply understand the ideological and living conditions of young people, pay attention to the real life of young people, improve the pertinence of ideological and political work methods, and then achieve the goal of improving the actual effect of ideological and political education for young people. In terms of the various psychological states of young people, increase the intensity of mental health education, so that they can understand and master the necessary psychological adjustment skills.

Care about the living conditions of young people. Care for young people in life, understand their thinking, serve their needs and expectations, solve practical problems, and extend the tentacles of caring for young people from the “work circle” to the “life circle” and “social circle”. Unblock the channels of communication with young people, keep abreast of youth ideological work, and strengthen the dynamic analysis of youth thoughts. Help young people solve practical difficulties, face up to and respect young people’s psychological demands, keep abreast of stress and confusion, and strengthen psychological counseling.

4. Conclusions

Young people are a group of quick-acting, active thinking, and changeable mentality in the employee system of an enterprise. They are also the part with the strongest self-confidence, self-esteem, curiosity, and self-motivation. With not only the advantages of youthful physical strength, but also the intellectual advantage of quickly accepting new knowledge, they are the inexhaustible driving force and valuable wealth for the continuous development of scientific research institutions. The cultivation of young talents is a complicated systematic project. To get young talents “attracted, retained and used” and truly playing a practical role in promoting the development of enterprises and the country’s take-off, it requires unremitting exploration at multiple levels from the country to enterprises. We must combine our own work reality, further innovate the idea of talent cultivation, building a thoughtful, skilled and energetic young scientific research team, making unremitting efforts to contribute to the sustainable development of China’s science and technology rejuvenation, and make China stand tall in the east of the world in the fiercer national security, cutting-edge technology and market competition in the future.

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