

# *Reflections on Accelerating the Construction of Internationalized Talents in the New Era*

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**Abstract:** Since the implementation of the "going out" strategy, the demand for international talents has been growing. At present, accelerating the construction of the international talent team has become an effective measure to implement the "going out" strategy, and also an important driving force to promote the improvement of domestic talent team construction. From the perspective of the number of international talents in China at this stage, there is obviously a shortage of international talents, which limits the smooth implementation of the internationalization strategy. At present, it is crucial to solve this problem. It is necessary to improve the talent introduction mechanism, education mechanism, talent employment mechanism and other aspects to enhance the competitive advantage of China's international talent team. Based on this, the article explores the path to accelerate the construction of international talent team in the new era.

## **1. Introduction**

Under the trend of global economic integration, human resources have become the first resource to promote development, and consensus has been reached on a global scale. At this stage, if you want to participate in the international strategic goals, you need to put the construction of international talent team in an important strategic position. In the new era, the international market competition is becoming increasingly fierce, which requires talents with international vision and high cross-cultural communication ability to develop market business. It can be said that at this stage, promoting the construction of an international talent team has become an important means for countries around the world to compete in the international market. Therefore, it is necessary to study the path of accelerating the construction of international talent team at this stage.

## **2. The significance of building an international talent team**

### **2.1. Internationalized talents are an important part of talent team construction**

No matter what stage of development, international talents have made great contributions to the construction and development of the socialist cause. Since the reform and opening up, China has gradually participated in the international market, and the demand for various types of international talents has been growing. China has increased the introduction and reference of foreign advanced science and technology and advanced knowledge systems, and hired a large number of foreign experts

to work in China.[1] The internationalization level of science and technology and education has been significantly improved, which provides talent support for the rapid development of social economy. At this time, international talents have become an important part of China's innovation resource requirements and accelerating global interaction.

## **2.2. Internationalized talents are the core elements of global talent competition**

In the new era, international talents have a positive value in promoting the reshaping of the global talent competition pattern. From the perspective of the development trend of global economic integration, international talents are playing a more and more important role in it. Many countries attract global talents to serve their development through immigration policies, immigration policies, scientific research conditions and other policies. In today's complex and ever-changing international competitive environment and the impact of the COVID-19 epidemic on global development, it is more necessary to promote the pace of international talent team building, attract and cultivate more international talents with an open vision and policies, and improve China's international competitiveness.[2]

## **2.3. Internationalized talents are an important support for improving the level of opening up**

In the post epidemic era, the global economy has been greatly affected by the COVID-19 epidemic, changes in the world situation, changes in the international trade environment and other factors, and the process of globalization has been affected to a certain extent. At this time, the global value chain began to shrink in stages. At this stage, if we want to continue to expand opening up, we need to not only face the obstacles of globalization and the challenges of international rules, but also actively promote the construction of an international talent team and tell a good "China story". At the same time, in the process of international cooperation and exchange, talents need not only to have a global vision and international standards, but also to be familiar with international rules and negotiation standards, and more importantly, they need to have cross-cultural awareness and dialectical thinking ability, so that they can adapt to the new situation of international development and give full play to the supporting role of international talents.

## **3. Current situation of international talent team construction in the new era**

### **3.1. Insufficient national talents**

With the expansion of international business, the demand for international talents continues to grow. However, the total number of international talents in China at this stage is still difficult to meet the actual needs of international business development and development. Especially in terms of staffing of business departments, there is an obvious shortage of international talents, and the shortage of structural talents limits the expansion of international business.

### **3.2. Inadequate talent training and allocation**

From the analysis of the construction of the international talent team at this stage, there are problems in the selection, training and allocation of international talents, especially in the case of a shortage of international talents, there are still many international talents who have not participated in the actual work after training. [3] At the same time, it is difficult for the existing international talents to update their knowledge in time because of their busy business.

### **3.3. Few high-quality and versatile talents**

At present, by analyzing the actual situation of China's international talent team construction, it can be found that there are not many high-quality composite talents in business distribution, knowledge and skill structure, etc. In particular, the lack of comprehensive talents who are familiar with international laws, management and business will inevitably restrict the pace of international business development.

## **4. Reasons for the current situation of the construction of international talent team in the new era**

### **4.1. Single source of international talent introduction**

At this stage, more and more international enterprises pay attention to the construction and reserve of international talent team. The most direct way to achieve this goal is to select and introduce talents. In talent selection and reserve, talent selection is the key link of talent quality control. At this stage, with the development of international business, the enterprise mainly takes the strategic policy and direction of international business development as the talent introduction goal for the introduction of international talents. However, although all major enterprises have reserves of international talents, there is still a talent gap. In addition, the current introduction of international talents by Chinese enterprises is too unitary, which is often limited to internal talent selection, which means that the selected personnel do not necessarily meet the needs of international business development.

### **4.2. Insufficient international talent training**

The implementation of the "going out" strategy has created conditions for Chinese enterprises to open up the international market, and major enterprises actively respond to the international development strategy. However, in the process of opening up the international market, enterprises focus too much on business development and neglect the training of international talents. In the current international market development of enterprises, there are some defects in the allocation of personnel, such as insufficient number, insufficient experience, and lack of expertise, which also reflects the insufficient efforts of enterprises to cultivate international talents. In the new era, people engaged in international jobs need to have a number of abilities. Internationalized vision, innovation awareness, professional knowledge, familiarity with international practices, cross-cultural communication ability, etc. are all the basic abilities that international talents need to have. However, the lack of enterprise training in this area leads to great difficulties in international business development.

### **4.3. The salary and welfare system lacks attraction**

From the analysis of the development of international market and the implementation of international projects by Chinese enterprises, the cost of investment, energy consumption and difficulties overcome are far higher than those of domestic projects. Therefore, this puts forward higher requirements for the basic quality of international business staff, and requires the corresponding salary as the contribution of matching talents. However, from the perspective of the construction of the enterprise salary system in China at this stage, it is not enough to attract more international talents to participate in international business, especially when compared with domestic counterparts, it does not have advantages, which will have a negative impact on the introduction of talents.

## **5. Measures to accelerate the construction of international talent team in the new era**

### **5.1. Establishing an international talent introduction mechanism**

First, we should standardize the standards and procedures for talent introduction and select domestic talents. In terms of the introduction of international talents, the first thing that enterprises should consider is their own actual development needs and international business development needs, and introduce various types of high-quality composite talents as the main source of domestic talent team. The second point is to formulate standardized talent introduction standards, and do a good job in the quality of personnel. Select excellent talents to enrich the international talent team by means of organizational selection, social recruitment, etc., especially focusing on the testing of talents' majors and foreign languages, so as to ensure that the selected talents initially have international talent capabilities.

Secondly, based on the post demand of the enterprise, the expatriates are preferred. For the selection of expatriates, it is necessary to consider the requirements of international posts on talent quality and ability, and select talents matching the posts by means of personal self recommendation, open recruitment, internal selection, etc. This can enable potential international talents to participate in the development of international business, give full play to talents' talents, and achieve the common growth of talents and enterprises. Finally, we can expand talent recruitment channels and actively introduce international talents. At this stage, enterprises need to establish the idea of optimizing the allocation of global human resources, actively promote the corporate image and corporate culture, and promote the policy environment and cultural environment conducive to attracting talents.

### **5.2. Improving the international talent training system**

In the new era, to speed up the construction of the international talent team, it is necessary to establish a modern enterprise talent training system to promote the growth and value development of the international talent team. First, post assignment. In terms of the overall framework of talent cultivation and training, it is necessary to strengthen the appointment of personnel for senior management positions of overseas joint ventures and cooperative enterprises, and strive to participate in the operation and management of local joint ventures and cooperative enterprises in an all-round way, so as to train international staff. Secondly, field practice. At this stage, enterprises need to optimize, integrate and communicate the short-term and medium-term internship resources of their overseas offices and overseas partners, in order to exchange or assign middle-level managers and technicians to participate in international team cooperation on site, systematically understand different overseas management models, cultures, businesses, etc., broaden the international vision of trainees, and exercise their cross-cultural communication ability and leadership to lay the groundwork for training high-level international talents. Finally, institutional training. Enterprises can choose high-quality international talent training institutions at home and abroad to help them set up training courses to meet their international development needs. They can train talents from the leadership, emotional intelligence, globalization concept, cross-cultural cognition, decision-making ability and other levels, so that international talents really have the leadership to lead the team and scientifically promote the implementation of strategic objectives.

### **5.3. Optimizing the international talent allocation mechanism**

With the social development in the new era and the ever-changing international situation, it is necessary to do a good job in the construction of the international talent team and reasonably allocate personnel for the development of international business. In terms of staffing, the actual needs of international business development need to be taken into account. Therefore, in order to give full play to the value of international talents, enterprises must optimize and innovate the allocation mechanism

of international talents. First of all, in the process of realizing international development, enterprises need to sort out the posts with international attributes, and then determine the specific responsibilities and tasks of international posts, as well as the ability requirements for personnel, and reasonably allocate international talents. Secondly, we should coordinate international human resources and enhance the adaptability of personnel and posts. When allocating international talents, we need to consider the needs of international business, select experienced personnel, and appropriately increase the proportion of foreign personnel. Finally, in terms of the allocation of international talents, enterprises need to take into account the business changes of grassroots front-line outlets, as well as the actual flow of international personnel. On the basis of total control and standard control, enterprises should properly release the approval of employees, so as to facilitate the introduction of international talents.

#### **5.4. Building an international talent salary system**

In the process of building an international talent team, enterprises need to build an attractive and competitive salary and welfare system based on their own salary management system and the actual situation of international business development, so as to enrich the international talent team by attracting and encouraging. From the perspective of the international development of the enterprise, the reasonable salary structure and welfare level formulated by the enterprise have positive promotion value for attracting and stabilizing high-quality international talents. Therefore, in terms of the adjustment of salary structure, enterprises can focus on the assessment of international talents in key positions in combination with the needs of talents, and improve the welfare of international talents by taking measures such as performance and rewards. At the same time, enterprises need to combine salaries with job responsibilities, and develop a number of assessment indicators, such as earnings capacity, professional skills, performance contribution and other indicators, in order to mobilize the enthusiasm of international talents to participate. Because strengthening welfare treatment is an effective measure to attract and retain talents, enterprises must strengthen the construction of salary and welfare system, improve the treatment of international talents, retain talents and stabilize the talent team.

### **6. Conclusion**

In a word, under the development background of the new era, China has launched the "going out" strategy to carry out the development of international market business. In this process, the construction and reserve of talent team has become an important guarantee for the implementation of the "going out" strategy. Therefore, it is necessary to pay attention to the construction of the international talent team, accurately analyze the demand of the international market, and adjust the mechanism of talent introduction, allocation and training to ensure the quality of the construction of the international talent team. Therefore, facing the fierce international competition environment, we must speed up the construction of international talent team, adapt to the international operation and management environment as soon as possible, and open up a new road of development.

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