

Study of the Innovative Talent Cultivation from the Perspective of Keyword Search

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Abstract. This paper uses the keyword search method to cut into the problem of innovative talents. Through the analysis of the literature big data, it points out that the problem of innovative talents has become a hot issue that has been heating up in the past 10 years. At the same time, it analyzes the status quo of research on innovative talents in the past 10 years in China. In the above, it points out that the problem of the introduction and cultivation of innovative talents in Chongqing is the homogenization of strategy, and then puts forward some thinking and research strategies for the introduction and cultivation of innovative talents in Chongqing.

Keywords: keyword, big data, innovation talent, Chongqing.

1. Introduction

The introduction and training strategy of "innovative talents" has become a hot topic in recent years. In all major and small cities, research institutions, large and medium-sized enterprises, and other aspects, the desire for innovative talents has made the strategy of how to introduce and cultivate become A hot topic of research, resulting in a variety of strategies and research methods. This paper attempts to use a cnki as a platform to examine the issues related to "innovative talents" in mainland China in the past 30 years on the basis of literature big data. The current status and strategy of research, and from this, to explore whether there is a new realm of innovative talents.

1.1 A Review of the Research on Innovative Talents

On cnki, the author enters with "innovative talents" and uses the "abstract" method as the search method, so that the largest number of relevant research results can be sought. The search fields include information technology, economic management, philosophy and humanities, and social sciences. One or two series, agricultural science, etc. The search results show that from January 1982 to June 30, 2017, there were 28,497 research articles related to "innovative talents", which means that the research results of "innovative talents" are rich and brilliant. At the same time, according to the year data, in the past 10 years, the research of innovative talents has shown rapid expansion and expansion. According to the year, specifically, 1 in 1982; 1 in 1984; 2 in 1985; 3 in 1986; 1, 1 in 1989, 1990, 1993; 2 in 1992; 4 in 1997; 47 in 1998; then, in 1999-2005, the research results have increased year by year, reaching about 700 per year; the change occurred in 2006. Beginning with 1028, followed by 1308 in 2007; 1485 in 2008; 1574 in 2009; 1822 in 2010, 2067 in 2011; 2,433 in 2012; 2,533 in 2013; 2,547 in 2014; 2,593 in 2015 2,786 articles in 2016; uploading information on June 30, 2017, there are already 1,626 articles, and there are still six months of relevant research data in 2017.Upload. From the increment of the year data, we can see that, especially in the past 10 years, the issue of "innovative talents" has become more and more concerned, and the research results are becoming more and more abundant. In turn, it can be seen that The understanding of the problem of innovative talents is becoming more and more clear, and it can be seen that the demand for innovative talents in society is getting higher and higher.

1.2 Summary of Research on Innovative Talents

By comparing these nearly 30,000 research documents one by one, we can find the research trends and strategies of the "innovative talents" problem. This article focuses on the research literature of the past 10 years.

First, from a relatively micro level, focus on the research path of innovative talents in all walks of life and specific professional fields. For example, the research on the training mode of innovative talents in materials science, the research on the training mode of electronic information innovation talents, the research on the training mode of garden science and technology innovation talents, the research on the training mode of professional innovative talents in sports colleges, etc., this kind of research focuses on specific industry fields. Within, the exploration mode of exploring innovative talents has clear pertinence and reality. The case is the research object, and the status quo and strategy of the cultivation of innovative talents in this profession are discussed. Based on these research literatures, although they have their own strategies, the commonalities in the whole are: around the real needs, based on professional background, and forward-looking professional prospects. The cultivation of talents is actually a very important part of the pool of innovative talents.

In addition, in the literature review, it is found that the micro level to explore the introduction strategy of innovative talents, as well as the regional strategies of large and medium-sized cities, such as the status quo and strategy of innovative talents in Huai'an, the status quo and strategy of high-tech industry development in Dongguan, Tianjin Science and Technology Incentive mechanism and strategy for innovative talents, contribution mechanism and strategy for innovative talents in underdeveloped regions, implementation of strong provincial strategy to support the transformation of old and new kinetic energy (Shandong), innovative talent support strategy to promote the transformation and development of Yichun, and the development strategy and thinking of Jiangxi innovative talents. The city's six measures and high-level efforts to attract high-level scientific and technological talents team, and so on, etc., are the specific measures for the introduction of innovative talents in the provinces and municipalities directly under the central government and large, medium and small cities. Only the literature research recorded on cnki has been so rich. This shows that in the past 10 years, the provinces and municipalities directly under the central government and large, medium and small cities are eager for innovative talents. Integrating the practices of various regions and regions, the introduction of innovative talents generally has the following common strategies, which are ranked as follows: The platform needed for the introduction of innovative talents and the introduction of innovative talents Industry prospects, etc.; from the perspective of innovative talent training, in general, it can also be compared with the strategy of talent introduction. In general, it attracts domestic and overseas with rich treatment, superior innovation and entrepreneurial growth environment, and livable living atmosphere. Talent.

Second, from the macro level, each research literature explores the significance and strategy of the introduction or cultivation of innovative talents from various theoretical levels. For example, the training model and exploration of "four in one" innovative talents, the study of "modern apprenticeship system" to promote innovative talent training mode, the cultivation of higher education modernization and innovative talents, innovative talents are the core of modern education, and the logical system of Marx and Engels talents, the independent supply of innovative talents in China and the promotion of countermeasures, etc. These theoretical discussions have provided macro thinking for the role, significance and training of innovative talents in the current socialist construction with Chinese characteristics.

Based on the above, through the big data analysis of the strategy of introducing and cultivating innovative talents, we can see the current desire and importance of introducing innovative talents in China. From the existing research literature, the introduction and cultivation of innovative talents are The introduction of hardness or the introduction of softness is nothing more than a people-oriented approach and a platform + treatment + prospect for innovative talents. The platform can be the urban living environment or the working environment can be the technical environment;

the treatment is mainly to solve the worries of innovative talents. Specifically, of course, each has its own specific requirements; the prospect is mainly the development prospects of innovative talents, that is, it can be further in the professional field. Expanding prospects, academic prospects, and of course, greater spatial prospects for the ability to perform. However, as far as the current literature data analysis is concerned, the introduction of the effects of training is faster and more direct. Therefore, the introduction strategies of various innovative talents promise a lot in the platform treatment prospects. At the same time, there are also innovative talents in various provinces and cities, large, medium and small cities. The training has also been carried out, but relatively speaking, the direct introduction of innovative talents is a common talent reserve method adopted by the municipalities directly under the Central Government. For the cultivation of innovative talents, it is more concentrated in the training mode of college students. In my opinion, perhaps the cultivation and improvement of innovative talents is slow, but for the long-term development environment of regional innovation talents, it is the most expensive. Time to do things. Especially for the emerging municipality of Chongqing. Let's keep in mind Xi Jinping's instruction that Talent are the first resource.[4]

2. Overview of the Introduction of Innovative Talents in Chongqing

In the above, the problems of the introduction and cultivation of innovative talents that we have analyzed are similar in Chongqing, which is mainly based on introduction, giving generous treatment, superior conditions for innovation and entrepreneurship, and a livable living environment. That is to say, Chongqing's current strategy for introducing innovative talents does not take into account the unique culture and reality of Chongqing's cities, which leads to the tendency of strategic homogenization. It competes with other provinces and municipalities in China under the same conditions. The final difference between talents lies in the amount of comprehensive treatment given by each family. For example, Chongqing has issued two heavy-weight documents: "Several Preferential Policies for the Introduction of High-level Talents in Chongqing" and "Implementation Measures for the Introduction of Hongyan and Hongyan Talents in Chongqing", which attracts high-level and high-tech innovative talents at home and abroad. In the districts and counties of Chongqing, such as Nan'an District, Jiangbei New District, Shapingba District, Banan District, Tongliang County, etc., similar strategies for the introduction of innovative talents in the region have also been introduced. Of course, the platform + treatment mentioned in the above article. + prospects. This kind of homogenization-oriented talent introduction strategy can quickly solve the scarcity problem of innovative talents from a realistic point of view. On the other hand, it will actually bring long-term reserves to local talents for specific provinces and municipalities directly under the central government. Good influence, in the future, under the enthusiasm of the introduction strategy of homogenization, this effect may increase in the near future.

As the youngest municipality directly under the central government, Chongqing has developed rapidly in recent years and will continue to develop into an inland open highland. This is the grand blueprint of Chongqing and an important element in attracting innovative talents. According to Chongqing's statistics official website data, by 2015, Chongqing's nearly 32 million people have an agricultural population of more than 1980 million. At the same time, in 2015, Chongqing's primary industry's GDP was only 1/ of the secondary and tertiary industries. 6. Therefore, through data comparison, we can see the demand for innovative high-precision talents in the non-agricultural industry that has developed rapidly in Chongqing in the past 10 years. On the other hand, we can also see that in the future urban development of Chongqing, the overall urban and rural development is still There is a long way to go.

3. Suggestions on the Introduction and Training of Innovative Talents in Chongqing

As the introduction and cultivation of innovative talents in Chongqing, the author believes that it can be combined with two directions and two graspers in combination with the characteristics of this city.

One direction of innovative talents is high-level and high-level talents. For the open inland highland Chongqing, high-tech and high-level talents are necessary. It will lead Chongqing's high-level development in high-tech enterprises and high-tech research fields, and expand into a pattern of Chongqing's international metropolis in the future. The reserve of high-precision and high-level talents needs to be grasped by both hands and grasped by one hand. In the current situation, on the one hand, the introduction of homogenization strategy, that is, the use of treatment + platform + prospects in all other provinces and municipalities directly under the jurisdiction of competition, at home and abroad, On the one hand, it can be combined with the unique mountain city of Chongqing to create a "hometown" to attract innovative talents. Specifically, the establishment of a big data repository of high-level talents from Chongqing at home and abroad, detailed data statistics, and a strong resource base for the cultivation of high-level innovative talents in Chongqing. The introduction and training will jointly form the future vision of Chongqing's high-level talents.

Another direction for innovative talents is the talent of the "artisan" spirit, which the author calls basic high-level talents. Since Premier Li Keqiang first proposed the "artisan spirit" in the 2016 "Government Work Report", "artisans" have risen to the level of national consciousness. If high-minded talents are developing in the sky, then "artisans" are the innovative talents in the future. Moreover, after all, Chongqing has more than half of the agricultural population, and a large future international metropolis is not only supported by highly sophisticated talents, but also more and more "artisans" to support our basic education and foundation. industry. Chongqing's coordinated urban and rural development requires precisely the introduction of innovative talents as "artisans" on the one hand, and the need to cultivate a large number of innovative talents in all fields and industries. Similarly, we can also adopt a two-handed strategy to enhance and reserve talent. At present, in the introduction and cultivation of innovative talents in all provinces and municipalities in China, this basic high-level talent strategy does not seem to receive sufficient attention.

4. Conclusion

In summary, this article uses the big data to analyze the current introduction and cultivation of innovative talents from the keyword search. Combining the regional and regional characteristics of Chongqing and the introduction and cultivation of innovative talents, this paper roughly analyzes that Chongqing municipality should build its own innovation. The talent strategy has truly developed into the future inland open height. The same theoretical conclusions logically hope to be analogized to the introduction of innovative talents in other cities. The views are superficial, so please ask the family to correct me.

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