

Research on the Construction of High-Level Talent Team Based on the Talent View in the New Era

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Abstract: Nowadays, the world is faced with “the biggest change in a hundred years”, and the human society has entered another “active period of innovation”. The strategic game among big countries has intensified in an all-round way, and the most fundamental competition for comprehensive national strength is talent competition, pay attention to the growth of individual students' ability in teaching reform, stimulate and cultivate students' learning motivation, optimize teaching effects and improve the quality of talent training. Mobilizing the enthusiasm and creativity of the majority of non Party personnel and teachers in university, and guiding them to carry out teaching reform and scientific and technological innovation is an important topic facing the united front work in the new era. This paper takes the view of talents in the new era as an important guide to the construction of college teachers. Based on the analysis of the connotation of the scientific view of talents, namely “human resources are the first resource”, “everyone can become a talent” and “people-oriented”, this paper expounds the current situation, status, requirements and countermeasures of the construction of college teachers.

1. Introduction

The so-called talent view is the view about talent and its position and role in social development. Talent is as important to talent work as world outlook and outlook on life are to life. With the application of Internet technology and the expansion of shared resources, the school has become a new social interactive platform integrating literature, information, knowledge and services[1]. We have continuously implemented the strategy of strengthening the country with talents into practical work, thus speeding up the pace of “strengthening the country with talents”[2]. Shortage of high-level talents in China has become more and more obvious, and the structural deficiency of talent team and the imbalance of talent resources can no longer meet the needs of talent team construction. Especially, excellent talents can take an important initiative in the process of fierce international environmental competition[3]. The implementation of the active, open and effective talent policy enables all kinds of talents to play a vital supporting role in the process of national construction. Therefore, the demand for talents in the decisive stage of building a well-off society in an all-round way is relatively huge, and it is also a desire for more outstanding talents to gather in China's comprehensive construction and development[4-5].

In order to cultivate qualified talents for innovation and entrepreneurship economy, higher vocational education must control the quality of talent training, truly take “people” as the basis in education and teaching, and realize the transformation of teaching mode of “students as the main body”. It is the mission and responsibility of the united front in the new era to build a political environment that focuses on the party, closely unite non party intellectuals around the CPC, and make the non party talent team an important force to promote the development of the cause of university[6].

The essence of establishing the scientific concept of talents is to further break through the drawbacks that bind talents, liberate all kinds of talents from all kinds of backward ideas and outdated systems and mechanisms, and strive to create a good atmosphere conducive to the emergence, healthy growth, rational flow and full play of outstanding talents. In addition, combined

with the characteristics of the corresponding talent team construction, he made systematic and comprehensive thinking, and combined with the construction of Socialism with Chinese characteristics system, put forward a series of new ideas and new theoretical guidance for the talent construction and development. In view of the current rapid influx of talents in the world and the competition of talents in developed countries, China has formulated a series of open talent policies, constantly reformed the talent work, and introduced outstanding talents from abroad, thus speeding up the return of talents, which is conducive to China's international competition and the realization of the Chinese dream. Under such international and domestic background, talents have become an important strategic resource for national development, so it is very important to study the concept of talents[7-8]. Its innovation lies in:

The research perspective of this paper pays more attention to the large-scale and rapid development of the new round of scientific and technological revolution and industrial revolution. Human society has entered another "active period of innovation". The strategic game between major countries has been intensified in an all-round way. The competition for comprehensive national strength is the most fundamental competition for talents, so the research perspective has certain innovation.

2. Problems in the Construction of High-Level Talents in University

2.1 Problems in the Construction of High-Level Talents in University

The concept that everyone can become a talented person required by the scientific concept of talents is to adhere to the principle of having both ability and political integrity[9]. In recent years, China's talent team construction has made achievements, but there are still some problems that can't adapt to the development of the new era. There are still old ideas and understandings that hinder the talent team construction, the talent strategy has not been put in its proper position, the talent structure is unreasonable (the elements of talent structure include the quality and quantity of talent structure), and the brain drain is serious. The main reasons are that the talent training methods can't fully meet the social needs, the system is not perfect, and the talent evaluation system has not yet been established. China has always presented a "pyramid" shaped talent structure. Even though the total number of talents in China has risen in recent years, the number of high-level talents scattered in specific fields has not changed significantly. The shortage of elite talents is the biggest shortage in the construction of talent team in China[10]. For example, 603600 graduate students were added in 2018, but the proportion of high-level talents in the overall population was not improved.

In schools, there are many middle and senior teachers, professors and associate professors, but few can lead academic research; In enterprises, grass-roots workers are everywhere, but few can become excellent managers; There are many ordinary technicians in the field of science and technology, but few of them can become famous scientists. On the whole, there is a shortage of high-level talents, senior experts and senior management talents; High and new technology talents are in short supply in the fields of new materials, new energy, information, life, renewable energy, space, ocean, environmental protection and software science; The third is the shortage of senior management talents and senior financial and insurance talents. Throughout human history, the world economic center has shifted several times, and there is a clear context that scientific and technological innovation has always been a powerful force supporting the economic center. Where the leading science and technology and cutting-edge talents flow, the commanding heights of development and economic competitiveness turn there. Only with the increase of high-quality talents and the growth of the "elite talents" team can we vigorously promote the high-quality development of China's economy and society.

2.2 Lack of Rationality of Flow

At present, China's talent structure is not reasonable, and the following problems need to be solved: on the one hand, the demand scale of China's labor market is smaller than the scale of talent training, and in addition, in recent years, the number of students enrolled in university in China has

been increasing, which leads to the fact that the trained students can't be absorbed by the market in time, resulting in the incompatibility between the two. The long economic crisis has had a great impact on China's economy. In order to solve this problem, China began to expand the enrollment scale to cushion it. In fact, this is related to our country's realistic education concept. In our country, the emphasis of education is often on students' passive acceptance of knowledge, which makes it difficult for students to actively obtain information. In the education of students' acceptance of teachers, it is often a summary of people's practice in the past. However, after all, the times are developing and the environment has changed, and the past experience is not necessarily suitable for the current reality. In the education of talents, we should pay more attention to the practical ability of talents. If we ignore the importance of direct experience and practical ability to talents, we can't cultivate applied talents to adapt to the development of the times. At the regional level, the peacock flies southeast in the western, northwestern and northern regions of China, moving from the non-central cities in remote areas to the central cities. As shown in Figure 1.

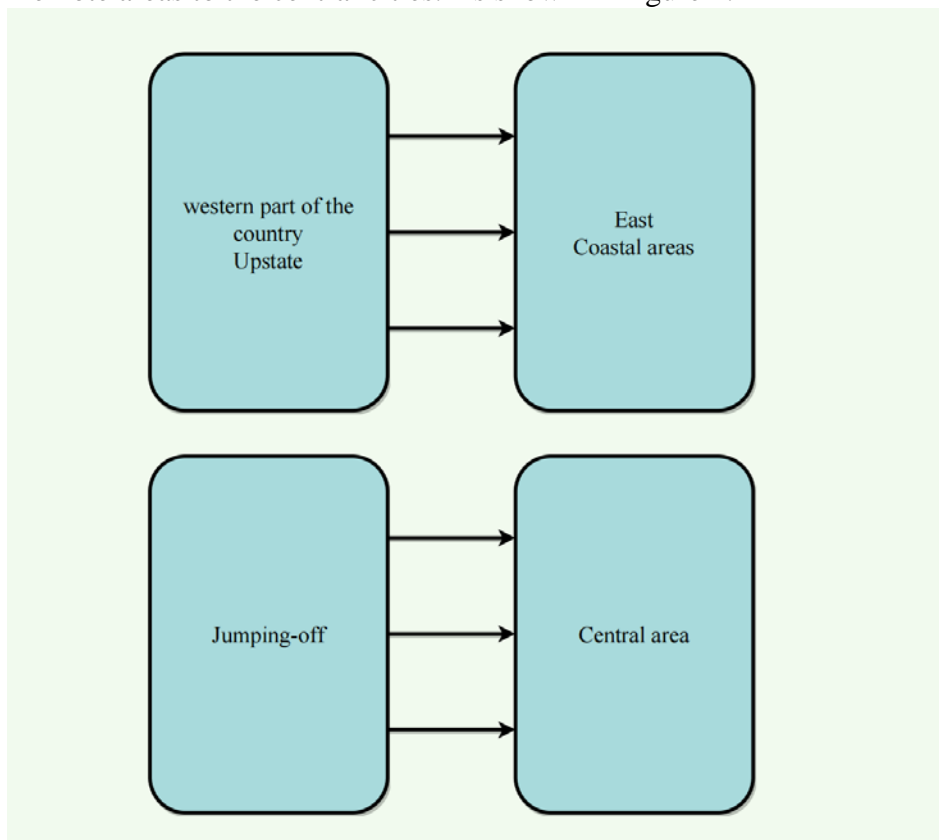


Fig.1 The Flow of High-Level Talents in Universities

It can be seen that the demand for talents in China's market economy does not match the goal of talent training. On the one hand, the improvement of China's economy in recent years is not dependent on the traditional manufacturing industry, but an innovative industry. There is a lack of high-level talents in the economic structure. Therefore, in response to the market demand, the school has increased the enrollment plan of master and doctor. The strength of support for outstanding top talents has increased, and the team of high-level talents and backbone teachers has continued to grow. The reform of the internal management system and personnel system in university has been deepened, and the efficiency of employment in university has been greatly improved. The status and treatment of teachers have been gradually improved, and their working and living conditions have been greatly improved. However, in the face of the rapid development of higher education and the deepening of reform, there are still some difficulties and problems in the overall situation of college teachers and their team building. For example, compared with the reform in the economic field, the marketization reform of human resources allocation lags behind obviously; The effective employment, assessment, training and incentive mechanism needs to be improved; The overall educational level of teachers is low; The structure of teachers is not

reasonable; Some teachers' knowledge structure and teaching ability can't meet the needs of the new situation and teaching posts; The shortage of backbone teachers and academic leaders; The task of building teachers' morality is urgent and arduous; Teachers' working and living conditions need to be further improved. In addition, there is a shortage of professional talents in China's socialist market, while in China's education industry, higher vocational colleges mainly train applied talents with professional skills. On the other hand, the actual situation is that college students in China's higher vocational colleges have insufficient practical ability and low professional skills, and it is difficult for them to be recognized by the society after graduation. This has caused the problems of “difficult recruitment” of employers and “difficult employment” of college graduates in China's socialist market economy.

3. Countermeasures for the Construction of High-Level Talents in Universities in China

3.1 Make Clear the Overall Plan for the Construction of High-Level Talents

The influencing factors of learning motivation are numerous, constantly changing, interwoven and interacted with each other, affecting the learning effect of vocational college students. Higher vocational schools and teachers can stimulate students' internal learning motivation, improve students' subjective initiative, improve learning effects and comprehensively improve the quality of talent training through the change of external factors. In university, talent work is the work of the whole school. We must firmly establish the concept of “talent is the first resource”. Relevant functional departments and grass-roots colleges should closely focus on this center, obey and serve the overall situation of the reform and development of the school cause, be good at combining the work of each unit with the “double first-class” construction and talent work, and take the new situation. New problems should be considered and studied under the general environment and background of school reform and development and “double first-class” construction. Efforts should be made to build a multi-level talent system, improve the system and mechanism of coordination and linkage, constantly optimize the talent development environment, and effectively stimulate the vitality of talent development. In talent work, we must adhere to the principle of discerning talents, using their strengths, developing strengths and avoiding weaknesses, and adjusting measures to people's conditions. He pointed out that we should make good use of the collective “eyes”. Sometimes, a pair of “eyes” are affected by the angle of view and depth of field. After all, there are certain limitations, and it is inevitable that some bias will occur. However, multiple pairs of “eyes” can understand a cadre from multiple perspectives, sides and levels, and avoid “distortion” as much as possible.

With the development of the times and the deepening of the understanding of talents, the concept of talents, the concept of recognizing people and the evaluation standard of talents also have new connotations. First of all, knowing people depends not only on talent, but also on moral character, and strives to have both ability and political integrity. The relationship between morality and talent should be that morality comes first, and morality is more important than talent. Teachers' good morality and character are students' learning models and personality demonstrations, which will have a wide and far-reaching impact on their growth. Secondly, knowing people depends on ability and performance, and establishes “ability orientation” and “performance orientation”. In the aspect of ability evaluation, innovation ability should be regarded as a particularly important index, which deepens and extends the ability and performance orientation, and is also the inevitable requirement for university to participate in international competition. We should make good entrance and political barriers, give full play to the important magic role of the United front, strengthen ideological and political guidance, constantly consolidate the common ideological and political foundation, consolidate the existing consensus, and promote the formation of new consensus.

3.2 Improve the Development and Management Mechanism of High-Level Talents

Adhering to the principle of “the party manages talents” is the fundamental political guarantee of the strategy of strengthening the country with talents. Marxism holds that people are people in

society, and people (laborers) are the most active factor among the productive forces. Obviously, it's very important who holds the talents. Government functional departments should promote the reform of the distribution system, adhere to the unity of fairness and efficiency, and combine incentives with supervision, so that “those who work harder get more”; It is necessary to increase investment in talents and ensure that investment in talents becomes a real strategic investment. It is necessary to improve the level of talent guarantee, and give sufficient guarantee to outstanding talents and leading talents. Focus on the establishment and improvement of party and government talents, management talents and professional and technical talents; Build a rational flow system of talents and allow them to flow reasonably. In the process of research, we should fully cultivate the talent system according to the Marxist concept of talent. Therefore, from a realistic point of view, to implement the strategy of strengthening the country with talents, it is necessary to strengthen the cultivation of talents' quality and ability. Only in this way can we fully realize the important role of science and technology as the first productive force, and we should improve the national scientific and technological innovation and use ability by vigorously cultivating high-quality scientific and technological talents. In addition, we should further strengthen the training of high-quality party and government talents and excellent rural leaders, which play a very important role in social and economic development. It can be said that “adhering to the strategy of optimizing education and comprehensively promoting the education of talent quality is the foundation of national development.” To solve the problem of the incomplete structure of China's talent team, in order to build China into a world-class power and implement Marxist talent ideas, we must first take the creation of a talent team as the top priority, and also focus on improving the system of cultivating innovative talents to promote the great rejuvenation of the Chinese nation. What needs to be special is that the high-level talent team discussed in this paper refers to the high-level talent team in research universities. As shown in Figure 2.

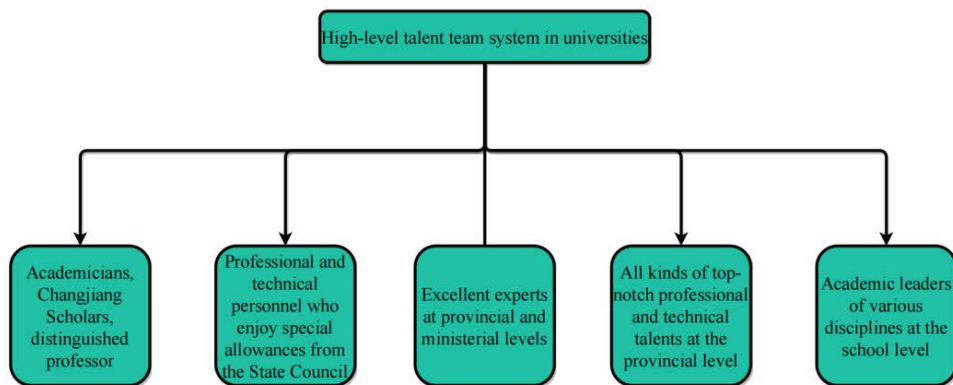


Fig.2 The High-Level Talent Team System of the University Discussed in This Paper

We will improve the talent management system. The first is to establish a divisional and hierarchical management system. The Party's management of talents mainly involves macro management, policy management, coordination management and service management. The second is to restrict management talents by laws and regulations. Under the constraints of laws, relying on the advantages of rich scientific, technological, cultural and educational resources, we should break the institutional barriers, build a talent training system, explore evaluation methods, gradually establish and improve the horizontal integration of educational resources and social resources, establish special institutions, build special platforms, gather high-quality talent resources, plan and cultivate talents, and make the management system stable. We should stick to retaining talents for career, emotion, and treatment, invest in salary, and effectively solve the difficult problems of

attracting and retaining talents; It is necessary to respect the personality of talents, use talents “regardless of style”, let talents feel the vitality of local development, let talents see the space for development, and truly reflect the value of talents. In the selection of talents, we should broaden our horizons, recruit talented people, be open and fair, break the tenure system, implement the appointment system and post management system, change from permanent employment to contract employment and identity management to post management, introduce competition and competitive employment into the teacher management mechanism, implement strict examination, and select the best, so that “the capable have their positions, but the mediocre have no posts”. Whether the number and age structure of academic leaders are reasonable or not indicates the stamina and potential of the development of university. University should, in light of their own reality, establish corresponding training plans, adopt the “rank difference” approach, establish a reasonable discipline echelon, increase the depth and breadth of interdisciplinary cooperation, and cultivate a team of backbones and leaders standing at the forefront of educational science and technology, so as to realize the sustainable development of discipline construction and push discipline construction and echelon construction to a higher goal and level.

4. Conclusions

A new round of scientific and technological revolution is developing rapidly in a wide range, which makes human beings enter a new process of social development. If we want to realize the Chinese dream of the great rejuvenation of the Chinese nation, we need to strengthen the construction of talents and form a scientific and effective training system. With the continuous development of market economy, there is a serious shortage of innovative talents in China, as well as the problem that the talent training ability needs to be improved. Therefore, it is very necessary to strengthen the construction of talent team. This paper further explores the path of talent team construction in China. We should take the correct concept as the guide, establish the Marxist concept of talent, the concept of talent resource cognition, the concept of talent training, and the concept of talent development that combines strengthening education with production and labor. On the one hand, create a high-quality external development environment. The premise of optimizing talent environment lies in high-quality economic development environment and accelerating the construction of a modern industrial system with global competitiveness; Build an inclusive and open environment; On the other hand, the internal environment is the employment environment to build a good and efficient internal environment for work growth. To attract and retain talents, we need to create a high-quality development environment for talents. Only in this way can a virtuous circle of talent introduction, retention and employment mechanism be formed.

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