

Does man struggles upwards - study on the law of talent flow

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Abstract: with the development of economic globalization, the flow of talents between regions is increasingly frequent, the introduction and loss of talents on the development of science and technology and the economy of various regions has a great impact. It is the basis of effective talent flow monitoring and scientific talent drainage policy to deeply study the problem of talent flow. Therefore, this paper will explore and analyze the law of talent flow in the form of literature review, and summarize the directional problem of talent flow. In this paper, "high" is defined as a region with high competitiveness. The purpose of this paper is to find out the rule of the direction of talent flow on the basis of the law of talent flow. In the process of research, it is found that the main influencing factors of talent flow include people's self-development, regional factors, human capital investment, and national policies and so on. At the same time, the flow of talent is not limited to the national scope, a combination of factors to expand the flow of talent to the global scope. Finally, the research concludes that the direction of talent flow is "people go higher".

1. Introduction

In the current era of economic globalization, the flow of talents also shows the characteristics of globalization. However, the flow of talents has both advantages and disadvantages. For the inflow of talents into the country, the advantages outweigh the disadvantages. But for the outflow of talent to the country, more harm than good. Today, talent is the source of wealth. So it is necessary to study the law of talent flow and the direction of talent flow. Under the guidance of the law of talent flow, the problem of the direction of talent flow is caused by many factors. Therefore, we need to take into account the law and factors affecting the flow of talent, in order to summarize the problem of the direction of talent flow. The purpose of this paper is to study whether talents will go "up" - the question of more competitive regions or enterprises. What rules and factors affect the flow of talents? Will these factors work together to direct talent to more competitive regions or companies?

Many scholars have made outstanding contributions to the law of talent flow. Some scholars also discussed the factors affecting the flow of talents. However, no scholars have pointed out whether there is a certain rule in the direction of the flow of talents, and whether the flow of talents goes to the "high" place or to other directions has not given an exact result. Therefore, this paper analyzes the direction of talent flow and provides a theoretical basis for human resource development.

2. Related research on the law of talent flow

The law of talent and talent flow have a relatively uniform definition. Williamms (2007) pointed out that talents refer to workers with certain professional skills who can do creative work and are strategic resources to promote social and economic development [1]. Liu wenpu et al. (1994) defined the flow of talents as the change of talents in work area, department, industry and job position, and the flow of talents is a social phenomenon determined by the objective law of social and economic development and the internal law of talent development [2]. In this paper, the flow of talents refers to the flow of talents in a broad sense, that is, the change in working area, department, and industry and job position with certain rules.

The research on the law of talent flow has a long history, and there are two kinds of good research results. The first is the three laws of talent flow by Liu Wenpu and Shao Fuxian (1994). Including talent economic interaction law, talent value - driven law and talent competition brake law [2]. The second kind of perspective was put forward by Cui Xiangmin (2005). He pointed out that the flow of talents is influenced by both subjective and objective factors and put forward six rules of the flow of talents [3]. The common point of these two perspectives is that both articles consider the internal and external causes of talent flow, that is to say, the reason for talent flow is not only objective factors but also influenced by their own values and pursuits.

3. Research on the regional flow of talent flow

3.1 research on relevant factors affecting the flow of talents

By studying relevant literatures, we find that the law of global talent flow is similar. For example, Yasar Kondakci (2018) believes that political, economic, cultural and historical factors lead to the emergence of international students' non-traditional study destinations [4]. Therefore, by summarizing relevant literature at home and abroad, we can find out what factors affect the flow of talents.

(1) Political factors. Yu fei (2019) and Hou changing (2019) [5-6] both pointed out the important influence of national policies on talent flow. (2) Economic factors. There are two laws related to economy. Ma xingyu (2019) also mentioned that economic vitality is one of the important factors to attract talents [7]. (3) Geographical factors. The superior geographical location can provide abundant natural resources to the local area, and the rich natural resources attract a large number of talent. Perkins (2014) discussed that different geographical locations and different Numbers of international students reflected the influence of geographical factors on talents [8]. (4) Social and humanistic environmental factors. Different social and cultural attitudes towards the inflow of population are different, some may favor the high-quality population from outside, and some may reject the high-quality population from outside. (5) Personal factors. It includes personal value orientation, reputation requirements, family factors, preferences, job planning and other factors. William S Harvey (2015) proposed in his paper that different forms of reputation have different meanings for attracting and retaining talents [9].

By summing up the above factor analysis, we can conclude that the influencing factors of talent flow are mainly divided into two aspects: objective external factors and subjective internal factors. Objective and external factors include: political factors, economic factors, geographical factors, social and humanistic environment, while subjective and internal factors mainly refer to personal factors, including personal value orientation, reputation requirements, family factors, hobby preference, job planning, etc. These factors affect the flow of talent.

3.2 study on the regional flow direction of talent flow

After studying the rules and influencing factors of talent flow, we can analyze the regional direction of talent flow. We divide regions into two broad categories: competitive regions and relatively uncompetitive regions. This paper will review the pros and cons.

(1) Positive argument

The positive argument means that competitive areas will attract the inflow of talents.

City competitiveness is a city with its existing in the natural, economic, social, cultural, institutional, etc, on the basis of the comprehensive comparative advantage by creating a favorable city environment, the resources flow more gathered together and formed in the process of the ability to attract and use a variety of resources, and eventually show is more strong than other rivals, more sustainable development of the ability and the ability to improve the level of the residents' welfare. After 2000, the economic scale, economic efficiency and financial strength gradually became the important factors that dominated the urban competitiveness. On the whole, a system of influencing factors of urban competitiveness was formed, which took the economic strength as the core and supported by the basic elements and environmental elements. Regions with high competitiveness

have relatively outstanding economic scale, economic benefits, and financial strength. And these factors are exactly the important factor that attracts talent inflow. It shows that regions with high competitiveness will attract talent inflow. Xu Huang (2019) analyzed the temporal and spatial patterns of talent flow in the study of spatial-temporal patterns of talent flow^[10]. It is found that regions with better talent policies have more competitive advantages and can attract more talents.

Students are the reserve army of talents. Bogdan State (2014)^[11] pointed out that core mobile countries all have the characteristics of developed economy or rapid development, sound social security system, high-quality education resources, complete innovation infrastructure and high level of science and technology, while the majority of underdeveloped countries do not have such advantages. There is no doubt that these core countries are highly competitive regions. This also proves the idea that talents are flowing to regions with strong competitiveness.

(2) Negative argument

The negative argument refers to the relatively uncompetitive areas will not attract talent inflow.

At present, the competition for talents is fierce all over the country, and the flow of talents is frequent. The general trend is that talents flow from the west to the east, and from less developed regions to developed regions. In general, there is a big gap between east and west in terms of quality of life, cultural exchange, and business atmosphere and development opportunities. Even if there is a reverse flow - talent is willing to stay in the west or go to the west to develop, the main purpose is for entrepreneurship, for the development of the cause, not for material benefits. But clearly, the west is at a disadvantage when it comes to starting businesses and finding jobs. So the brain drain in the west is very serious. On the other hand, the regional economic strength is insufficient, the working and living conditions are poor (such as few scientific research projects, low funds, old facilities, low salary, poor housing conditions, children's employment and school difficulties, etc.), the external advantages form a strong pull on talents. In a word, driven by economic interests, the talent flow to high-paying areas or units to seek high income; Personal value orientation, to promote the flow of talents to entrepreneurship space is relatively easy to achieve personal ambition; The pursuit of professionalism drives talent to regions with a better soft environment for entrepreneurship.

From the perspective of negative analysis, we can conclude that regions without competitiveness cannot attract the active inflow of talents, and then we can argue that only regions with strong competitiveness can attract talents.

The conclusion is that the talent flow flows to more competitive areas.

4. Conclusion

This paper summarizes the law of talent flow and the factors affecting talent flow. It is found that the law of talent flow mainly includes the law of talent economic interaction, the law of talent value driving and the law of talent competition braking. From the regional perspective, talents flow from developing countries to developed countries, and from western China to the southeast coast. From the perspective of time, the quantity of talent flow increases year by year. From the perspective of enterprise types, talents flow from state-owned enterprises to foreign enterprises. From the perspective of industry, the flow of talents in high-tech industry is higher than that in traditional industry. From the perspective of personal growth, talent flow is concentrated in young people. From the perspective of talents' occupation category, the turnover rate of marketing talents is much higher than that of other professions. Then, by summarizing the articles related to the flow of talents, it is found that the factors affecting the flow of talents are five important factors, including political factors, economic factors, geographical factors, social, humanistic and environmental factors, and personal factors.

Finally, this paper collects materials from the positive and negative sides, and finds that under the synergistic effect of all influencing factors, the flow of talent flow generally flows from the region with strong competitiveness to the region with strong competitiveness. In other words, it can be concluded that "man goes up".

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