

On the Cultivating Nanchong City's Innovative Talents Based on "four comprehensive" strategy

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Abstract:

"Four comprehensive" strategic layout has important and far-reaching significance for the current and future development of Nanchong city, especially to cultivate innovative talents. We want to continue to play the role of government and society, increasing awareness of education, improve the Cooperative Mechanism and the introduction of innovative scientists and engineers and the strengthening of Nanchong City, cultivate innovative talents, promote the sustainable development of Nanchong City.

Keyword: "four comprehensive" strategy; cultivate; innovative talents; Reflections

Including the completion of a comprehensive well-off society comprehensively deepen reform, comprehensive rule of law, the full party strictly "four comprehensive" strategic layout, is to continue to build a prosperous, democratic, civilized and harmonious modern socialist country and achieve the great rejuvenation of the Chinese nation an important foundation for China's dream for our current and future political, economic, cultural, and social aspects have important and far-reaching significance. For Nanchong City, the "four comprehensive" strategic layout is of great significance to its innovative talent cultivation, because whether it is for the realization of recent Nanchong Thirteen Five planning goals, or for long-term economic and social Nanchong sustainable development must rely on support personnel. Therefore, Nanchong City, should be under the "four comprehensive" strategic layout, to continue to nurture their innovative talents.

1. Continue to play the role of government and society

1.1 we must continue to update the concept, the government and society to enhance the awareness of personnel services. We know that there are good policies and smooth implementation, in addition to its own policy and the role of the mechanism, but there is a direct relationship with the social environment, and the degree of well-known public policy mechanisms. Therefore, we must implement the "National long-term Science and Technology Development Plan (2006-2020)", "<national long-term science and technology development planning outline (2006-2020)> notice a number of supporting measures", etc. the spirit of the relevant documents, to update the concept of talent. Vigorously promote and guide the work of innovative talents, talents and keep it on policy, personnel and other contributions to the publicity through the media and other intermediaries, so that the community can really achieve the formation of advocating science, talent atmosphere. At all levels of our government, but also aware of the importance of human resources work, will foster talent as one of the routine work of his own department, working in talent continue to play its due role.

1.2 It should form a sound service system, innovative talents, so that it can clear division of labor, coordinated operation. Since the innovative talents scattered in different units, but also a great mobility, the government should work to cultivate innovative talents clear division of labor in a particular sector, and actively coordinate the work associated with the various departments to mobilize all able to mobilize positive factors, the formation of innovative talents work force.

1.3 We shall monitor the implementation of the policy of innovative talents, so that it can realistically put in place. To clear the innovative talents work accountability, clear the personnel functions of the departments responsible for the work, so that responsibility can be clear to the people, to prevent buck-passing phenomenon, greatly improving the efficiency of the work of innovative talents. With the same time, we should constantly innovative talents under the new normal growth characteristics and rules, and continue to be concerned about the innovative talents of work and life, in terms of policy, increase the innovative talents of service.

2. Continue to enhance education awareness

Education is the basis for the growth of innovative talents. Whatever the region, its ability to innovate are unable to leave the national scientific and cultural quality. We know that education is to improve the quality, cultivate innovative talents. For Nanchong City, the economic development is not the concept of leadership, higher education scale is not large, the level is not high, on the basis of science and technology research and development strength is not strong, many areas lack of innovation and level. Therefore, we should do careful planning education, the best education and science and technology development as the highlight of the social development planning, and urge them to establish a sound human capital investment system, so that we can to nurture talent and ability to focus on talent market the direction of the development of demand. We should continue to enhance the awareness of talent is the most important capital. The principal leaders of departments responsible for major decisions to be hands-on science and technology education work to resolve important issues related to personnel training. To encourage the establishment of investment in human resources return policy of the Government, society and individuals combined, and actively guide the advance of human resources investment, and constantly enhance the driving force of

talent investment. Pay attention to the cultivation of talent to be consistent with the real needs of the market, able to do the structural surplus human resources industry personnel through continuing education or training into contemporary society needs people to make human resources a step by step has been optimized. With the same time, for the cultivation of innovative talents, should social needs, in accordance with the needs of society to a reasonable set of Discipline, continue to strengthen vocational education, to develop different areas, different levels of innovative talents.

3. Continue to improve research cooperation mechanism

With the science and technology system reform, although there is some scientific research institutions into scientific and technological enterprises or service agencies, but university research institutions can survive is still the main source of technology. Since most outstanding scientific and technological talents in the relative concentration of universities and research institutes, we should vigorously promote the joint development of research capability. Encourage businesses and universities, research institutes to carry out extensive cooperation projects, personnel training, to build development agencies, science and technology in building economic entities and other forms of joint production and research. Encourage applied research institutes into the overall development of the enterprise or transferred into economic entities, directly into the main battlefield of economic construction. Each medium-sized enterprises should establish long-term stable cooperative relations with the 1-2 home universities, research institutes. Small enterprises to develop according to its own characteristics of flexible joint research, take the "specialized, sophisticated, new, special" development, to form their own industry characteristics. Encourage enterprises, especially medium-sized enterprises and international research institutions, strategic alliances and technology exchanges multinational cooperation. Expanding opening up, through the backbone to send technical training abroad, hire high-level foreign experts for the corporate research technology development strategy, breakthroughs in key technologies to make recommendations and programs or by technical personnel with foreign joint research and development and other ways to make full use of foreign scientific and technological resources, information resources and human resources, greatly enhance the level of technology and innovation capability of enterprises. We want to continue to improve research cooperation mechanism, actively carry out cooperation and innovation "research" combining the use of universities, research institutes, personnel, equipment advantages, so that enterprises in the shortest possible time, the fastest independent technology enhancement ability to innovate, to achieve from imitation innovation, cooperation and innovation to independent innovation and success across. In the independent innovation capability on the basis of a substantial increase, driven by the booming of innovative scientific and technological personnel.

4. Improve the innovative high-tech talent introduction mode

Talent and intelligence for the introduction of the policy is not flexible, the problem of lack of innovation, to enhance innovation and flexibility policies, optimized innovative scientific and technological personnel recruitment system. First, we must realize the talent introduction to constructive policy shift from subsidy policy. In the cited only when talent recruitment, and should be avoided to prevent the blind duplication, inefficiency introduced. Existing policies on the introduction of technology professionals, the

majority of welfare policies (such as addressing wages, job, housing and other issues technology professionals), less constructive policy. Should be gradually adjusted to optimize working conditions, innovation and entrepreneurship to build a platform focused on "to attract talent" on nurturing ability to make people want something dry-General, the Director-General of the people can do nothing, people who contribute to social recognition and economic returns. Second, to broaden horizons, take various measures to introduce high-level innovative talents. The vigorous development of information technology triggered a series of major changes in the way talent introduction and use of exchange transfer of information, knowledge, technology via the Internet, you can not change the geographical location of personnel and the case of affiliation to complete the introduction of talent and intelligence use. This change "flow of talent" to "knowledge flow" approach, is the new trend in human resources development and utilization appear, thereby greatly reducing the distance between people and exploitation of past attempts from the kind of affiliation " Enclosed talent "and" possession of talent, "the traditional concept of employment and related personnel policies have been challenged. Finally, we recommend based on the principle of virtual human resource management, the use of virtual human resource management flexibility, flexible, virtualized operating characteristics, to build multi-dimensional high-level scientific and technological personnel to access and use the mechanisms. Consider a full range of well-known experts and scholars at home and abroad to absorb, especially with the city of Nanchong high-level personnel linked to the establishment of Nanchong City, a virtual library of high-level scientific and technological personnel, making it an important part of Nanchong innovative scientists and engineers team. Comprehensive, detailed information library staff dynamic control, need to be addressed in a timely manner to communicate with a variety of technical problems, information technology, the establishment of a comprehensive system of data communication and information systems. Strive as a medium to achieve external intellectual root in Nanchong, a positive interaction with the introduction of intellectual input, and gradually expand the scale talent recruitment, improve talent recruitment capability, the progressive realization of these "virtual" talent into real Nanchong have.

Notes

1. Liuyun, *innovative talents cultivation and growth research reports*, Beijing: Science Press, 2016.
2. Lin Xinqi *talent strategic planning* Beijing: China Personnel Publishing House, 2011.