

Study on the Countermeasures of Introducing Talents in the Construction of Xi'an International Metropolis

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Abstract: With the development of Belt and Road, as the starting point of Silk Road, Xi'an bears the mission of constructing "international metropolis" and the "Belt and Road" community of urban destiny, which makes the construction of Xi'an more and more important. Xi'an development of the international metropolis needs to introduce more high-quality talents. This paper first analyzes the present situation of talent introduction in the construction of Xi'an international metropolis, diagnoses the existing problems in the construction of Xi'an international metropolis, and then analyzes the reasons for the problems in the construction of Xi'an international metropolis, finally, tries to explore countermeasures for the talent introduction into Xi'an international metropolis construction.

1. Introduction

In order to accelerate the internationalization process, Xi'an needs to build an international metropolis. It is the first resource to lead the development of economic and social development. It is the most dynamic development element. In Xi'an, it is necessary to accelerate the introduction of talents. This paper studies the introduction of talent introduction in the construction of Xi'an, international metropolis, which is based on the experience of other first - line cities.

2. Introduction of Talents in the Construction of Xi'an International Metropolis

In May 2017, the Xi'an Municipal Party Committee and the Municipal Government issued "policies and measures on deepening the Reform of the system and Mechanism of Talent Development and Building" the "Belt and Road" Talent Highland, and put forward 23 measures for the New deal on Talent, with a planned investment of 3.8 billion in five years and a talent breeding of 1 million. In 2018, Xi'an household registration policy was adjusted again, including certificates required for seven major types of residence applications, such as education, talent and house purchase, which were reduced from 46 to 14, a reduction of 69.6 percent. According to statistics, as of May 14, 2018, Xi'an has attracted 400,000 people to settle in, of which 65 have been educated and brought in talent. Xi'an should carry out the "5531" talent introduction project and open its mind to attract all kinds of talents from home and abroad to come to Xi'an for employment and innovation. In the next five years, we should find ways to introduce all kinds of talents at home and abroad, and use special funds to encourage talents from home and abroad to work and innovate in Xi'an.

3. The Problems of Introducing Talents in the Construction of Xi'an International Metropolis

In the course of the construction of the international metropolis, Xi'an needs to strengthen the talent introduction, but the talent introduction in Xi'an has not met the development needs, the introduction of the total amount is insufficient, the introduction of talent is not strong, the channels and methods are narrow, the high level talent is inadequately introduced, the introduction and the neglect of training are taken into consideration.

With the development of Xi'an as an international metropolis, more and more attention has been paid to the introduction of talents, and a series of major principles and policies have been

formulated and implemented to increase the total population of Xi'an to a certain extent, but compared with Beijing, Shanghai, Guangzhou, In Shenzhen and other cities, the total amount of talent introduction is insufficient, the talent introduction is not well-targeted, the channels and ways are narrow, and there is a big gap between the overall level of talent development in Xi'an and the first-tier developed cities. Economic and social development of the needs of talent and the current pattern of talent resources are still out of touch.

The high-level talents are not concentrated enough to meet the needs of economic upgrading and industrial development. Xi'an does not have a mature system to excavate and evaluate talents. Xi'an does not have a comprehensive view of the local talent planning and overall strategy. The introduction of talent is a single category, lack of complete software talent production chain. High-level talent entrepreneurs are on the low side. In the introduction of high-level talents, there is a kinematic tendency of operation mode, the carrier environment to attract high-level talents, the inadequate allocation of growth environment, and insufficient attention to the overall efficiency of human resources, which greatly affect the exertion of talent value.

In order to attract more people and talents all over the country, it is difficult to adapt to local development by attaching importance to introducing and neglecting cultivation. Pay attention to quantity neglects quality, especially talent introduction threshold is lower. Xi'an reduces the requirements for academic qualifications, ignores the actual demand in the work of introducing talents, does not pay attention to the actual effects, places too much emphasis on the number of talents introduced, and pays too much attention to the educational background and influence of introducing talents. On the other hand, there is a lack of overall consideration and overall planning for the development of human resources and the construction of talent teams in the region. They also offer favorable conditions to attract high-level talents around the world. Finally, it seems that the introduction of talented people into the region has become prosperous, with a large number of highly educated people. High-level talents flock to the region, but the key talents urgently needed by our units are not attracted. On the other hand, the imported talents are too high-end, restricted by actual conditions, and the units in this region are unable to provide a corresponding environment for the use of talents. Form a situation of overuse, low use or even useless.

4. Analysis on the Problems of Introducing Talents in the Construction of Xi'an International Metropolis

There are many problems in introducing talents in the construction of Xi'an international metropolis. The main reasons are that the competition of talent introduction in each big city is fierce, the systematic strategic planning of talent introduction is lacking, and the policy of talent introduction is not open enough, and so on.

Nanjing, Chengdu, Changsha, Wuhan and other second-tier cities introduced policies to retain young people in 2017. The curtain of the war has been opened, the attractiveness of talent, will directly determine which second-tier cities can successfully break through. In the first quarter, demand for employment in "new first-tier" cities and second-tier cities grew by 61 percent and 74 percent, respectively, outpacing the 24 percent increase in first-tier cities. The "new first-tier cities" include Chengdu, Hangzhou, Nanjing, Wuhan, Tianjin, Xi'an, Chongqing, Qingdao, Shenyang, Changsha, Dalian, Xiamen, Wuxi, Fuzhou, Jinan and other 15 cities. The attraction of the first-tier cities to talents and the openness of the policies of the second-tier cities to the introduction of talents, the pressure of introducing talents in Xi'an are great.

After the introduction of talents, it is considered that the introduction of talents has been completed, and the subsequent use of talents, including how to work out a scientific research and development plan in the light of the current situation of development in the region, the present situation of industrial structure and the research field and direction of introducing talents, The strategic decision provides a good environment and atmosphere for the imported talents, so as to "make the best use of the talents", and even pay little attention to, or completely ignore, the effect evaluation after the introduction of talents. Xi'an's talent introduction lacks long-term strategic planning, not only about the introduction of this stage, but also in the follow-up stay.

There are few ways to retain talents, policies and methods are not open enough, innovation is not strong enough. Under the current situation, the introduction of talents has become a hot topic, and the desire for talents can reflect the open mentality of a place, a leader of a unit. As a result, various preferential policies on the introduction of talents have been put forward one after another. However, a careful analysis shows that most of these policies and programs are designed for the process of introducing talent, which generally includes opening up green channels for the establishment of talents, solving the problems of spouses' work and children's enrolment, and providing quality housing. The fund for scientific research start-up, however, for the subsequent policy formulation after the introduction of talents is generally lacking or not detailed enough.

5. Countermeasures of Introducing Talents in the Construction of Xi'an International Metropolis

The most important indicator of whether a city has development power and attraction is population. Therefore, in order to speed up the construction of an international metropolis, it is necessary to strengthen the research on the countermeasures of talent introduction, and to strengthen the development of the strategy of cultivating high-level talents, to implement the project of introducing high-level talents, to promote the flexible introduction of talents and to innovate the policies of introducing talents. We will continue to improve the mechanism for ensuring the introduction of talents.

To carry out the high-level talent training strategy, with the help of the national innovative talent training plan and the youth top-notch talent development plan, to train a group of talents, and to carry out the project of gathering talents in pillar industries and key projects, focusing on strategic materials, electronic information, biomedicine, energy conservation, environmental protection, advanced manufacturing and modern service industries, Xi'an Hi-tech Development Zone will focus on the construction of entrepreneurial parks in various districts of Xi'an, to introduce and cultivate high-end innovation team.

Xi'an needs to insist on talents first, attract innovative and entrepreneurial talents, speed up the implementation of innovation-driven development strategy, implement high-level science and technology talent introduction projects and high-level talent introduction projects, and make use of policy advantages. Major projects and superior industries attract talents, actively introduce a group of high-level scientific and technological personnel and innovative scientific and technological teams that are in urgent need of domestic advanced level or are widely recognized at home and abroad, and speed up the formation of a large scale. Full of innovative spirit, brave to take on the team of innovative scientific and technological talents, accelerate the upgrading of Xi'an scientific and technological innovation ability, to achieve the international metropolis to provide scientific and technological talent guarantee.

Actively promote the flexible introduction of talent, so that "talent" and "intelligence" closely combined. Breaking down the rigid restrictions on the flow of talent such as nationality, household registration, region, identity, archives, personnel relations, etc., without changing or influencing the personnel relationship between the talented person and the unit to which he belongs, To guide and encourage Xi'an enterprises to introduce talents in flexible and diversified forms, which are suitable for the government guidance, market regulation and contract management of non-Xi'an household registration talents, which meet the needs of the development of market economy and the socialization of talents.

To implement the project of talent environment optimization, to establish and improve human resources policy in all links of the development and management of talent resources, to carry out the strategy of talent priority development and to attract and gather more talents for Xi'an development and entrepreneurship, Xi'an needs to further introduce talent introduction and innovation policy. Thousands of industries are in urgent need of talent support plan, introducing and training innovative talents who are needed for modern industry and technology entrepreneurs.

In order to attract and retain talents, Xi'an needs to increase its entrepreneurial integration services and supporting innovative environment, especially in the construction of infrastructure and

the implementation of talent housing, medical care, insurance, education and other aspects of bold exploration. Create a hard environment to attract all kinds of talents to Xi'an for innovation and development. Strengthen the guarantee mechanism of the basic work, strengthen the personnel information construction, establish the high-level personnel information database, form the information resources socialization and open sharing system.

6. Conclusion

In a word, talent introduction is an important strategy for the construction of an international metropolis in Xi'an. In order to build an international metropolis in Xi'an, talent is the core element, and Xi'an needs to constantly improve the mechanism of human discovery. It is necessary to perfect the talent introduction mechanism, the talent training mechanism, the talent utilization mechanism and the talent management mechanism, so as to introduce more excellent high-quality talents to promote the development of Xi'an.

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