Construction of Evaluation Indicator System of Innovative Scientific and Technological Talents in Logistics Enterprises

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Abstract: With the development of the times, demands for talents in our country are also increasingly stricter. Under the impact of industrial upgrading, the knowledge-based economy gradually occupies the mainstream position in the actual economic development system. Under this influence, the selection and cultivation of innovative scientific and technological talents has become a key work for many enterprises and units. On the basis of exploring the characteristics and types of innovative scientific and technological talents and combining with the actual demands of logistics enterprises, this paper discusses how to construct the evaluation indicator system of innovative scientific and technological talents in logistics enterprises.

1. Introduction

With the continuous upgrading of industry and the constant change of world market economy, knowledge economy has become one of the main development directions. Major enterprises and other units at all levels have gradually focused on the demand for innovative scientific and technological talents. For many enterprises, optimizing the work program of human resources, attracting and cultivating a large number of innovative scientific and technological talents have become the top priority among human resources work. With great potential for development, major logistics enterprises are also expanding rapidly and accelerating their development. Therefore, for them, the construction of evaluation indicator and system of innovative scientific and technological talents has a great role in promoting the overall quality of employees, and also has a great positive impact on the optimization of personnel training programs. In order to construct talents evaluation indicator and system, first of all, It is necessary to build a comprehensive and in-depth understanding of the characteristics and types of innovative scientific and technological talents and secondly closely integrate the characteristics and talent needs of logistics enterprises, so that the talent evaluation indicator system can effectively integrate the needs of enterprises' development and actually play a role.

2. Characteristics and Types of Innovative Science and Technology Talents

Innovative scientific and technological talents refer to those who have certain professional knowledge and skills and are capable of making contribution through innovative thinking in their fields. They are not only limited to those with professional skills but a kind of people in a broader sense, such as senior experts, academic professors, scientific researchers, senior technicians and managerial personnel who are proficient in their fields.

The first major characteristic of innovative scientific and technological talents is that they have strong professionalism. Only those who possess a high level in their professional field, take the lead in mastering advanced achievements and have innovative thinking can be called innovative scientific and technological talents. On the contrary, if a person is not proficient in his or her professional field, not proficient in his or her professional knowledge or skills, or can not innovate or make improvement, nor can he or she be called an innovative scientific and technological talent.

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As the name implies, such talents must play a certain role in promoting and developing their professional fields, expanding or improving the current technology with innovative thinking, enriching and deepening existing knowledge content and structure. Therefore, they usually have active thinking, consider the current work innovatively, and are capable of timely assimilating, and absorbing flexibly advanced knowledge achievements in the professional field, and will carry out work with a predictive and forward-looking vision.

Under the requirements of today's era, only one kind of skill or knowledge is not enough to meet the needs of social development. Innovative scientific and technological talents usually have a good development on the basis of mastering their professional fields. They are a kind of compound talents with comprehensive quality and diverse skills. In today's society, it is very difficult to achieve long-term development by mastering a single skill. In addition to their professional skills, many innovative scientific and technological talents also have a higher level in other directions. Taking the logistics industry as an example, many professionals have a high level of administrative management ability on the basis of fully responding to job demands.

3. Characteristics and Talent Demands of Logistics Enterprises

Logistics industry is an industry with great development potential in China. At present, logistics enterprises are experiencing a period of vigorous development and rapid expansion in China, so the demand for talents is quite urgent. Logistics refers to the physical flow of goods from supply to recipient. In other words, it is to meet the actual needs of consumers and realize the process of commodity transportation. Logistics enterprises are required to play the role of global control and supervision in the process of commodity flow. They should control the inventory and transportation process of commodities and flow information in a timely and comprehensive manner, and provide consumers and businesses with high-quality services.

Although logistics has been a relatively perfect and mature industry worldwide, China's logistics industry started relatively late with relatively short time development, so lots of systems and regulatory processes are imperfect. Therefore, for logistics enterprises, attracting and cultivating a large number of outstanding talents, looking at and responding to the current work with innovative thinking, and making predictive and forward-looking planning play a great role in promoting China's logistics industry. For enterprises themselves, this can also make them stand at the forefront of the industry, become the industry leader and become invincible in the cruel market competition.

Therefore, the demand of logistics enterprises for innovative scientific and technological talents is quite urgent. Enterprises need to attract and cultivate a large number of high-quality talents, conduct in-depth observation, research and analysis on the industry and working process of enterprises, find out steps which need to be improved and make an effective rectification. Employees are also supposed to be proficient in their respective fields of expertise and skills, fully respond to the job needs of various posts, ensure the excellent operation of enterprises, continue to reflect on and make an in-depth study of existing technology and management system, constantly update technology and realize improvement in system, so as to create greater value for the development of enterprises, promote enterprises to operate at a faster speed and achieve continuous development, growth as well as competitiveness. To sum up, a group of innovative scientific and technological talents with strong professional quality and comprehensive strength who can respond to the current work with innovative thinking and ability to make contributions for the development of enterprises are in urgent need.

4. Establishment and Selection Criteria of Talents Evaluation Indicator System

Through the above analysis and discussion, we have clearly defined the actual demand of logistics enterprises for innovative scientific and technological talents. So in the process of constructing the talent evaluation indicator system, there are following elements need to be considered.

Excellent professional skills are the first factor of logistics enterprises' demand for innovative

scientific and technological talents. In the process of evaluating talents, the testing of professional skill level should occupy the most important aspect. At the same time, the classification of professional skill levels requires a scientific, all-round and multi-angle formulation. Meanwhile, the establishment of indicators should be based on the full integration of the existing talent structure of enterprises, which can not be divorced from the reality. Otherwise, it will make the evaluation indicators fail to reflect the real level of talents or the current talent demand of enterprises. In addition, the level of professional skills should be considered clearly and quantitatively. For example, the classification of professional skills into excellent, good, ordinary, qualified level and so on will be a fairly vague standard, which can not truly reflect the professional level of talents. Enterprises are supposed to design professional proficiency tests by certain methods, so that employees of different departments and different grades can be tested separately, and their scores can be scored, so as to quantify the evaluation criteria and results.

As mentioned above, in today's era, a single kind of skill is not enough to meet the needs of enterprises. Therefore, the selection criteria of innovative scientific and technological talents need to include other abilities besides professional skills. In the process of evaluating comprehensive qualities, enterprises are required to pay attention to the setting of evaluation indicators and elements for different departments and posts, and request not to evaluate all posts with the same set of standards or the same capacity needs. For example, the staff of senior administrative posts and grass-roots staff of operation departments require different evaluation schemes and different evaluation elements, so as to make appropriate and scientific evaluation of talents.

One of the essential qualities of innovative scientific and technological talents is innovative thinking which refers to the ability to think critically about the existing work and system, improve and perfect them from a comprehensive, predictable and innovative perspective. Therefore, in the process of formulating talents evaluation system, logistics enterprises should focus on evaluating talent's innovative thinking and make innovation a necessary item in the evaluation system.

5. Construction of Evaluation Indicator System of Innovative Science and Technology Talents in Logistics Enterprises

In the process of constructing evaluation indicator system of innovative scientific and technological talents, enterprises should pay attention to the sufficient quantification of evaluation criteria at all levels, and be able to present the professional skills and other skills of talents in the form of data. They should not be defined by vague and general criteria, otherwise they will not be able to make a clear evaluation of talents' abilities.

The evaluation of employees of different departments, positions and grades should not be applied with the same criterion. Enterprises are required to pay attention to the targeted investigation of employees of different positions when designing evaluation projects. The setting of evaluation projects should be made according to the actual needs of their positions instead of rigid copy and blind application.

In the construction of talent evaluation indicator system, attention should be paid to the comprehensiveness of inspection and evaluation, not only to professional skills or management skills, but also to the comprehensive quality of employees, reflecting multi-angle, comprehensive and multi-level thinking in the system. At the same time, it is also essential to set up scientific and reasonable weights. In the process of calculating scores, weights should be added in order to make a more reasonable and realistic evaluation of talents.

The evaluation of talents should refer to the peacetime performance as well as quantitative evaluation results, and treat the evaluation results from the above two aspects in a balanced way. Many employees perform fairly well in their daily work, but their quantitative evaluation results are unsatisfactory for various reasons. If only one aspect of the evaluation results is valued, it is easy to fail to make a real evaluation of talents, and will enter a certain misunderstanding when evaluating talents. Therefore, in the process of building the talent evaluation indicator system, attention should be paid to the combination of staff performance in peacetime so as to ensure that the staff is being evaluated authentically, comprehensively and effectively.

6. Conclusion

Through above discussion, we have a full understanding of the characteristics and types of innovative scientific and technological talents, and clearly realize that under the background that knowledge economy has gradually become the mainstream direction of world economic development, innovative scientific and technological talents will play an important role in the development and operation of enterprises. So the cultivation of talents in enterprises will be the focus of human resources work. For logistics enterprises, in order to construct and formulate the evaluation indicator system of innovative scientific and technological talents, it is necessary to closely integrate the development characteristics and talent needs of enterprises, proceed from reality, and formulate evaluation indicator and system on the basis of comprehensive and multiple considerations. In the process of applying this system, it is essential to truly and comprehensively reflect the level and comprehensive quality of innovative scientific and technological talents, to make the evaluation results truly reliable and effective, and to be able to provide evidence for enterprises when formulating personnel training programs and manpower demand programs. Only in this way can the construction of talent evaluation system and indicators have real and effective significance and help enterprises to select and cultivate outstanding talents.

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