

Research on Dalian's Policy of Introducing Overseas High-level Talents

College of foreign languages, Dalian Jiaotong University, DaLian, China

Email: rachelhe2008@163.com

Corresponding author: He Bing

Keywords: Dalian City, Overseas High-level Talents Introduction, Countermeasures

Abstract: Since the 21st century, scientific and technological innovation, Talent Gathering and knowledge economy have become the main support of economic and social development. With the accelerating pace of China's reform and opening up, the problem of lack of high-level talents has become increasingly prominent in the economic development. This paper mainly studies the specific measures of Dalian to introduce overseas high-level talents, sorts out the problems and bottlenecks faced by Dalian to introduce overseas high-level talents, and explores new feasible and more localized countermeasures for Dalian to introduce overseas high-level talents.

1. Introduction

The country is founded on talent, the government is governed by talent, and the industry is prosperous by talent. Talents are the key factor of today's economic and social development, and the foundation and guarantee of the soft power of national and regional competition. Economic integration and globalization have accelerated the flow of talents around the world, which has made the introduction of overseas high-level talents highly valued by many countries and regions. Without exception, the introduction of overseas high-level talents is regarded as an important national policy to meet the needs of diversified and high-level talents for the economic and social development of the country and the region.

2. Evaluation of Dalian's Overseas Talents Introduction Policy

Shanghai is one of the most economically developed regions in China. It has a leading and exemplary policy in attracting high-level talents from overseas. Through comparative study, we can see that both Dalian and Shanghai attach great importance to attracting overseas high-level talents to innovate and start businesses, have adopted many preferential policies, and achieved more obvious results. However, due to the differences in regional economic development, there are some differences between Dalian and Shanghai in terms of policy support industry and capital investment, policy perfection and supporting measures.

2.1 The development environment of attracting overseas high-level talents is not optimized enough

The comprehensive strength of the city economy is general, and the city brand is not distinct. Dalian has obvious geographical advantages in Northeast Asia, and possesses high-quality natural ports and wharfs in Northeast Asia. However, with the overall rise of the Bohai Rim Economic Circle and the strategic transformation of the national economy as a whole, the advantages of economic environment are no longer prominent in the optimization and upgrading of industrial structure in Dalian, the location of urban development and regional economy is not clear, and the supporting construction of urban infrastructure is not perfect.

2.2 Lack of mechanism of attracting talents and employing talents with international competitiveness

The government standard restricts the leading role of the market in talent development, the short-term incentive mechanism for the introduction of overseas high-level talents, the imperfect supporting policy for innovation and Entrepreneurship of overseas high-level talents, and the lack of a flexible

global network channel for talent introduction. At present, one-off material incentive is still the main incentive in Dalian's overseas talent introduction policy, which not only affects the effect of attracting high-level overseas talent, but also leads to high cost of talent introduction. Over-praise of "attracting talents by means of finance" has formed a disadvantageous situation of double waste of government funds and talents in the short run, which is not conducive to the overall construction of the talent team in the long run and to the sustained and healthy development of Dalian's economy.

2.3 The public service system of overseas high-level talents is not perfect

Dalian's existing talent service system, the government is still the main role of talent service, failed to eradicate the administration, the government provides more rigid services, it is difficult to meet the increasing demand for overseas high-level talent service, high-level talent import service matching competition in overseas is not dominant.

3. Dalian's Way to Enhance the Attraction of Overseas Talents

In order to achieve sustainable promotion of the introduction of overseas high-level talents in Dalian in the future, on the basis of improving the comprehensive strength of the city economy and optimizing the industrial structure, we need to start from the following aspects:

3.1 Utilizing Policies to Strengthen the Power of Attracting Talents

Strengthen the macro-coordination of talent work, further enhance the systematicness, standardization and effectiveness of talent introduction and training, revise and improve the talent policy system of high-tech zones, further increase the investment of talent funds, give full play to the support and guidance role of government financial funds in the introduction, cultivation and reward of high-level talents. We should strengthen the implementation of the existing talent policies of the state, provinces and municipalities, make good use of and make full use of all kinds of talent policies, and make full use of the policies to promote the introduction of talents.

3.2 Transforming government functions and establishing the dominant position of market mechanism

Promote the transformation of government talent management functions from micro to macro, implement an open and inclusive talent policy, and establish a market-oriented and socialized talent management service system. We should actively transform the functions of government service personnel, promote intermediaries to participate in the related work of talent introduction, establish the dominant position of the market in the talent introduction mechanism, further weaken the indicative and administrative policy of talent introduction, and actively cultivate professional talent intermediary service institutions. Deepening the linkage mechanism between government and institutions of higher learning, scientific research institutions and social organizations, allowing the effective integration of government policies and market data.

3.3 Innovative Services to Enhance the Force of Retaining Talents

We will improve the construction of the talent service system, improve the system of Leaders' contacts with overseas talents, the system of personnel liaison officers and the system of personnel service commissioners, optimize the innovative environment, and establish a hierarchical, multi-channel and multi-form housing security system for overseas talents. Invest in the construction of international schools, strengthen the construction of pre-school and compulsory schools and general hospitals, explore the establishment of overseas talent medical insurance system, establish a "green channel" for overseas talent medical treatment, and provide free periodic health examination services for overseas talent.

4. Summary

Economic integration and globalization have accelerated the flow of talents around the world, which

has made the introduction of overseas high-level talents highly valued by many countries and regions. Without exception, the introduction of overseas high-level talents is regarded as an important national policy to meet the needs of diversified and high-level talents for the economic and social development of the country and the region. Dalian's overseas high-level talents introduction work should start with absorbing and drawing lessons from the advanced experience and achievements of developed countries and developed areas such as Shanghai, summarizing and analyzing the policies of introducing overseas high-level talents at home and abroad, putting forward the focus and direction of Dalian's overseas high-level talents introduction work, and exploring the sustainable and steady growth of Dalian's economy and society.

References

- [1] Zhu Junwen, Shen Yueqing, Current Situation, Problems and Suggestions of Overseas Talents Introduction Policy of Provincial Government of China. *Journal of Shanghai Jiaotong University*, 2013(1):59-63.
- [2] Shijun Li, Research on the Introduction of Overseas Technical Talents in Anhui Province, *Research on Science and Technology Management*, 2012 (7) : 142-145.
- [3] Lewis R E, Heckman R J. Talent management : a critical review[J].2015,10.
- [4] Organizational Department of Dalian Municipal Committee. Dalian Talent Policy Innovation Research Report [R].2015.
- [5] Chen Xiaowei, Da Rencai. Dalian: Creating a set of "combination boxing" in talent policy innovation [J]. *Chinese Talents*, 2015 (11).