

Research on the Strategies of Importing High-level Overseas Talents in Dalian

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Abstract. On the basis of consulting the detailed policies and materials of Dalian's overseas high-level talents introduction, this study summarizes the present situation, problems and bottlenecks of Dalian's overseas high-level talents introduction. It puts forward some operational ideas and suggestions, such as optimizing the development environment of attracting overseas high-level talents, strengthening the policy innovation of introducing overseas high-level talents, and strengthening the mechanism construction of introducing and using overseas high-level talents. From a new perspective of the introduction of overseas talents in Dalian, this paper explores the way to provide human resources and intellectual security for the sustainable and steady growth of Dalian's economy and society, especially for the rapid development of strategic emerging industries and key industries.

1. Introduction

In order to promote the introduction of overseas high-level talents, Dalian should improve the city's comprehensive economic strength and improve its structural services. At the same time, the following strategies are put forward:

2. The government formulates more targeted and effective policies.

The government should strengthen the grasp of the macro demand for talents, make the introduction of talents more normative and systematic, and formulate a set of perfect talent policy service system. The government should invest more funds in the introduction of talents. The government should play a certain role in ensuring the introduction, training and reward of outstanding talents. The policy on talent introduction proposed by the state and provincial governments should be better implemented to improve the implementation capacity. Municipal government should make full use of relevant policies, introduce talents to the greatest extent, and provide relevant subsidies for the introduction of outstanding talents to the greatest extent. For high-level talents with leadership and special scientific and technological workers and top talents, the government needs to adopt appropriate ways of introduction. In line with the development needs of market economy, we should provide better support, at the same time increase policy support, rationally allocate resources, optimize capital structure, fully integrate financial capital and technological innovation, make proper use of funds and rationally allocate capital resources. All aspects should promote the introduction of high-end innovative resources such as talents, industry, science and technology, and create high-tech zone industries.

In order to improve the core competitiveness of enterprises, the government can make some excellent scientific research achievements of universities or scientific research institutions in Dalian better serve the enterprises in Beijing and Tianjin by introducing high-skilled talents to the enterprises and joint innovation among them, and formulate special fund policies to support the integration of academic research. To better serve the development of enterprises, we can change the shortage of talents in enterprises, attract excellent scholars at home and abroad, provide better services for the

economic development of enterprises in Dalian, promote the application of high-end scientific research results, and improve the economy to a higher level.

3. Actively Open up a New Way for the Development of Overseas High-level Talents

As a coastal city, Dalian has a relatively high level of economic development and broad prospects for development in China. Especially in a good economic atmosphere, private enterprises and small and medium-sized enterprises in Dalian "blossom everywhere", to a certain extent, they account for a considerable proportion of the market share. With this development momentum, Dalian's enterprise development needs more high-end talents to support and supplement. At the same time, in view of the unoptimistic international economic situation, the prospects and space for the development of developing countries in certain fields are larger than those of developed countries. Some high-level talents who cannot be fully utilized abroad are also considering going to enterprises in developing countries to work. There is a broader demand space for cooperation between Chinese enterprises and overseas high-level talents. Dialectically speaking, in the process of cooperation, Chinese enterprises and overseas talents pay attention to the cultivation and development of talents, and give them double support of innovation and Entrepreneurship with high hopes. For example, special R&D funds are allocated to overseas high-end talents to help them obtain difficult technical information. Because of the strong innovative consciousness of overseas high-level talents and the strong technology in the professional field, with the promotion of the consciousness of innovation and entrepreneurship, the development of enterprises has brought tremendous vitality, which makes domestic enterprises more favored by overseas high-level talents after they have made progress.

4. Retaining Talents by High Level Talents Service

The service and social security of talents is one of the key factors for their active work. On the service level of talents, we should set up special overseas talent service institutions to integrate the language, settlement, life, medical treatment and children's schooling of overseas talents into the service system, and provide follow-up specialized services when they need services instead of perfunctory ones, so as to substantially improve the service for overseas talents. Besides, the social security system for overseas talents should also be gradually established. Medical care, insurance, childbirth and injury are all included in the social security system, and the quality and content of security are properly improved so that overseas talents can make greater contributions to the development of local enterprises under the good policies of Dalian.

With the rapid development and scale of the Internet, information management is the basis of improving management quality, saving management costs and implementing better management mechanism. According to the network, nationalized exchanges of resources, talents, commodities, technology and international trade have become more convenient and rapid. The government should establish the information base of overseas talents, timely understand the basic information of overseas talents, enterprises that have served, professional expertise, job-seeking intentions and contact methods, and make preliminary network contacts with them through information management. In addition, in the management of foreign high-end talents that have been introduced, we should set up personal information base and work files, evaluate their working conditions and results reasonably, find out the problems existing in the work of overseas high-level talents in Dalian in time, and solve them according to relevant methods, so as to make overseas talents in good condition.

5. Summary

Talents play an important role in social economy and social development. Because in all industries and fields, all achievements ultimately depend on talent. Under the trend of global economic integration, the flow of talents is more and more frequent. Gathering and retaining talents is the basic national policy for each country to implement strategic development. Especially high-end talents, whether domestic or foreign, we should try our best to introduce enterprises. Dalian still has a huge

space for development. While recruiting domestic talents, we should constantly introduce foreign high-level talents. Only by the integration of talents and technology can more innovative achievements be achieved and the power for Dalian's economic development be increased. Dalian should regard the introduction of overseas high-end talents as an important goal of the strategy of strengthening the city, pay attention to the introduction of overseas high-level talents from the height of national and urban development, and do a good job in the corresponding services and security work, so that they can exert their greatest professional talents and promote the economic development of Dalian and China.

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