

On the Sociological Significance of “Talent Flow” in Colleges and Universities

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Abstract. The “flow of talents” in colleges and universities is the same as that of the sociological sense, which is a normal social phenomenon. The “talent flow” of colleges and universities is divided into two aspects: talent outflow and talent introduction, both of which are the result of internal and external forces. Talent outflow and talent introduction have both positive and negative effects on the construction of talent team in colleges and universities. Colleges and universities should constantly strengthen their own development and improve the construction of talent team. The “talent flow” of universities can be accepted as the normal population movement in the sociological sense.

The “Talent Flow” Influences and Functions

The “talent flow” of colleges and universities has many influences and functions on the construction of teaching staff, which is of great sociological significance. Population movement is a social normal phenomenon, “the so-called population flow, general sense refers to the people by reason of employment, study, retirement, marriage and leave the original residence to another living behavior. In its original sense, population movements include migration of population, which is the migration of population with the purpose of settlement. But in China’s official discourse system, these two concepts are clear, population migration refers to the household registration approved by the household registration administration organs of cross-regional transfer management relations, and migration is not transfer settled change household registration management relations. Therefore, the migration of population in China is two different phenomena; the former does not include the latter. [1] In a broad sense, the “talent flow” of colleges and universities is not only the migration of population but also the migration of people. From the perspective of sociology, the “talent flow” in colleges and universities is also a part of the population movement. Compared with the ordinary population movement, the social function and influence of “talent flow” in colleges and universities is larger.

The scale and scope of “talent flow” in colleges and universities is small, but it has a greater impact on society than the general “floating population”. Population flow is the basis of social diversity, especially the urban and rural dual structure is broken gradually in contemporary China, population movement promoted the prosperity of society, only in remote backward areas, the population flow is relatively small, also caused the boxed in poor and backward. Therefore, the university “talent flow” has the same sociological significance. “Brain drain” is the main cause of college talent shortage, especially some discipline, and professional development relatively late, all stretched, colleges and universities as a “brain drain” has become an important means of college talent pool. In general, the “brain drain” is beneficial to the development of China’s higher education, but colleges and universities on the attitude of the “brain drain” is cautious, stability is greater than all, as far as possible to allow the “brain drain” manageable. In fact, “the multi-source of the teachers’ team is conducive to the mutual infiltration and competition of different academic styles and ideas, and active academic atmosphere, so as to effectively promote the improvement of students’ comprehensive quality. Whether the source of the teachers’ team is appropriate and needs to be balanced by flow, the structure of the teachers’ team is reasonable and can only be adjusted by flow. Without movement, it will become a stagnant pool of stagnant water, which can not be full of vitality and vitality. Therefore, many people of insight in China’s high education management circle agree that the rational flow of talents is the fundamental way to realize the optimal allocation of

teachers. “In a market economy, stability is relative and flow is absolute. In order to optimize the competition and develop in stability, we should establish a teacher flow mechanism that is compatible with the market economy system.” [2]

The “Talent Flow” is Inevitable

Benign competition between colleges and universities to build benign “brain drain”, “talent flow, refers to the region, in a certain period of personnel changes in the field of work or job, it includes both the talent flows in domestic, including the international flow of talent.” [3] Therefore, the flow of talents in colleges and universities is inevitable. “There are many factors contributing to the mobility of talents in colleges and universities, which are mainly driven by material life treatment, seeking opportunities for self-development and getting rid of dysfunctional relationships.” [4] Both domestic and international “talent flows” are driven by various interests, including many social, family and individual factors, which are difficult to generalize. “Talent flow refers to the movement of talents between professions, between industries and between regions. The flow of talents is the objective requirement and necessary condition for the development of market economy, and it is an important mechanism to adjust the demand and supply of talents and give full play to the benefit of talents. Talent flow itself is not an end, but the talent to achieve their own value, the pursuit of higher income, better or ideal career choice, or meet certain requirements, individuals to achieve a certain way or means.” [5]

The trend of “talent flow” is obvious. Both material and spiritual needs are developing towards their own best interests. Meanwhile, the “talent flow” of colleges and universities is doomed to be unbalanced. Without the corresponding system, it must be a kind of damage to certain regions and universities. Therefore, a reasonable “talent flow” is of vital importance to universities and countries. We should not only use our talents well, but also keep them in a proper position, and seek for a reasonable talent complement in the imbalance. As population flow, if the population flow in some areas the stress caused by geographical and population contradiction will be more and more deep, on the one hand, to prevent outsiders to share resources, on the other hand to seek ways to let the population flow, this contradiction is inevitable. Therefore, from the perspective of the state and society, “the essence of talent flow is the rational flow of talents. Whether the flow is reasonable depends on whether it starts from the national conditions and schools, is conducive to the growth of talents, and is beneficial to the overall construction of the country and the development of science and technology. That is to say, the talent as a society an important part of the total labor resources, according to the social, political, economic and cultural undertakings development objective request, and talent itself, across the various sectors of the national economy, according to the proportion of configuration, make full, reasonable use of the talent resources, maximize the realization of talent of self-value and social value, promote the coordinated development of scientific and technological progress and social economy.” [6]

The Outflow of Talents Result of Internal and External Forces

The “talent flow” of colleges and universities includes two aspects: “talent outflow” and “talent introduction”. For specific colleges and universities, the talent outflow is the true sense of talent flow, and talent introduction only partially included in the category of talent flow, because it does not include the employment of college graduates and talent employment for the first time. Colleges and universities are not happy with the outflow of talent, whether it is for discipline, professional development or the stability of faculty. The outflow of talents is usually the result of internal and external forces. It is embodied in the following aspects:

From the whole country, it is very important to flow from inland, northeast, northwest and other underdeveloped regions to developed regions. The trend of “talent flow” in colleges and universities is about the same as that of the social population, showing that talents are increasingly concentrated in the coastal areas, especially the Yangtze River delta and the Pearl River delta region. “For a long time, China’s talent flow is’ is the city (flow to the market economy developed area), ‘who’ (flow

high income units), ‘is the’ three hasten phenomenon (flow) in the developed countries.” [7] Therefore, as mentioned above, this inevitable “talent flow” has caused some damage to underdeveloped regions and new development universities and relatively small universities. “At present, the main manifestation of the irrational flow of innovative talents in colleges and universities in China is the serious “Matthew effect”. Economically developed regions and hot majors have accumulated surplus talents, resulting in waste of talents. However, underdeveloped regions and undeveloped majors are thirsty for talents, and development is severely restricted. [8]

At the same time, “according to the migration distance of the floating population, it can be divided into neighboring flows, medium-range flows and remote flows. The movement of the nearest neighbor refers to the movement of the population within or within the county or town. Intermediate flow refers to the movement of the population across counties and cities across the province; the remote flow refers to the interprovincial movement of the population. [9] From a sociological point of view, the “talent flow” of universities is mainly based on remote flow and relatively more middle course flow. Therefore, in the existing institutional framework, the result of remote flow and mid-range flow leads to the outflow of talents for colleges and universities.

Subjective outflow based on the personal interest factor. Who is the “brain drain” strongest personal subjective factors, once has the talent outflow and obtained satisfactory to the destination, confirmed the validity of the individual choice, for the same or similar types of talent is a teaser, is likely to form a “domino effect”, this is also the most worry and fear of “brain drain”. Will is a kind of “hidden flow in the flow of the incubation period, by money or non-monetary benefits factors stimulate the weak, have not reached the degree of apparent influence on job, and continue to pursue the job still has interest and desire. Dominant flow intention refers to the monetary income factor or factors other than currency gains under the stimulus of the excitement for the labor of duty have begun to shift, and this shift will have formed a stable state of mind, “in Cao Cao heart in Han” is the most vivid reflection on its form.” [10] If the implicit intention of “talent outflow” is aroused, it is fatal to the construction of the teaching staff in colleges and universities. “Some universities lack strategic vision and simply attach great importance to the introduction of talents and provide them with all kinds of preferential treatment. For internal talents, they neglect their cultivation and use, and lack of care for their lives, resulting in psychological instability and mass loss of these personnel. [11] Therefore, it is important and even more critical for colleges to strengthen the talent introduction, attach importance to the “outflow of talents” and take corresponding preventive measures, and stabilize and strengthen the construction of internal teaching staff.

The relative imbalance and the absolute outflow of talent. The development of universities and the regional economic and social development are always relatively unbalanced, and the outflow of talents is absolute and inevitable. Talent outflow and population flow, the north is wide and the coastal economically developed areas, population increasing, people more and more concentrated, the university internal talent highland, also gradually formed “the trend of talent flow mainly embodied in Chinese colleges and universities, from the Midwest to southeast coastal flows, from the 211 colleges and universities to 211 colleges and universities, 211 colleges and universities to the direction of the flow of 985 colleges, in Beijing, Shanghai, Jiangsu university of 985 in the region has formed the so-called” talent highland, and the vast majority of small and medium-sized cities in China university, is a serious shortage of talent proportion, and tendency of the loss.” [12]

Strengthen the Talent Introduction Has Played the Precaution and the Enhancement Effect

No subject development platform and the advantage of regional economic and social development, talent out will be more and more serious, and tend to form a vicious circle, even do show extremely forbearance, colleges and universities is also desperately. “It is clear that there is no guarantee of financial aid and academic environment to attract talent; without the talent, there will be no scientific research development and the output of scientific research results. On the contrary, the generation of talents and the production of academic achievements are closely attached to the abundant academic resources, scientific research environment and the maturity and perfection of the

system. Therefore, the decisive factor of talent flow is academic resources and related system and environmental protection.” [13] When colleges and universities face the outflow of talents, they can neither ignore the loss of talent nor force out the flow of talent, but seek new ways to change and develop themselves. Strengthen the talent introduction, has played the precaution and the enhancement effect.

The introduction of talent is relative to the outflow of talents, which is the concept of mutual transformation and close relation. On one side is talent outflow, on the other hand is talent introduction. The talent introduced here is the relative talent outflow. Talent introduction is also the result of internal and external forces. If colleges and universities do not pay attention to the outflow of talent, but only focus on the introduction of talents, there will be a lot of adverse effects.

The contradiction between expectation and reality. How can introduce talents in colleges and universities own development environment, also is the important content of university talent team construction, and it need the social integration of the floating population, if not handled properly, will cause the same destructive impact to society. “Social integration is a process of gradual assimilation and reduces rejection, is subjective expectations for the future of the city, and objective process of unity of acceptance of the city, is the local population and immigration process of interaction and build relationships.” “First, the identity of the self-identity, that is, the position of the floating population in their role in the city.” “Second, the attitude towards the city, namely the subjective understanding and feeling of the floating population on the city.” “Third, the interaction with the local population refers to the interaction and interaction between the floating population and the local population.” “Fourth, the perception of social attitudes is the attitude of the floating population and urban residents to them.” [14] “Talent introduction” in university, also face the same problem, namely how to strengthen the integration with existing talent team, build corresponding talent team, strengthen the self identity, introduce talents cultivation in colleges and universities of subjective cognition and emotion, strengthen and promote personnel exchanges, colleges and universities to form a good awareness, etc., these is essential, otherwise for introducing talents and universities is a double-edged sword.

Need to introduce talents in colleges and universities to build benign interactive communication environment, to introduce talents a sense of belonging, harmonious teaching staff, on the premise of healthy competition, forming excellent talent development environment. “Social integration is to move in the population in urban areas gradually accept and adapt to the ingoing ground of social culture, and to build benign interactions, eventually form a mutual recognition, mutual penetration, communion, mutual benefit, complementarity.” “In social interaction with the local residents and the interactive process, migrants on their identity gradually achieved new identity, and get the original inhabitants live in the two-way interaction process, finally form the mutual recognition and acceptance of the status of the that can accept and respect each other, forming the harmonious social relations, find the common sense of belonging.” [15]

The integration of talents in colleges and universities is expected to be subjective and objective. Subjectively, how colleges and universities can make the introduction of talents with identity and sense of belonging; Objectively, the development environment, how to cultivate the excellent talents in universities and colleges to introduce talents, friction or even exclusion when in trouble, even if also can have self identity, it is the task that must pay attention to talent introduction in colleges and universities.

The contradiction between identity and profit-seeking results. The result of personal interest is not always ideal. Colleges and universities must strengthen the identification of talents when they meet the demand of attracting talents. “Is the main symbol of identity self identity, namely the flow of his own identity cognition (urban, rural, outsiders, migrant workers), mainly through social comparison, show the flow and the psychological distance between the locals, the sense of belonging and identity problems such as who you are thinking. Because of the comparison, some groups get positive comments, others get negative comments. [16] Colleges and universities need to introduce talents to their positive evaluation. If negative evaluation is produced, it is not only possible to retain the talents, but also to the later introduction of talents.

Therefore, for the “talent introduction” of colleges and universities, it is the internal cause that is dominated by the principle of maximizing the comprehensive interests of talents, while at the same time, it is necessary to form an environmental advantage to retain talents and attract talents.

Talent Outflow and Talent Introduction Mix the Advantages and Disadvantages

Talent outflow and talent introduction have both positive and negative effects on the construction of talent team in colleges and universities. First, from the perspective of human resource cost, it is necessary to balance the outflow of talents and the introduction of talents. In both aspects, it is excessive in both aspects and damages the human resource cost in universities. “In-depth thinking on the mechanism, completely solve the subjects of human capital investment and benefits of mismatch, further study of personal education investment, human capital feasibility of privatization and liberalization of talent flow.” [17] Second, efficiency and stability. The construction of teaching staff and the flow of talents must pay attention to efficiency and moderation. “From the perspective of efficiency first, society must have a certain amount of floating population; But if the size of the floating population is too large, it is bound to lead to flow or only pay costs without flow efficiency, or lead to a certain level of efficiency loss, the flow of costs continue to increase at the same time, the flow efficiency shrinking instead, its input and output do more harm than good.” “In order to optimize the configuration efficiency of all resources, population, economic and social development always requires a certain size moderate, floating population of social population scale is larger, which decides the greater the moderate scale of the floating population, on the contrary, moderate and the smaller the size of the floating population.” [18] Colleges and universities need a certain talent flow. Under the premise of talent scale, the moderate and controllable talent flow is the main position of “talent flow” in universities. Of course, colleges and universities involve many institutional problems. Only in the ideal theory of population flow, the “talent flow” can play a bigger role and influence. Third, face the reality and dare to face it. The reasonable “flow of talents” in colleges and universities is beneficial to the country and society, and it has an influence on the local inevitable production or benefit or disadvantage. Because “knowledge flow is an important channel for knowledge diffusion. Knowledge-based talents in flows between countries and within countries, organizations to provide effective configuration mechanism for knowledge-based talent market, in order to promote national economic development, knowledge-based talent flow is measure of national innovation system is an important indicator of knowledge flow.”[19]

If the university “talent flow” becomes a prominent problem, it will exert great pressure on some undeveloped universities and regions. Only later, at a certain stage of development of colleges and universities will be able to complete their own talent team construction of evolution, talent scale tends to be stable and saturated, “brain drain” of colleges and universities can truly become a sociology in the sense of the normal population flow. In the face of the “talent flow”, the universities do only the scientific guidance and reconstruction, too much worry won’t help.

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