Thinking About Enterprises’ Technological Matchmaking with High-end Talents from Scientific Research Institutes and Colleges

Shan-Shan XU
Shenyang Aerospace University, School of Economics & Management, Shenyang China
23106384@qq.com

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Abstract. Enterprises are the mainstays of technological innovation and independent innovation, and scientific research institutes and colleges are the centers gathering talents of high-level technological innovation. It is of great practical significance to achieve the matchmaking with the high-end talents from scientific research institutes and colleges for fully exerting the role of industry-university-research strategic alliances in gathering high-end talents for enterprises, transforming the talent advantages into development advantages and into real productivity, further enhancing the enterprises’ capability of independent innovation, achieving the win-win situation for scientific research institutes and colleges, and giving full play to the supporting role of high-end talents in the economic and social revitalization and development of a region.

Introduction

Enterprises are the mainstays of technological innovation and independent innovation, and scientific research institutes and colleges are the centers gathering talents of high-level technological innovation. It is a very important topic to encourage the two-way flow of talents of technological innovation between scientific research institutes and colleges and enterprises, strengthen the enterprises’ technological matchmaking with the high-end talents of scientific research institutes, invite the high-end talents from scientific research institutes and colleges, transform the talent advantages into development advantages and into real productivity to release the super-strong technological energy, promote and enhance the enterprises’ capability of independent innovation, and give full play to the supporting role of high-end talents in the revitalization and development of enterprises and a region. Centering on this topic, this paper puts forward some ideas and countermeasures concerning the realizability of the enterprises’ technological matchmaking with the high-end talents from scientific research institutes and colleges; how to actively establish a “green channel” and encourage the high-end talents from scientific research institutes and colleges to flow to enterprises.

Enterprises are the mainstays of technological innovation and independent innovation, and scientific research institutes and colleges are the centers gathering talents of high-level technological innovation. Industry-university-research cooperation is an important way for enterprises to exert the roles of the scientific and technological talents from scientific research institutes and colleges. In order to accelerate the transformation and upgrading of enterprises and enhance their capabilities of independent innovation, the enterprises must attract more skilled and far-sighted high-end talents to work for the enterprises, and encourage the two-way flow of the talents of technological innovation between the scientific research institutes and colleges and the enterprises, so that the high-end talents not only make values for the enterprises, but also achieve a win-win situation between the enterprises and the scientific research institutes and colleges. From the current situation, on the one hand, there is still a certain gap in the enterprises’ consciousness of innovation and the capability of innovation. On the other hand, the enterprises’ lack of high-level talents has affected the development of their capability of innovation. Since the reform and opening-up, some scientific and technological personnel have stepped out of the “high wall” to display their skills in enterprises. But so far, scientific research institutes and colleges are
still obviously more attractive than enterprises. The advantages of high-end talents are far from being fully exerted. Therefore, it is of great practical significance to strengthen enterprises’ technological matchmaking with the high-end talents from scientific research institutes and colleges, invite the high-end talents from scientific research institutes and colleges, transform the talent advantages into development advantages to give full play to the supporting role of the high-end talents in the revitalization and development of a region, transplant their scientific research achievements to the enterprises and transform into real productivity to release the super-strong technological energy, and promote and enhance the enterprises’ capability of independent innovation.

**Economic and Social Development and Industrial Construction Projects Provide Space for the Enterprises’ Technological Matchmaking with the High-end Talents of Scientific Research Institutes and Colleges**

The introduction of high-end talents must be closely integrated with the economic and social development. The introduction of talents shall focus on the economic restructuring and the development of emerging industries, focus on the cultivation and growth of strategic emerging industries, such as high-end equipment manufacturing, new energy, new materials, new medicines, energy conservation and environmental protection, biotechnology, fine chemicals, etc., accelerate the development of innovative economy, mainly introduce urgently needed foreign experts, high-level talents and overseas R&D teams based on the needs of enterprises, gather talent resources by industries and guide the industrial development by talents to form the entrepreneurial ecology with the highly integration and concentration of the innovative elements including talents, projects, industries, capital, etc., and strive to seek the innovation and breakthroughs in the introduction of high-end talents at home and abroad in the new situation. The key projects that require intellectual support and play a major role in promoting development shall be collected from the industrial fields closely related to economic and social development. These projects with high scientific and technological content and large space for independent innovation can play important demonstrative and leading roles in the product structure adjustment, optimization and upgrading of enterprises.

High-end talents lead the upgrading of emerging industries and enterprise products, high-end talents guide enterprises to develop from the low end of the value chain to the high end, and the high skills of high-end talents can promote the emergence of new technologies and the adoption of new management methods for enterprises to guide the enterprises to develop from the low value-added industrial nodes to the high value-added industrial nodes. According to the development requirements of the strategy positioning and layout of regional economic development, the high-end talents urgently needed by emerging industries shall be mainly introduced from scientific research institutes and colleges, and talents, capital, technology and other innovative elements shall be guided to gather towards enterprises. By gathering talents focusing on industrial development, we can run a good enterprise and raise an industry. In some emerging industries, we shall focus on introducing scientific and technological leading talents, advanced technological talents and enterprise management talents. In a sense, what kind of talent we have, what kind of industry it will be.

The matchmaking of high-end talents from scientific research institutes and colleges with industrial projects must achieve positive interactions. Because focusing on industrial projects is the platform to attract high-end talents, as well as the stage for the talents to display their talents. We shall introduce high-end talents depending on industrial projects, graft the high-end talents to the industrial projects and strengthen the flexible introduction of talents, so that the high-end talents and industrial projects can be more closely related and integrated, in order to reflect the value of the high-end talents in the front line of industrial projects, better support the technological innovation of industrial clusters and improve the carrying capacity and attractiveness for the high-end talents. By fully integrating the social resources and strength, we shall actively build a platform of entrepreneurship and job selection for the high-end talents from scientific research institutes and colleges, accelerate the integration of these high-end talents with the needs of main local industries, and organize the flexible introduction of urgently needed high-end talents in multiple channels, in multiple ways, in large scale and in all directions. In this way,
the enterprises and industrial projects can really become the carrier of introducing high-end talents from scientific research institutes and colleges, and become the main places for gathering high-end talents and intelligence.

**We Shall Fully Exert the Decisive Role of Market Allocation of Human Resources in the Enterprises’ Technological Matchmaking with the High-end Talents from Scientific Research Institutes and Colleges**

While promoting the enterprises’ technological matchmaking with the high-end talents from scientific research institutes and colleges, we shall adhere to the dominant position of enterprises, give play to the decisive role of market allocation of human resources, and promote the industry-university-research-practice collaborative innovation by institutions. While implementing technological matchmaking, we shall encourage the high-end talents from scientific research institutes and colleges to flow to enterprises, and shall act in accordance with the laws of the market economy. In the matchmaking, it is necessary to implement two-way selection, independent combination, jointly determine the cooperative intention and the process in cooperation, and achieve the complementary advantages on the basis of voluntary participation for both parties. In the cooperative mode, risk sharing and benefit sharing shall be implemented. It is necessary to clarify the rights and responsibility relations for both parties and the principle of benefit distribution, improve and implement the income distribution policies such as equity, option incentives and award, etc., and reach a cooperation agreement with enterprises by means of scientific and technological achievements bonus, technology investment, part-time employment, etc. We shall provide better guarantees for the researchers and professors who work in enterprises by the gaps in the “three insurances and one fund, professional title appraisal, etc.” among the relevant departments. We shall encourage the high-level talents to invest in enterprises by the elements of knowledge, technology, achievements, patent laws and management to improve the distribution mechanism for the participation of technical elements. We shall establish and improve the compensation system for talents of scientific and technological innovation taking actual contribution as the evaluation standard. We shall implement the agreed wages and project wages for the urgently needed high-level talents. We shall strengthen the industry-university-research strategic alliance taking enterprises as the main part, incline the policies, energy and capital to enterprises, and need to take the measures of post and title promotion, etc. to reward the scientific staff having outstanding contributions for serving the enterprises. In the cooperative relationship, we shall improve the distribution policy good for the transformation of scientific and technological achievements, pay attention to the transformation of scientific and technological achievements and lasting and effective matchmaking, focus on long-term cooperation, joint development and continuous improvement of organizational forms and cooperative models, and speed up the industrial optimization and upgrading. We shall strengthen the intellectual property protection, and encourage the scientific personnel of scientific research institutes and colleges to transform the scientific and technological achievements by working in enterprises or start their own businesses, etc. We shall explore to establish various distribution methods such as becoming a shareholder of the scientific and technological achievements, the incentives for job dividends to guarantee the deserved share of the scientific and technological achievements in the distribution, and improve the system of special allowances for high-level talents under the market mechanism, so that their creative labor can get the income equivalent with its value, and they can win the social recognition and respect.

Enterprises can establish scientific and technological innovation alliances with the matched scientific research institutes and colleges, and can support to implement enterprise academician workstations, postdoctoral mobile stations, scientific and technological worker commissioners and other scientific and technical personnel to serve the enterprises relying on key reconstruction projects and technical R&D projects, so as to attract some doctors to work of the enterprises, add strength for the management innovation and technological transformation of the enterprises, further strengthen the main role of the leading enterprises in the process of innovation decision-making, R&D investment, and scientific research organization, promote the tight integration of industry, university, research and practice, drive high-level talents and other elements to flow and gather to enterprises, enhance the innovation level of
enterprises’ scientific and technological personnel, support enterprises to integrate education, science and technology and industrial resources, and accelerate technological innovation and product innovation, so that enterprises’ scientific and technological achievements and technological investments account for more than 70% of the whole society.

We Shall Actively Establish a “Green Channel” to Encourage the High-end Talents from Scientific Research Institutes and Colleges to Flow to Enterprises

Talent competition is actually the competition of innovative environment. First-class talents need a first-class business platform and a first-class development environment. Today’s reality is that the international talent competition is becoming more and more fierce. The issue that we should think about and pay attention to is how to maintain the advantages of attracting talents and gathering intelligence in this round of competition. Talents value not only policies and funds, but also the entrepreneurial atmosphere. Therefore, in the process of advancing the enterprises’ technological matchmaking with the high-end talents from scientific research institutes and colleges, on the one hand, it is necessary to form a policy system that extensively gathers the talent resources of scientific research institutes and colleges. We shall formulate relevant policies for gathering high-level talents, and continuously improve the talent incentive mechanism as an important measure for accelerating the attraction for the urgently needed high-end talents of enterprises. We shall strengthen the industry-university-research strategic alliance taking enterprises as the main part, incline the policies, energy and capital to enterprises, and need to take the measures of post and title promotion, etc. to reward the scientific personnel having outstanding contributions for serving the enterprises. We shall strengthen the intellectual property protection, and encourage the scientific personnel of scientific research institutes and colleges to transform the scientific and technological achievements by working in enterprises or start their own businesses, etc. We shall explore to establish various distribution methods such as becoming a shareholder of the scientific and technological achievements, the incentives for job dividends to guarantee the deserved share of the scientific and technological achievements in the distribution, and improve the system of special allowances for high-level talents under the market mechanism, so that their creative labor can get the income equivalent with its value, and they can win the social recognition and respect. On the other hand, under the premise of attaching importance to the construction of hard environment, we must pay more attention to the construction of soft environment, adhere to “soft landing”, establish a more relaxed policy environment, open a green channel serving the high-end talents to provide a broad platform for the high-level talents play their roles and achieve their personal ideal and value, and take effective measures as guarantees.

We shall put forward a “Seagull” plan for the leading talents or technological leaders urgently needed for enterprises and fields, and other overseas high-level talents with special expertise, which is a freer and more flexible way for talent introduction, it aims to break the rigid restrictions to nationality, household registration, region, identity, organizational affiliation, etc. in the talent flow, and establish the mechanism of talent orientation and introduction based on contract management without changing the identity, transferring the household registration and transferring the file under the premise of not changing and affecting the organizational affiliation in the unit to which the talent belongs. The core idea is for application but not for ownership, so that the high-level talents from scientific research institutes and colleges who are wondering between “to come” and “not to come” can work for the enterprise to participate in promotion and product development, and more high-end talents can contribute to the innovation and development of enterprises. Such change of thinking from “talent introduction” to “intelligence introduction” and such innovative measure of flexible talent introduction make it possible to extensively gather talents, and they also fully comply with the international core idea: being inclusive and tolerant. Such idea of “for application but not for ownership” can actively establish a “green channel” for introducing high-level talents, explore the talent mechanism of flexible introduction of intelligence taking enterprises as the main part and taking projects as the carrier, broaden the sight for talent application, and also explores a new way to gather talents globally.
Summary

It is of great practical significance to strengthen enterprises’ technological matchmaking with the high-end talents from scientific research institutes and colleges, invite the high-end talents from scientific research institutes and colleges, encourage the two-way flow of the talents of technological innovation between the scientific research institutes and colleges and the enterprises, transform the talent advantages into development advantages as soon as possible to give full play to the supporting role of the high-end talents in the revitalization and development of a region, transplant their scientific research achievements to the enterprises and transform into real productivity to release the super-strong technological energy, promote and enhance the enterprises’ capability of independent innovation, accelerate the transformation and upgrading of enterprises, realize the win-win situation of scientific research institutes and colleges, and play the supporting role in the economic and social revitalization and development of enterprises and a region.

References.


