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RELATED RESEARCH ON TALENT STRUCTURE CONSTRUCTION OF PRECISE POVERTY ALLEVIATION

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Abstract. Discussing the operate mechanism of talent construction in Dalian national innovation demonstration zone, which is as same as discussing the Talent incentive system in operating mechanism how to have a long run and be guaranteed. According to the demand will of high-tech talent make proper incentives not only can use limited resources rationally, but also promote the affection of implementation. Basing on multivariate model of various aspects. These factors interact and effect each other, ensuing the operating mechanism of talent construction in Dalian national innovation demonstration get effective stimulation, to bring out talents' creative action in operating mechanism of talent construction in Dalian national innovation demonstrate. The provides theoretical basis for the formulation of talent policy in the national innovation demonstration zone and provides theoretical guidance for the work practice of talent motivation.

1. Introduction

On March 30, 2016, the state council decided to set up a demonstration zone for independent innovation in Shenyang and Liaoning province, based on the existing 11 national independent innovation demonstration zones. The establishment of the national independent innovation demonstrations zone are conducive to the emergence of more innovative, active and featured upgrading and development initiatives. Through construction of talent gathered a large number of top leading talents, and also promote the all-round development of all kinds of talent, relying on talent intelligence advantage, promote independent innovation ability, promote the development of the emerging industries, constantly forming the new scientific development advantage.

2. The design of incentive mechanism for talented people of Dalian national independent innovation demonstration zone.

Establish a long-term incentive mechanism for talented people of Dalian national independent innovate demonstration zone, it is to design and arrange the talent incentive mechanism according to the actual characteristics of talents and the basic requirements of incentive utility maximization.

2.1 The design factors of the long-term operation mechanism of talent motivation.

For establishing a long-term incentive mechanism for talented people, the design part must be actively cooperated with the overall objective. The object of encouragement is the talented people, in the specific environment of the national autonomous demonstration zone, the talented people with independent research and development ability have the influence to drive the innovation ability of the enterprise, which is the precious resource of the enterprise. Motivations can be divided into mental and material incentives, material incentives concerning about equity, wages and benefits, mental incentives including corporate culture, market competition and work.



2.2 The design elements of long-term operation mechanism of talent motivation.

Design a set of scientific and reasonable and can be implemented a long-term talent incentive mechanism, play the core role of talents in self-innovation, should pay attention to a variety of incentives, the combination of design flexibility, multiobjective and multistage dynamic incentives. At the same time, motivation should be appropriate to the creativity of talents.

3. Construction of talent incentive mechanism in Dalian national autonomous innovation demonstration zone.

3.1 The construction of long-term operation mechanism of enterprise talent incentive.

The key to the core competitiveness of enterprises is technological innovation, which depends mainly on the incentive of talents, and effective incentives are the most effective and crucial. Enterprises need to adhere to the combination of personal goals of organization and talents, material and spiritual stimulation, to fully stimulate the potential of employees and ensure the reasonable and effective incentive mechanism.

(1)Material level incentives. It is still very effective in the current talent incentive. Dalian national independent innovation demonstration zone was founded,the state department instructions demonstration zone as equity incentive and the transformation of scientific and technological achievement(s) rewards,the scientific and technological personnel of equity incentive provides a very great opportunity.

(2)Mental stimulation. Spiritual pursuit is equally important to high-tech talents. Good corporate culture not only can provide an great working environment for employees, but also can play the role of target, leadership behavior, competition, rewards, punishment and so on, to provide intrinsic motivation for the development of enterprises. So, the creative work itself is an incentive for the techies. Honor is a symbol of achievement and ability. The demonstration area is a pilot project for the transformation of scientific and technological achievements approved by the state council, taking material rewards at the same time, should pay more attention to honor motivation, propaganda work scientific and technological personal and with the promotion stakes the honor as a kind of intrinsic motivation to play value.

Table 1. talent motivation of national autonomous demonstration park

motivating factors	specific factors and researchers
economic or material reward	generous remuneration for work; satisfactory welfare system; a stable future; good welfare
employee organizational relationship	good relationship with colleagues; leadership's concern for employees; concerned about the daily life of employees; opportunities for communication
environmental and institutional factors	effective management; good working atmosphere; comfortable working environment; reasonable promotion system; promotions and corporate growth; a pleasant leisure activity; from supervision; working conditions and supervision
performance factor	job challenge; the job is interesting; teamwork; job stability
individual growth factor	I have the opportunity to contribute to important decisions, use my talents, contribute to the team, and practice my leadership talents. the opportunity and ability of self-development; the ability to work is improved
employee psychological cognition	job satisfaction; sense of responsibility and fulfillment; work identity; job commitment

3.2 construction of talent incentive in the park

As the management organization of the national autonomous demonstration zone, the high-tech zone administrative committee plays a vital role in the development and construction of the whole high-tech zone. The reform direction of Dalian national independent innovation demonstration zone management committee function is shown in table 2.

Table 2. the reform directions of the functions of the administrative committee of the national autonomous Demonstration zone

Functions of the management committee	The reform of direction
Administrative examination and approval classes	Improving the efficiency of examination and approval and increasing preferential policies
Administrative services and guidance classes	Increase financial support and encourage innovation and development
Administrative management classes	Simple, efficient and timely management system

In general, the function of the administrative committee is implementing the policy of national development of high and new technology, create an atmosphere of independent innovation for enterprise development, combining the national strategy of developing high and new technology industry with the a goal of enterprise development. The administrative committee should strengthen the function of public service, implementation of enterprise direct train, visit the enterprise, provide the whole process, tracking and the "guarantee" service for enterprises.

4. The implementation of the long-term operation mechanism of talents in Dalian national independent innovation demonstration zone

In order to make the incentive mechanism work, the key is to implement it. It requires operational operate the early stage of the plan and specialized departments, which need to be adjusted in real time to meet new problems in the implementation process.

4.1 The implementation department of talent incentive

The independent innovation demonstration zone in Dalian needs to establish a working group for the transformation of scientific and technological achievements. By the director of the executive committee, the economic development bureau, the development and reform bureau, the planning bureau, the finance bureau and the intellectual property offices are members unit, to research and formulate the implementation plan of the pilot project for the transformation of the equity in scientific and technological achievements, and the responsible for the implementation and supervision of the special work. In addition, it can combine the existing "green channel" of Dalian high-tech zone to establish special channels for personnel incentive, and use special funds to directly rewarded high-end talents.

4.2 The implementation plan of talent incentive

As a demonstration area of national independent innovation, Dalian high-tech zone is required to carry out the pilot scheme of equity incentives.

Establish a functional department responsibility for human resource incentives, develop a talent incentive plan, select a number of pilot enterprises, and pilot enterprises to integrate their own situation to enrich the plan and gradually promote it. Build intermediary service platform. We will build a trading platform for the transformation of scientific and technological achievements in the high-tech zone, and provide convenient conditions for the transformation of the equity incentive pilot units for scientific and technological achievements.

4.3 The implementation of the long-term operation mechanism of talent motivation

Talent incentive pilot development needs a gradual process, respecting the will of the enterprise in principle, to carry out the duties of scientific in the high-tech zone in batches and technological achievements into equity incentive work, focus on leading enterprises, colleges and universities and the academy's policy on exploring the equity incentive measures, to guide the practicability of scientific research innovation, the market as guidance to improve the conversion rate of scientific and technological achievements. The unit that is unfavorable to the equity can take the action that does not change the equity nature, only rewards the equity dividend income, fully mobilize the enthusiasm of the technologist.

5. Talent incentive proposal of Dalian national independent innovation demonstration zone

With the advancement of national independent innovation demonstration area construction, Dalian is also increasing demand for talent, focus on find the demand to system of high-tech talent, formulate the corresponding incentives for the top talent.

5.1 High salary is the primary factor of talent motivation

High pay can not only ensure the survival of high-tech talents, but also an important content to meet the status, interests and achievements of high-tech talents. High material compensation plays a key role in attracting talents and inspiring talents. By the time we increasing the intensity of material incentives, we should pay more attention to diversity remuneration. If we want to create the national demonstration park high-tech brand, we must have the national first-class salary system support. Therefore, Dalian high-tech development zone should especially pay attention to the diversity in compensation design, to raise the income expectations of hi-tech talents.

5.2 Stimulate the creativity of the talented person

In addition to reward incentives, the growth of talent is also a very important incentive mechanism. High-tech people value their own development space more. Therefore, enterprises should give more professional development opportunities and training for talents when they are motivated by talents. Dalian high-tech zone has abundant resources of education, science and technology resources, the enterprise talent into universities and research institutions to communicate and study, at the same time it pays attention to the latest research universities and research institutes, production combination of maintaining the superiority of enterprise innovation.

5.3 Create targeted incentives

Some of the people in the high-tech zone like challenging jobs while others prefer more stable jobs. Drucker once said, work itself is the motivator. The implication for us is that the work tasks of Dalian are properly allocated and arranged according to the different needs of employees. Combining personalized work design with employee career planning ,making in-depth understanding of the needs of employees at different stages, arranging employees' works properly, giving reasonable career planning and motivate talents in the career transition of employees.

5.4 Improve employees' sense of belonging to the enterprise

In terms of organizational system, employees have the strongest demand for harmonious interpersonal relationship and relaxed and pleasant office environment. Therefore, cultivating and creating a good corporate culture, creating a relaxed interpersonal relationship enables high-tech talents to work easily. Let the high-tech talent to create a sense of dependence on the corporate culture and make the enterprise culture an effective means to inspire high-tech talents.

6. Conclusion

With the development of national independent innovation demonstration zone, the concentration and encouragement of talents will be the key factor to determine whether the demonstration zone can work

successfully. So we should always pay attention to the requirement of the high-tech talents. To consider talents, enterprises, zones and government as an entirety all the time, in the aspect of specific measures, it comes up with setting green channel and special fund to motivate talents, and strengthens the development of e-government and the specialization of the intermediary agencies in the zone to ensure the channel smoothly and the specialty and standardization of enterprise talent incentive plan design. When thinking about the job of talent motivation, always on a macro scale, to make introduction and cultivation of talents is as a part of encouraging talented people, in order to obtain its good long-term operation mechanism in the zone.

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