

**HOW TO RECRUIT INNOVATIVE TALENT STUDENTS FROM THE BAISE  
SPECIAL ECONOMIC ZONE IN THE NEW NORMAL ERA**



HOW TO RECRUIT INNOVATIVE TALENT STUDENTS FROM THE BAISE  
SPECIAL ECONOMIC ZONE IN THE NEW NORMAL ERA

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## ABSTRACT

This paper takes the problems and Countermeasures of the introduction of innovative talents in Baise City as the research theme, and explores the establishment of a new model for the introduction and development of innovative talents in prefecture level cities. The empirical research is carried out orderly by means of literature review, questionnaire survey, data statistical analysis and correlation analysis. Combined with the empirical research results and the current situation of the introduction of innovative talents in Baise, this paper summarizes the existing problems of the introduction of innovative talents in Baise. In view of the above problems, on the basis of theoretical construction and current situation research, drawing on the advanced experience of Introducing High-level Innovative Talents at home and abroad, and combining with the actual situation of the introduction of innovative talents in Baise City, this paper puts forward specific countermeasures and suggestions from the aspects of introduction policy, material environment, industrial matching degree, talent service and development prospect.

*Keywords: Introduction of Innovative Talents, Countermeasures, Research, Suggestions*

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# CHAPTER 1

## INTRODUCTION

### 1.1 Research Background

The first national innovative talent development plan, the outline of the national medium and long term talent development plan, was issued in 2010. The introduction of innovative talents was promoted to the national level for the first time. This measure has important guiding significance for deepening the strategy of "strengthening the country with talents" and building a leading demonstration area of innovative talent management. According to the local actual situation, local governments have prepared regional development plans for innovative talents and formulated corresponding policies for the introduction of innovative talents, so as to create conditions for optimizing the structure of innovative talents, improving the management mechanism of innovative talents and implementing more open and effective introduction of innovative talents. In recent years, Baise City has issued talent introduction policies such as the Trial Measures for the introduction of high-level innovative and entrepreneurial talents in Baise City and the measures and Implementation Rules for the innovative development of talents in the key development and opening-up pilot zone of Baise, Guangxi. We will continue to increase investment in resources, improve the policy welfare of innovative talents, create a good environment for the development of innovative talents, and enhance the effect of the introduction of innovative talents (Ning, 2021). It has organized and carried out a series of talent introduction and education projects from the aspects of talent identification, innovative development of education and medical and health talents, rural revitalization, talent development, "talent enclave" management, and the construction of Baise innovative talent development policy system, which has created favorable conditions for solving the problem of shortage of innovative talents, realizing technological breakthrough of enterprises and accelerating industrial

transformation and upgrading (Rinn & Kettler, 2020).

With the transformation and upgrading of national industrial structure and the advent of the era of building a well-off society in an all-round way, human resources are playing a more and more important role in realizing technological breakthroughs, expanding emerging industries, promoting innovation and development in key fields and enhancing regional core competitiveness (Shi, Zou, Wang, Zhang, & Zhang, 2019). As a national strategy, talent power and innovation driven development have been proposed, and innovative talent resources, as the first resource, have been promoted to a new level. In March 2016, the CPC Central Committee issued the opinions on deepening the reform of talent development system and mechanism, which proposed to optimize the government's talent management function, enhance service awareness, improve the public service system, give full play to the dominant position of employers and stimulate the innovation and creativity of talents. It indicates that the introduction of innovative talents in China has entered a new stage of development. Subsequently, the Chinese government successively launched a series of innovative talent funding and introduction plans, such as the "Yangtze River Scholar Award plan", "new century millions of Talents Project", "high-level creative talent plan", etc., breaking through the original ideas of innovative talent development, breaking the traditional innovative talent introduction mode, and combining the advantages of the times to form a more competitive innovative talent management mechanism. Subsequently, local governments responded positively and worked out plans for the introduction of innovative talents in various regions according to the specific actual situation of various industries. In October 2019, the Guangxi government took the lead in issuing the call of "building a magnificent Guangxi and realizing the dream of rejuvenation" and "strengthening Guangxi with talents". This call quickly received a warm response across the country and triggered a new round of "competition for innovative talents". In order to improve the quality of introducing innovative talents and better attract high-level innovative talents, local governments

have spared no effort to formulate practical and effective innovative talent policies in time, give real preference to key areas of great concern to innovative talents, such as salary, housing and children's enrollment, and actively create a comfortable environment for retention (Hu, Liu, Zhang, & Dong, 2020). We need to strengthen the introduction of high-level innovative talents, realize the innovation of innovative talent management mode, deepen the reform of employment system, broaden the development space of innovative talents, and develop the construction of special zones for innovative talents (Ai, Li, & Yi, 2020).

## **1.2 Research Meaning**

The development of a city depends on the efforts of innovative talents. We formulate a city's innovative talent introduction policy (Locke, McGinty, Ramirez, & Sellers, 2021). The main research contents include three points. First, talent recruitment, second talent retention, and third, talent development (Monteiro et al., 2020). Talent is one of the important driving forces for the future development of cities (Hao, Li, & Wang, 2020). Only by attracting innovative talents and increasing new population can we generate new labor force and consumption capacity, and cities can create new value. Innovative talents are the driving force of urban innovation and development. At present, the economic environment is changing rapidly, and the impact of capital, raw materials, general labor and other factors on economic development is slowly weakening (Cai, 2018). Relatively speaking, the important position of high-tech innovative talents is becoming more and more prominent (Lei & Wang, 2021).

Human resources can learn better technology produce better products and master better management methods in a shorter time (Bhatia & Baruah, 2020). All new ideas, products and technologies are rooted in innovative talents and personnel with innovative and transformative knowledge, capabilities and initiatives (Leng & Li, 2020).

Innovative talents are the main force of urban innovation diffusion (Feng, Wang, & Wang, 2021). The basic way of innovation diffusion is the promotion of new technology mediated by high-quality innovative talents. To play the radiation role of innovation in cities, we must have sufficient talent reserves (Yao, 2021). In the process of promoting urban innovation achievements, we should further consolidate the core position of the city and form a virtuous circle. The purpose of this paper is to identify Urban Innovation's talent attraction level. To recommend the most fit Talent Management model for Baise's Urban Innovation (Sun, 2019).

With the proposal of innovation driven development strategy, high-quality innovative talents are playing a more and more important role in breaking technical barriers, realizing management innovation and changing development mode. This paper focuses on the working mechanism of innovative talent introduction in local counties and cities, and tries to find an effective method and implementation path of innovative talent introduction. It expands the research scope of relevant theories of innovative talent introduction mode and enriches the theoretical research on promoting the transformation and upgrading of innovative talent introduction under the background of the new era (Mal, Jai, Hu, & Li, 2019).

With the rise of the west, the establishment of the development strategy of Guangxi economic belt and the introduction of a series of supporting policies, Baise City has ushered in new development opportunities. In order to seize the opportunity and promote the great leap forward development of regional economy, we must take innovative talent resources as the first resource to drive social progress. In recent years, the government and employers have introduced a number of talent introduction measures, sparing no effort to expand resource investment, strengthen infrastructure construction, and constantly improve the development environment for innovative talents (Dorman, Mead, & Vielledent, 2016). However, compared with the surrounding cities, there are still some problems, such as the effect of policy implementation is not obvious, the mechanism of talent introduction and education is

not flexible, the structure of innovative talents is unreasonable, and the post matching degree is poor. Taking Baise Special Economic Zone under the new normal as the specific research object, this paper studies and analyzes the current situation of the introduction of innovative talents, and puts forward corresponding policy suggestions for the existing problems. It is of great practical significance to improve the quality of talent introduction, accelerate the reform of industrial structure and promote regional economic development (Zang & Cui, 2018).



## **CHAPTER 2**

### **LITERATURE REVIEW**

#### **2.1 Foreign Literature Review**

With the urgency of scientific and technological upgrading and industrial transformation, high-level innovative talents with global cutting-edge technology and industrial cutting-edge knowledge have increasingly become a very important way to comprehensively deepen reform and expand opening to the outside world. Countries around the world pay more and more attention to the role of innovative talents as a powerful country, plan attractive innovative talents development policies in combination with regional characteristics, and actively respond to the fierce competition for innovative talents.

##### **2.1.1 Human capital research**

According to Adam Smith, an expert, talents who are useful for education, internship or research are an integral part of fixed capital. To obtain and use such talents, we need to pay a certain fee, which is the capital to fix and materialize their talents (Bray, 2014). For the first time, human resources have been materialized into human capital and become an important part of enterprise fixed capital. Subsequently, Schultz further proposed that man is not only a resource, but also a capital (Kumthonkittikul, 2020). The improvement of intangible human capital such as people's knowledge, their own ability and personal health status is often more significant to economic development than the increase of the number and material of workers. Scholar (Xu & Zheng, 2022) found that innovation capability and human capital have a significant role in promoting the scale and efficiency of economic development of resource-based cities. Among them, innovation capability is more conducive to scale expansion and human capital is more conducive to efficiency improvement. The above deeply shows that the quality of innovative talents is more

important than the quantity, and fully determines the key role of human capital in the development of national economy and society (Mihalcea, 2017).

#### 2.1.2 Research on the flow of innovative talents

Cook, an expert, puts forward the creative curve of innovative talents, which proves that in about four years of work, talent creativity will go through three stages: growth, maturity and early decline (Mohamad, Arokiasamy, & Balaraman, 2018). At this time, if the working environment and nature of work do not change, a few creative workers will stagnate at a low level. Therefore, in order to stimulate the creativity of innovative talents and adhere to high quality and high standard work efficiency, it is necessary to adjust the working environment and nature in time. At this time, innovative talents will flow normally. Lavenex S stressed that with the acceleration of economic globalization, the economic ties between regions have become closer and the industrial boundaries have gradually weakened (Al-Abbadi, Almomani, Rumman, Abu-Rumman, & Khraisat, 2019). The previous policies such as education and training, economic attraction and easing immigration restrictions have not been fully attractive. Scholar (Zhang, 2013) found that only by continuously improving the development conditions and opportunities can China attract more talents. The introduced talents should have a sense of social responsibility and the spirit of daring to innovate, rather than asking the state for exorbitant prices. Relevant policies for the introduction of innovative talents should be comprehensively adjusted and institutional innovation. Timely adjusting the management system for the introduction of innovative talents and stimulating the flow of innovative talents can not only stimulate the creativity of innovative talents, but also make full use of the sharing of human resources to achieve the purpose of industrial transformation and upgrading. Accelerating the development of local economy can effectively develop (Irshad, 2013).

### 2.1.3 Introduction of innovative talents

Tiebout, an expert, first used the Tiebout model when studying the supply of public goods, and put forward two conditions for attracting innovative talents: rich public goods and appropriate taxes. It further clarified that public goods and services meet people's consumption needs and promote population entry. In the process of introducing innovative talents, local governments should pay attention to improving the provision of public goods such as medical treatment, housing and schools, provide better public services, and formulate priority channels for innovative talents (Ahmad Saad & Mohammad, 2021). Cunningham and Lynham proposed that when formulating innovative talent introduction policies, due to the differences in global social nature, economic development level and cultural development level, local advantageous resources should be brought into full play in combination with local economic, political and cultural development (Trudgett, Page, & Coates, 2021). At the same time, according to the characteristics of social development, pay attention to the development characteristics of relevant industries, and actively introduce talents and sincerely retain talents in combination with the comprehensiveness, diversity and fairness of education, so as to provide talent power for the national economic and social development. According to the local actual situation of governments at all levels, especially the local environment and industrial environment, put forward special plans to introduce professional and innovative talents in the required industries. Scholar found that formulating policies to attract high-level scientific and technological entrepreneurship and innovation talents is an effective way for Huai'an to expand the talent team and improve the talent structure. It is also an effective way to enhance the entrepreneurial ability, break through the technical bottleneck and improve the scientific research level in a limited time. Expert Nagenborg (2020) put forward five basic conditions for attracting innovative talents in more detail: first, it needs a good employment foundation; second, employers with higher standards are needed; Third, we need good educational conditions; Fourth, we need to build perfect



local infrastructure; Fifth, better local services are needed. Therefore, we should give full play to the enthusiasm of employers and jointly create a good cultural environment (Niemi et al., 2021). Starting from the innovative talents themselves, expert Dirui puts forward that regardless of various external factors such as personal growth expectation, work remuneration, public service level and working and living environment, the realization of internal factors such as the embodiment of the value of innovative talents, the individual consciousness of innovative talents and the maximum exertion of talent potential also have a great impact on the flow of innovative talents. The introduction of innovative talents needs to match the industry as much as possible in order to give full play to the skills and knowledge of innovative talents (Mulder, 2019).

#### 2.1.4 Research on introduction mode

Governments around the world are making great efforts to adjust the policies for the introduction of innovative talents according to their own advantageous resources and strategic objectives, and have formed various forms of the introduction of innovative talents. The United States and Canada are better at taking advantage of their own resources, reducing regional restrictions, relaxing immigration measures and attracting innovative talents. In the resource competition for innovative talents, the United States uses the strategic policies of high wages and reasonable market allocation to attract talents, further relax the immigration policy, make the flow of innovative talents more convenient, and increase the number of innovative talents to a great extent. Use project funds, tuition free, high scholarships and other economic means to let everyone study abroad and increase the attraction of innovative talents; The integration of production practice and scientific research achievements is used to reduce the output time of scientific research achievements and accelerate the realization of market value (Nagenborg, 2020). With the continuous progress of the information age, Europe has gathered the strength of all countries and worked hard to build a better Europe. Germany is inclined to scientific and Technological

Development and educational reform in the introduction of innovative talents into the public service system; Improve immigration policies, increase investment in education, and train and learn innovative talents attracted. Many registered residence policies have been increased, and the scientific and technological innovative talents needed in the key areas of the country have been given priority. Due to the influence of geographical environment, Asian countries mainly build scientific research platforms for cooperation and carry out educational reform to retain innovative talents. Singapore mainly uses the means of education industry to implement, uses educational projects to promote the sustainable development of scientific research industry, establishes special experimental areas, increases high-precision experimental facilities, creates a good scientific research and experimental environment, and attracts scientific and technological innovation talents. Japan mainly takes attracting foreign leading innovative talents and cultivating local excellent innovative talents as the development strategy of high-end innovative talent resources. Pay attention to the aggregation effect of high-end innovative talents and use financial funds to help universities build a platform for innovative talents with outstanding characteristics (Daruka & Pádár, 2019)

## **2.2 Domestic Literature Review**

China has always attached importance to the introduction of innovative talents and the cultivation of some high-quality innovative talents. Many preferential policies have been issued for the management, introduction and service of innovative talents. In order to gain advantages in the competition for innovative talents, all localities have also issued their own innovative talent policies and relevant supporting innovative talent systems, which has become an innovative talent introduction management policy with Chinese characteristics, which also inspired scholars to deeply study the local work policies for the introduction of innovative talents (Avdeeva, Davydova, Skripnikova, & Kochetova, 2019).

### 2.2.1 Research on the differences of local innovative talent introduction policies

With the fierce competition of talent introduction, there are many forms of talent introduction policies, and the research on local talent introduction policies is also advancing. Expert (Ni & Yang, 2014) selected innovative talent policies at different levels of economic development in different regions of China for research and comparison. The study found that where the regional economy is developed, the more comprehensive, sustainable and scientific the innovative talent policy is. Gu Chengwei believes that local governments are not only basically the same in formulating innovative talent introduction policies, but also have a short cycle and lack of practical basis, so it is difficult to implement innovative talent policies. After comparing and analyzing the scale and structure of introduced talents, expert (Zhu & Shen, 2013) believes that the introduction quality of innovative talents is greatly affected by regional resources, there is little difference in innovative talent policies, and the standards for introducing talents are similar. For the shortcomings of the current local innovative talent policy, scholars are gradually actively studying new ways to transform and upgrade the local innovative talent policy system. Zhao Shuming found that the government needs to play two decisive roles in innovative talent management: policy decision-making and financial support. The government should accurately position and enhance the awareness of innovative talents' service, and do a good job in serving innovative talents. Sun Haifa studies that when formulating innovative talent policies, the government should try to consider the regional development objectives and industrial development needs, so that the government's innovative talent policies and industrial development needs can develop in a coordinated manner in five aspects: the economic development direction of innovative talent policies, the development direction of innovative talents, the preferential strength of policies, the regional development platform and the mechanism of introducing talents. In terms of policy incentives for the introduction of

innovative talents, expert (Jiang, 2015) found that it is necessary to make a realistic investigation on the introduction of innovative talents, make rational use of regional resources, and realize the scientificity and sustainability of the introduction policy of innovative talents. Incentive policies should pay attention to material rewards, and talent security policies should serve the long-term development of innovative talents. All localities should implement the introduction of innovative talents as an important project, do a good job in design, and introduce talents in strict accordance with plans and needs. Focus on the talent introduction mode of "policy introduction, cultural retention and honest employment", and pay attention to ensuring the actual needs of the introduction of innovative talents in terms of quality of life and career development (Hewitt, 2019).

#### 2.2.2 Research on the impact of the introduction of innovative talents on local economic development

Local economic development and the introduction of innovative talents promote and develop each other. Local economic development needs the guidance of high-end innovative talents, and attracting high-end innovative talents needs local competitive economic sources. On the role of human resources in driving regional economic development, Bai Shaojun found that regional economic competition is actually the competition of innovative talents. The competition of innovative talents in a region is reflected in the quantity, quality, structure and environment of innovative talent resources. Innovative talent resources are an important guarantee for promoting regional economic development. With the continuous increase of innovative talent resources, it leads to the aggregation effect of innovative talents, and then leads to the regional competitive advantage of innovative talents (Pearce, 2017). Lu Xiaofang found that the regional competitiveness of innovative talents is the ability of a region to attract and gather innovative talents. To improve the regional competitiveness of innovative talents, we need to give full play to the main role of the government and formulate important policies for the introduction of innovative talents. Expert Li Wei

found that in the process of introducing innovative talents, we should combine regional characteristics and local economic development needs, make use of local advantages, formulate a scientific development plan for innovative talents, and introduce innovative talents in strict accordance with the plan. When formulating the introduction plan of innovative talents, (Gao & Li, 2010) studied that when formulating the introduction policy of innovative talents, we should try to combine the needs of regional economic development and social needs. Combine the introduction of innovative talents with the needs of economic development, incorporate the plan of innovative talents into the overall social planning, actively cultivate innovative talents, respect the social and cultural needs of innovative talents, and carry out the needs of comprehensively introducing innovative talents (Docquier & Machado, 2014).

### 2.2.3 Research on introduction methods in the introduction of innovative talents

Use a variety of means to form a comprehensive force for the introduction of innovative talents. Cheng Fang pointed out that only relying on one economic means to attract innovative talents will lead to vicious competition and increase the introduction cost of innovative talents. In the competition for innovative talents, expert the introduction of innovative talents has a single economic means. Innovative talents blindly compete for material rewards and rely too much on local governments, resulting in disorderly competition. The competition for innovative talents causes a serious waste of financial resources. Therefore, under the use of economic means, we need to make use of reasonable services. Zhou Wei found that China pays great attention to the introduction of innovative talents in the early stage, and the management services in the later stage can not keep up, which is reflected in the service measures, such as medical treatment, housing and education. As a result, a lot of human and material resources were invested in the early stage, but the effect of introducing innovative talents in the later stage was very poor. In the process of

introducing innovative talents, the effect of introducing innovative talents is poor due to small publicity. Expert Wu Aijun studied that the lack of innovative talent introduction policies and financial support have affected the high standard development of regional innovative talent resources. In particular, the regulatory mechanism is not in place. (Li & Zhao, 2012) studied the scheme of introducing innovative talents in the University and proposed that the important channel for the introduction of innovative talents is the introduction of the Internet and various job fairs. However, these methods lead to the untimely transmission of information, resulting in the problem that excellent innovative talents Miss recruitment due to missing information.

#### 2.2.4 Research on Countermeasures of innovative talent introduction system

Yi, Geng, & Zhang (2013), an expert, studied the use of precise introduction in the process of introducing innovative talents, strengthened the analysis of the development of local industries, investigated the mutual needs of industries and innovative talents by using regional objectives and key fields, tried to build an innovative talent structure suitable for the local real estate industry, and used the types and characteristics of innovative talents, which were determined by the human resources service department, Accurately locate professional and innovative talents, introduce them specifically, and increase the matching degree of talents. The quality of introducing innovative talents and the local industrial structure. On the basis of defining the structure of local innovative talents, the policy of innovative talents in developed countries not only attaches importance to short-term material mechanisms and rewards, but also has a high salary and comfortable living environment, and attaches great importance to the great development of the introduction of innovative talents and the comprehensive means of introducing talents. Including innovative knowledge learning and development training, long-term career planning direction, trial and error culture of enterprise employers, scientific research and education resources closely combined with industry, etc. After improving the incentive

mechanism, it is more important to increase investment. Expert Li Wei believes that the establishment of a special fund for the introduction of innovative talents, the establishment of professional departments and the overall coordination of resources of all parties. Establish a modern innovative talent information system, widely collect and summarize all aspects of information of different types of innovative talents, update and maintain it in real time, so as to ensure the integrity and authenticity of the information. If in the process of introducing innovative talents, government guidance must be improved (Silvanto & Ryan, 2014). Li (2014) studied that the government has increased its strong support for important industries, increased the input of funds, actively built a base and training platform for the introduction of innovative talents, and created a good social environment for innovative talents. It is suggested that enterprises play their own role, establish the awareness of introducing innovative talents, and encourage enterprises to cultivate and attract high-end innovative talents as much as possible. Expert Liu (2015) studied that when formulating the overall plan for introducing innovative talents and implementing supporting measures for innovative talents, we should focus on retaining innovative talents to make the policy of introducing innovative talents develop continuously. Set up a working group for the introduction of innovative talents, and establish a foreign organization for the introduction of innovative talents as soon as possible, focusing on the introduction of team talents. In terms of innovative talent policy formulation, Xu and Zheng (2022) found that the introduction policy of high-end innovative talents should expand global talent introduction, open up more competitive employment channels, and deeply cultivate and innovate excellent talents. Attract innovative talents at home and abroad. We should deepen the regulations and registered residence system of innovative talents, and build up a management team of high-end innovative talents and introduce service policies for innovative talents as soon as possible. Among the supporting measures of innovative talent policy, Mao and Sun (2015) studied that local governments need to optimize the procedures of innovative talent policy; open up



special green channels for innovative talent service, and truly implement the innovative talent policy. Through the Internet platform, establish an innovative talent management information platform, take relying on social institutions as an important platform, explore the high-end innovative talent system and government procurement service forms, integrate many social resources, make joint efforts, and let more human resources teams participate in the introduction of innovative talents. Jian (2015) found that the government should establish a demand survey mechanism, and suggested that employers should organize the demand survey of innovative talents, make full use of the innovative talent information system, expand the information survey channel, improve cooperation with social institutions, and effectively grasp the demand of innovative talents. Improve the construction of a comprehensive service platform for innovative talents and an international exchange platform for innovative talents, earnestly implement the service window evaluation system, give full play to the function of introducing innovative talents, and increase the service efficiency and quality of innovative talents (McQuaid, 2011).

### **2.3 Literature Review and Summary**

By summarizing the relevant literature research, it is found that with the continuous changes of the market economy, some foreign experts gradually strengthen and deepen the research on human resources, further explore the research on innovative talent capital, and find that the research results are more abundant. This series of research methods are mainly concentrated in the modes of talent flow, human capital and the introduction of innovative talents. This series of theories find that the quality of innovative talents is very important than the quantity. The cultivation of the ability and quality of innovative talents plays an important role in promoting and popularizing in order to improve productivity and strengthen enterprise operation efficiency. In order to stimulate the creativity of innovative talents, we can only stimulate the flow of innovative talents, mainly using innovative talent



introduction methods and talent attraction policies to fully improve the quality of innovative talent introduction and form an innovative talent introduction mode with its own characteristics. From the macro and micro point of view, although developed countries focus on the introduction of innovative talents at the three levels of government, organization and individual gradually increase the depth of research and improve some main relevant theories. However, these studies and experiences can not get rid of the characteristics of the capitalist market economy and regard innovative talents as the resource factor to achieve the organizational purpose. They do not focus on the needs of the early introduction process from the perspective of the development of innovative talents, thus ignoring the management services of innovative talents in the later stage.

In contrast, not only is it not a long time for China to introduce innovative talents, but also in the exploratory stage in many aspects, but also the research on talent introduction is being carried out in full swing. Some scholars have affirmed the impact of the introduction of innovative talents on the domestic and local economic development. This paper compares the different effects of the introduction policies of innovative talents in different regions. This paper studies the misunderstandings and methods in the introduction of local innovative talents, and tries to summarize the development ways of the introduction of innovative talents in local counties and cities. Take the introduction of innovative talents as an important local development plan, strengthen the study of economic development, industrial development needs and local characteristic resources, and formulate practical measures. Combined with the advanced research results and practical experience of developed regions at home and abroad, formulate an effective and unique strategy for the introduction of innovative talents. In particular, employers should play a leading role in the introduction of innovative talents, broaden publicity methods, adopt a variety of innovative talent introduction strategies, meet the urgent needs of talents, strengthen the improvement of the high quality of the introduction of innovative talents, help

local counties and cities with scarce talents expand the recruitment of relatively professional innovative talents, and bring technological innovation, industry upgrading and local economic development. Generally speaking, research at home and abroad mainly focuses on industrial planning, talent policy, development platform, talent demand, talent introduction means and supporting facilities. For the future empirical research, this paper establishes five dimensions of the current situation of the introduction of innovative talents in Baise, finds out the existing problems, puts forward solutions, and lays a theoretical foundation

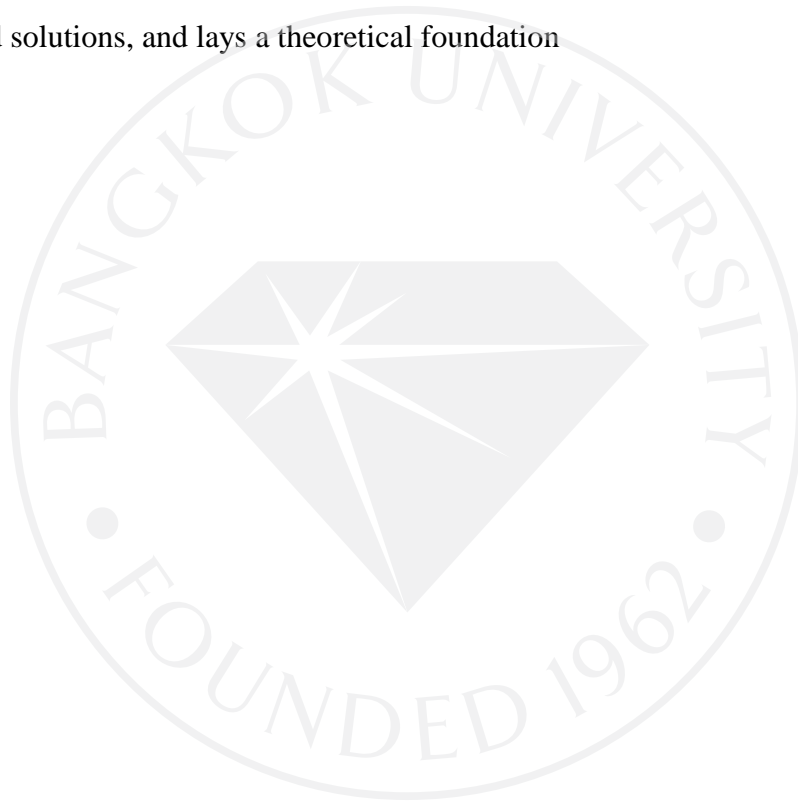


Table 2.1: Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
<p>To identify Urban Innovation's talent attraction level.</p> <p>To recommend the most fit Talent Management model for Baise's Urban Innovation.</p>	Policy system	Lei & Wang, 2021	<p>Q1: How satisfied are you with Baise's existing policy system?</p>	<p>Q1.1: How satisfied are you with Baise's existing policy system for introducing innovative talents?</p> <p>Q1.2: What is your overall evaluation of the current policy system for talent introduction?</p>					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Policy coverage	Al-Abbadi et al., 2019	Q2: How satisfied are you with the coverage of Baise's existing policies?	Q2.1: How satisfied are you with the coverage of Baise's existing policies for introducing innovative talents? Q2.2: What is your overall evaluation on the coverage of the current policies for introducing innovative talents?					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Degree of policy implementation	Leng & Li, 2020	Q3: How satisfied are you with the implementation of Baise's existing policies?	Q3.1: How satisfied are you with the implementation of Baise's existing policies for introducing innovative talents? Q3.2: What is your overall evaluation on the implementation of the current policy on talent introduction?					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Remuneration	Monteiro et al., 2020	Q4: How satisfied are you with Baise's current salary?	Q4.1: How satisfied are you with the benefits of Baise's existing innovative talents? Q4.2: What is your overall evaluation on the salary of the current introduced innovative talents?					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Medical treatment	Locke et al., 2021	Q5: How satisfied are you with Baise's existing medical treatment?	Q5.1: How satisfied are you with the medical treatment of Baise's existing innovative talents? Q5.2: How satisfied are you with Baise's existing medical environment?					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Housing treatment	Wen, 2019	Q6: How satisfied are you with the existing housing treatment in Baise?	Q6.1: How satisfied are you with the housing conditions of Baise's existing innovative talents? Q6.2: What is your overall evaluation on the housing treatment of the current introduced innovative talents?					

(Continued)



Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Unit attention	Bhatia & Baruah, 2020	Q7: How satisfied are you with the importance of Baise's existing units?	Q7.1: How much attention and satisfaction do you have with the existing talent introduction units in Baise?  Q7.2: What is your overall evaluation on the importance of the current talent introduction units?					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Industrial matching degree	Yao, 2021	Q8: How satisfied are you with the matching degree of Baise's existing industries?	Q8.1: How do you think your knowledge and skills match the job requirements? Q8.2: How much importance do you attach to Baise's existing industrial matching?					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Supporting facilities	Sun, 2019	Q9: How satisfied are you with Baise's existing supporting facilities?	Q9.1: How satisfied are you with the existing supporting facilities for the introduction of innovative talents in Baise?  Q9.2: What is your overall evaluation of the supporting facilities for the current introduction of innovative talents?					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Children's enrollment	Feng, Wang, & Wang, 2021	Q10: How satisfied are you with the enrollment of Baise's existing children?	Q10.1: How satisfied are you with the education resources for children of introduced innovative talents in Baise? Q10.2: What is your overall evaluation of the children of the current talent introduction?					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Spouse work	Xiao Y,2018	Q11: How satisfied are you with the work of Baise's existing spouse?	Q11.1: How satisfied are you with the work of the spouses of the introduced innovative talents in Baise? Q11.2: What is your overall evaluation of the spouse work of the current talent introduction?					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Further study	Cai, 2018	Q12: How satisfied are you with Baise's existing continuing education?	Q12.1: How satisfied are you with Baise's existing introduced innovative talents for further study? Q12.2: What is your overall evaluation on the continuing education of currently introduced innovative talents?					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Industry development	Hao, Li, & Wang, 2020	Q13: How satisfied are you with the development of Baise's existing industry?	Q13.1: How satisfied are you with the development prospect of Baise's existing industry? Q13.2: What is your overall evaluation of the current development of Baise industry?					

(Continued)

Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Promotion prospects	Huang, 2020	Q14: How satisfied are you with Baise's current promotion prospects?	Q14.1: How optimistic are you about the existing career promotion conditions? Q14.2: What is your overall evaluation of the promotion prospect of the current introduced innovative talents?					

(Continued)



Table 2.1 (Continued): Synthesis variables and Author year list

Research objective	Variable from Literature review	Author & year	Interview items	Questionnaire items	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly agreed
	Review Title	Hu L, 2019	Q15: How satisfied are you with the evaluation of Baise's existing professional titles?	Q15.1: How satisfied are you with the Professional Title Review of the introduced innovative talents in Baise? Q15.2: What is your overall evaluation on the title evaluation of the currently introduced innovative talents?					

## **CHAPTER 3**

### **METHODOLOGY**

This chapter includes the introduction of research methods. This chapter describes the research methods of the introduction of innovative talents in Baise City. This chapter clarifies that the purpose of the research is to find the results to answer the questions identified in the research objectives. The steps of the research process are described. This study uses a mixture of qualitative and quantitative methods, and then describes the overall situation of the respondents from both quantitative and qualitative aspects according to the sample research.

#### **3.1 Research Methods**

Based on the theories widely used in various disciplines such as economics, human resource management and management, this article comprehensively adopts a research method of combining theory with practice, and adopts the research methods of raising problems, analyzing problems and solving problems. In terms of investigating the current situation of the introduction of innovative talents in Baise City, It helps to analyze the root causes of the introduction of innovative talents in Baise, and puts forward the main countermeasures to solve this problem.

The main research methods used in this paper are as follows:

1) Literature analysis. This article is completed on the basis of studying and summarizing and arranging the research purposes and topics of certain literature content. The main contents of these literatures include: First, according to the research results of domestic and foreign experts, such as journal papers, research papers, theoretical works, etc.; Second, according to relevant laws and regulations at home and abroad; Third, according to relevant data and relevant materials at home and abroad. By sorting out and analyzing the relevant literature, we can further obtain the preliminary understanding of the influencing factors of regional innovative talent

introduction and the main basis of the research on innovative talent introduction.

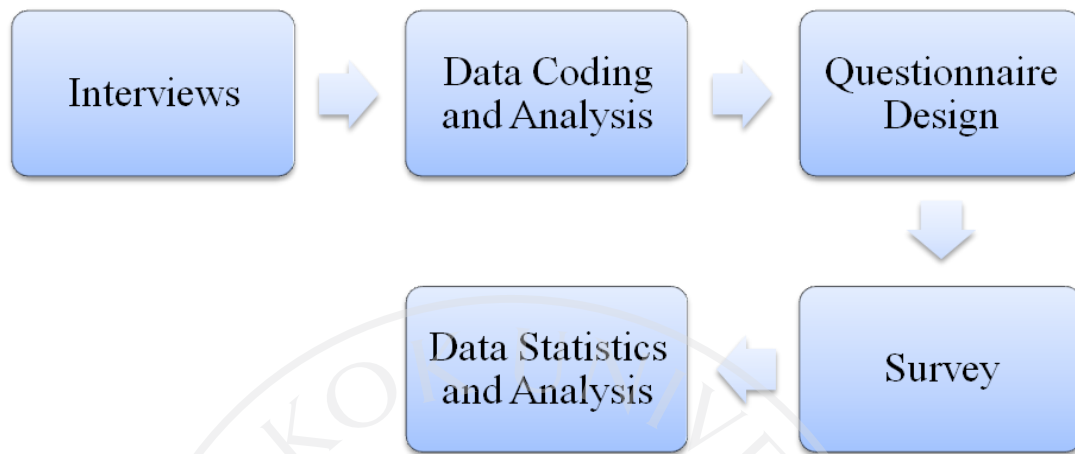
2) Questionnaire and interview. On the basis of summarizing various viewpoints in the literature, this paper studies the relevant analysis of regional innovative talent introduction factors according to the relevant theoretical basis and the actual situation, formulates the questionnaire and interview for the introduction of innovative talents in Baise according to the analysis results, obtains the basic information of the introduction of innovative talents in Baise, and further understands the reality of the introduction of innovative talents in Baise.

3) Statistical analysis. The research and analysis of this article is based on the collection of data, carries out statistical analysis and processing according to the statistical software SPSS, makes relevant statistics and Research on the data, and then uses the relevant analysis method to review various factors of the introduction of innovative talents, and finally obtains its relevant influence degree.

### **3.2 Research Process**

This study is based on in-depth interviews with representative research objects in the introduction of innovative talents. According to the answers of the respondents, understand the current situation and problems of the introduction of innovative talents, and put forward improvement suggestions. Based on the qualitative analysis and summary of the interview data, create a questionnaire on the introduction of innovative talents containing multiple evaluation indicators, and distribute the questionnaire online to users to fill in, obtain the comprehensive evaluation data of the introduction of innovative talents, conduct quantitative analysis, and then statistically analyze and summarize the data results. Figure 3.1 describes the research process of this research method.

Figure 3.1: Research Process



### 3.3 Sampling

Sampling is a part of observation or investigation, and the whole is the whole of the research object. This study will use qualitative and quantitative research to enable researchers to obtain a broader perspective and avoid bias. This combination of qualitative and quantitative methods improves the reliability and helps to accurately determine the relationship, so as to construct the theory and better study the phenomenon in the real world.

#### 3.3.1 Qualitative research

Qualitative research refers to obtaining keen insight by exploring questions, understanding event phenomena, analyzing human behavior and views, and answering questions.

In this paper, the method of random sampling is used to select 10 innovative introduced talents in Baise City as the research object, test 10 specific research samples in the questionnaire and interview, and statistically analyze the results.

#### 3.3.2 Quantitative research

Quantitative research refers to the scientific research to determine the quantity of a certain aspect of things. It is the research method and process to express

problems and phenomena in quantity, and then analyze, test and explain them, so as to obtain significance.

In order to better collect the sample data of the questionnaire, an online questionnaire was created and published by using the free online survey link provided by the "Wenjuanxing " online survey website, so that respondents can visit, fill in and submit the questionnaire online.

The online survey results are obtained with the help of the heads of innovative talent introduction and employment units and personnel departments. The research objects are mainly some innovative talent introduction enterprises and units in Baise City. The types of these research objects mainly include Party and state organs, social organizations, public institutions, state-owned enterprises, foreign-funded enterprises and private enterprises, including Baise college, Baise Municipal People's government, Baise hospital, Baise Development Zone and other large enterprises and institutions.

The data from April 15, 2022 to April 17, 2022 were collected through online survey. A total of 201 questionnaires and 201 valid questionnaire samples were recovered.

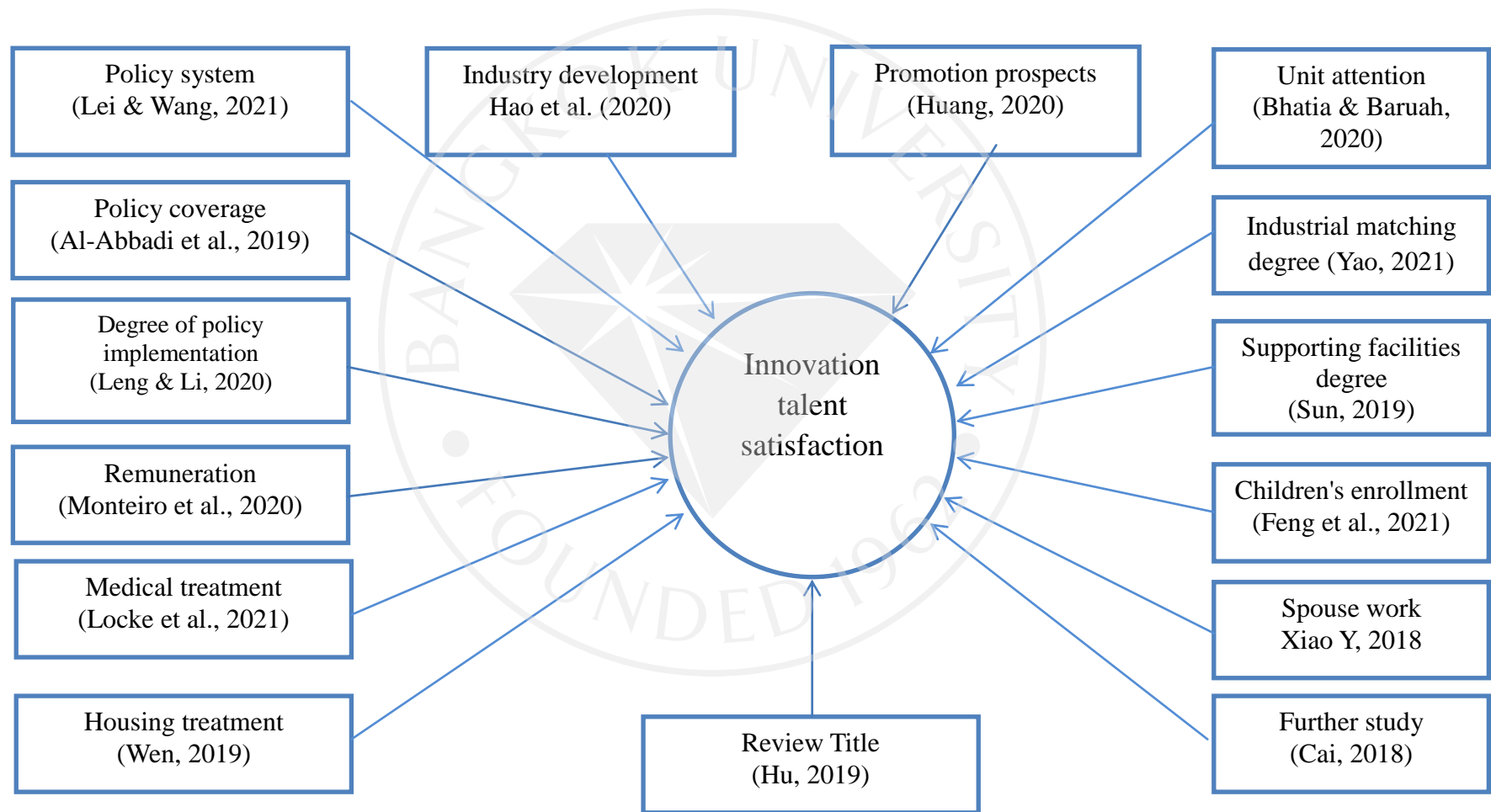
### 3.4 Conceptual framework

After sorting out the statistics, the above variables are classified and analyzed. According to the previous literature review and theoretical overview at home and abroad, combined with the investigation and Research on employers and the introduction of innovative talents and field interviews, this paper summarizes and analyzes five impact dimensions and 15 main impact factors, and lists the impact dimensions from five levels: introduction policy, material environment, industrial matching, talent service and development prospect. The 15 main influencing factors are policy system, policy coverage, policy implementation, salary, medical treatment, housing treatment, unit attention, industry matching, supporting facilities, children's enrollment, spouse work, further study, industry development, promotion prospect

and professional title evaluation. Figure 3.2 shows the conceptual framework of innovation talent introduction satisfaction in Baise City



Figure 3.2: Conceptual Framework



## **CHAPTER 4**

### **DATA ANALYSIS**

#### **4.1 Qualitative Analysis**

Qualitative analysis uses a semi-structured questionnaire and prepares some specific questions so that researchers can guide the interview towards the research goal.

According to data access and literature research, 15 interview questions were designed to form a semi-structured interview questionnaire. In the questionnaire, questions related to the introduction of innovative talents in Baise are designed to enable respondents to better understand the problems and communicate. The main sample questions included in the semi-structured interview questionnaire are as follows:

QUESTION 1: Can you tell us something about your work in Baise? How long have you been working in Baise? What do you think of the current policy system for introducing innovative talents?

QUESTION 2: Do you have any opinions or suggestions on the coverage of talent policy in Baise?

QUESTION 3: What do you think of the implementation of the current policy on talent introduction? What is the biggest difficulty?

QUESTION 4: What do you think of the existing talent benefits in Baise? Can you talk about your job treatment?

QUESTION 5: What do you think of the medical treatment of Baise's existing innovative talents?

QUESTION 6: What do you think of the housing conditions of existing innovative talents in Baise? Can you tell me something about your current unit?



QUESTION 7: What do you think of the importance of the existing talent introduction units in Baise? How does your market supervision authority introduce professional and technical innovative talents?

QUESTION 8: What do you think of the matching degree between your knowledge and skills and job requirements? Can you also talk about the matching degree of knowledge, skills and positions in your unit?

QUESTION 9: What do you think of the existing supporting facilities for the introduction of innovative talents in Baise?

QUESTION 10: What do you think of the education resources for children of introduced innovative talents in Baise?

QUESTION 11: What do you think of the spouse work of introduced innovative talents in Baise? How does your company deal with the spouses of imported innovative talents?

QUESTION 12: What do you think of Baise's existing innovative talents for further study? Do you personally continue your further study?

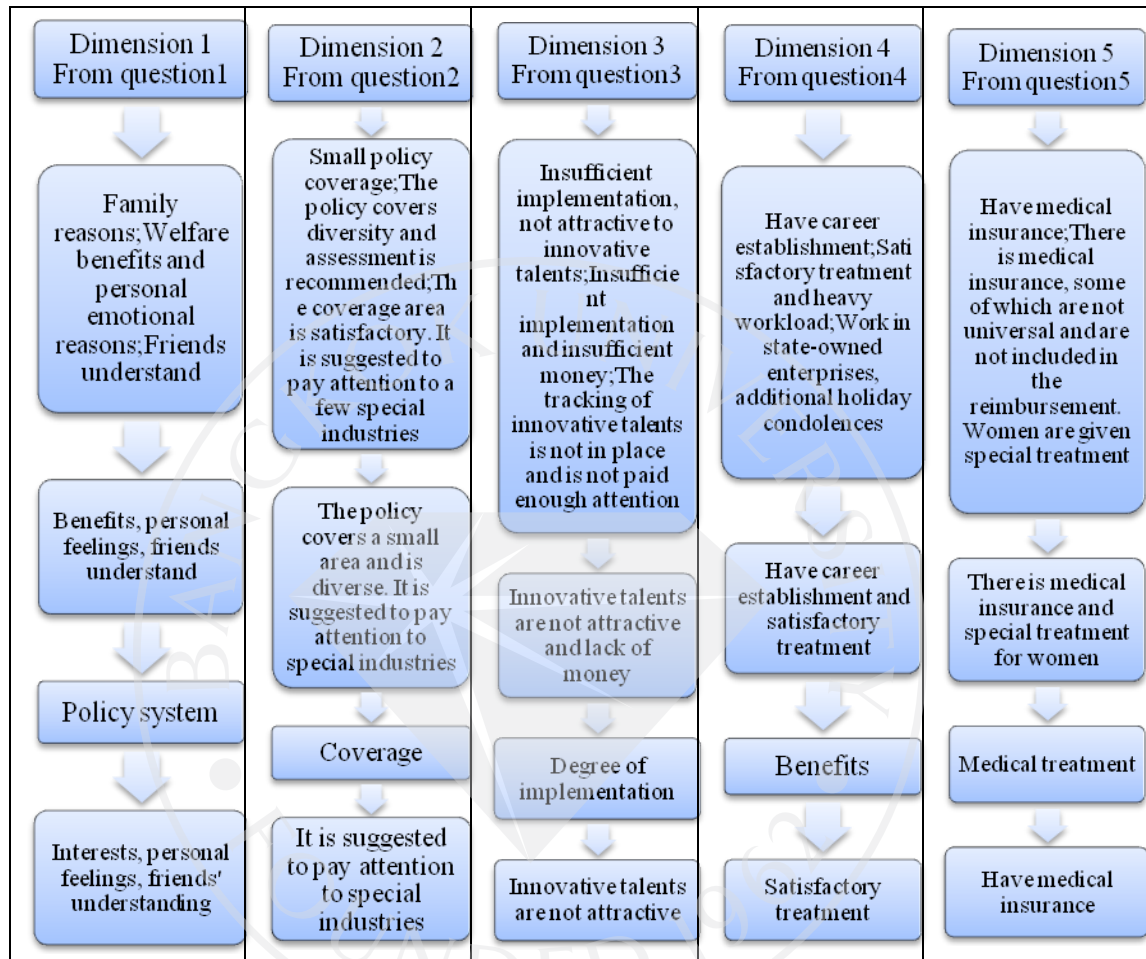
QUESTION 13: What do you think of the development prospect of Baise's existing industry?

QUESTION 14: What do you think of the existing career promotion conditions?

QUESTION 15: What do you think of the title evaluation of the introduced innovative talents in Baise?

The detailed form of the interview guide is shown in Appendix A. According to narrative coding and classification, search and count keywords, and obtain some qualitative research conclusions on the introduction of innovative talents in Baise, as shown in Figure 4.1.

Figure 4.1: Qualitative Conclusions and Suggestions on the Introduction of Innovative Talents



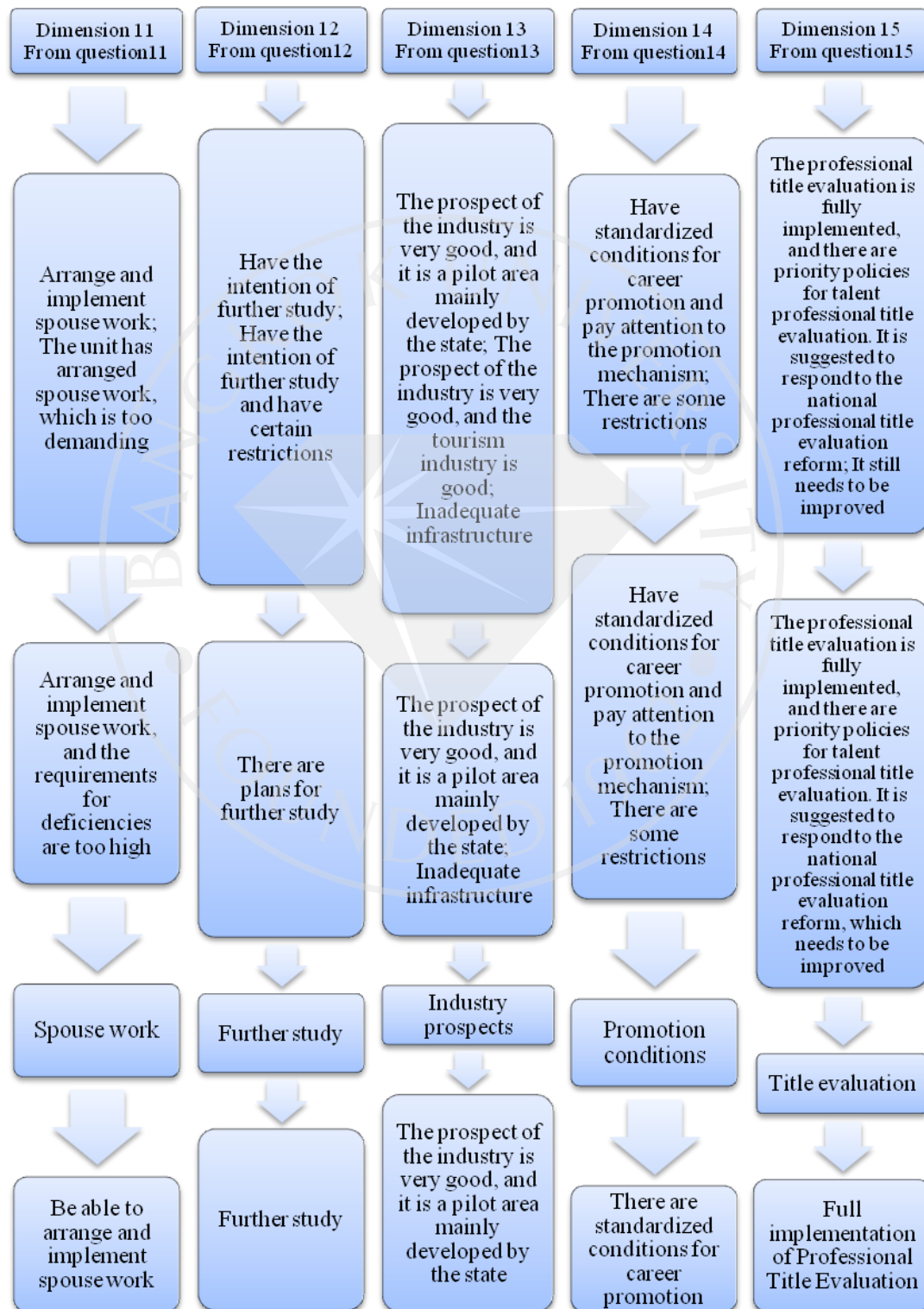
(Continue)

Figure 4.1 (Continue): Qualitative Conclusions and Suggestions on the Introduction of Innovative Talents



(Continue)

Figure 4.1 (Continue): Qualitative Conclusions and Suggestions on the Introduction of Innovative Talents



The interview was conducted from February 5 to 13, 2022. Ten innovative talents were interviewed and talked with each respondent for 15-20 minutes. All the answers were recorded.

A large number of original data were collected through interviews. Then mark and classify the relevant keywords in the original interview records, and code, classify and summarize them according to these keywords. Finally, the 15 main influencing factors concerned by innovative talents are policy system, policy coverage, policy implementation, salary, medical treatment, housing treatment, unit attention, industry matching, supporting facilities, children's enrollment, spouse's work, continuing further education, industry development, promotion prospect and professional title evaluation. Appendix A provides the original record data of the respondents.

## **4.2 Quantitative Analysis**

### **4.2.1 Sampling analysis**

The research object of this paper is mainly the individuals in the team of introduced innovative talents in Baise City. The research data and relevant information were obtained with the cooperation of innovative talent introduction departments of employers. As shown in table 4.1. The research subjects include 18.4% of Party and state organs, social organizations, 30.3% of public institutions, 20.9% of state-owned enterprises, 4.5% of foreign-funded enterprises and 25.9% of private enterprises.

Statistics from 201 survey samples show that the proportion of men is 45.8% and that of women is 54.2%. As shown in table 4.2. The gender ratio is relatively reasonable, as shown in table 4.3. which makes the quantitative research in this paper persuasive. Through a simple division of their age levels, it can be seen that innovative talents under the age of 30 account for the highest proportion in the survey and research, with an overall proportion of 70.1%. The sample tends to be younger,

which is also consistent with the overall age distribution of innovative talents introduced in Baise City. By analyzing the educational background of innovative talents, as shown in table 4.4. It is found that 91.0% of them have bachelor degree or above, and 9.0% of them have other educational background. This shows that the knowledge level of the introduction of innovative talents has been continuously improved. In terms of native place, As shown in table 4.5. The local population accounts for only 29.4%, and most of them are from other places, indicating that the introduction of innovative talents in Baise is not sufficient for the development of local human resources. In terms of the marital status of the introduced innovative talents, As shown in table 4.6. Only 13.4% of the spouses in Baise, indicating that there is a lack of job placement services for the spouses of the introduced innovative talents. In terms of the length of working time for the introduction of innovative talents, As shown in table 4.7. 84.1% of the people have worked for no more than 5 years, indicating that the follow-up development policies for the introduction of innovative talents have not kept up and can not retain people. To sum up, the research shows that the current plan for the introduction of high-level innovative talents in Baise is not comprehensive, the structure of innovative talents is unreasonable, the later supporting services for the introduction of innovative talents do not keep up, and the quality of talent introduction is poor. The following will be combined with the questionnaire survey results for scientific analysis to further elaborate the practical problems and reasonable attribution in the introduction system of innovative talents in Baise City.

Table 4.1: Nature of Unit

Nature of unit	Frequency	Percentage	Cumulative percentage
Party and government organs	37	18.4	18.4
Government-affiliated institutions	61	30.3	48.8
State-owned enterprise	42	20.9	69.7
Foreign enterprise	9	4.5	74.1
Private enterprise	52	25.9	100.0
Total	201	100.0	

Table 4.2: Gender Information

Gender	Frequency	Percentage	Cumulative percentage
Female	109	54.2	54.2
Male	92	45.8	100.0
Total	201	100.0	

Table 4.3: Age Information

Age	Frequency	Percentage	Cumulative percentage
Under 30	141	70.1	70.1
30-40 years old	34	16.9	87.1
40-50 years old	21	10.4	97.5
Over 50	5	2.5	100.0
Total	201	100.0	

Table 4.4: Educational Level

Educational	Frequency	Percentage	Cumulative percentage
Below bachelor degree	18	9.0	9.0
Bachelor degree	108	53.7	62.7
Master degree or above	75	37.3	100.0
Total	201	100.0	

Table 4.5: Registered Residence Information

Registered residence	Frequency	Percentage	Cumulative percentage
Within Baise	59	29.4	29.4
Beyond Baise	142	70.6	100.0
Total	201	100.0	



Table 4.6: Spouse Status

Spouse	Frequency	Percentage	Cumulative percentage
Spouse in Baise	27	13.4	13.4
Spouse is not in Baise	73	36.3	49.8
Unmarried or divorced	101	50.2	100.0
Total	201	100.0	

Table 4.7: Working Years

Working years	Frequency	Percentage	Cumulative percentage
More than 10 years	15	7.5	7.5
5-10 years	17	8.5	15.9
2-5 years	67	33.3	49.3
Less than 2 years	102	50.7	100.0
Total	201	100.0	

#### 4.2.2 Questionnaire preparation

In order to facilitate quantitative research, the form of structured questionnaire is adopted. According to the previous literature review and theoretical overview at home and abroad, combined with the investigation and research of employers and the introduction of innovative talents and field interviews, this paper summarizes and analyzes five influence dimensions and 15 main influence factors, which are listed and analyzed from five levels: introduction policy, material environment, industrial matching, talent service and development prospect. The satisfaction degree is set in detail in the questionnaire, and the Richter five point scale

is used for scoring. 5 points correspond to "very satisfied", 1 point corresponds to "very dissatisfied", and some questions may have small changes. The preparation process of this research questionnaire mainly involves the small-scale trial investigation and large-scale formal distribution of the questionnaire. In the trial investigation stage, the reliability and validity of the questionnaire are verified, and the content of the questionnaire is adjusted in time to ensure the authenticity and effectiveness of the questionnaire.

#### 4.2.3 Research dimensions and propositional assumptions

This questionnaire investigates the cognitive status and influencing factors of high-level introduced innovative talents in Baise from five aspects: introduction policy, material environment, industrial matching degree, talent service and development prospect. Richter five point scale was used to score and comprehensively weigh the satisfaction of talents in the specific listed factors. Combined with the specific projects set up in the above five levels, the propositional assumptions are as shown in Table 4.8.

Table 4.8: Propositional Assumptions

Propositional dimension	Project	Propositional hypothesis
Introduction policy	H1	The higher the systematization of talent introduction policy, the higher the satisfaction of talents
	H2	The wider the coverage of talent introduction policy, the higher the satisfaction of talents

(Continued)

Table 4.8 (Continued): Propositional Assumptions

Propositional dimension	Project	Propositional hypothesis
Introduction policy	H3	The higher the implementation of talent introduction policy, the higher the satisfaction of talents
physical environment	H4	The higher the salary, the higher the satisfaction of talents
	H5	The higher the medical treatment, the higher the satisfaction of talents
	H6	The higher the housing treatment, the higher the satisfaction of talents
Industrial matching degree	H7	The higher the importance of the unit, the higher the satisfaction of talents
	H8	The higher the matching degree of industrial development, the higher the satisfaction of talents
	H9	The higher the supporting facilities, the higher the satisfaction of talents
Talent service	H10	The higher the degree of solving children's enrollment problems, the higher the satisfaction of talents
	H11	The higher the degree of spouse work problem solving, the higher the satisfaction of talents
	H12	The higher the degree of further study, the higher the satisfaction of talents

(Continued)

Table 4.8 (Continued): Propositional Assumptions

Propositional dimension	Project	Propositional hypothesis
Development prospect	H13	The better the development prospect of the industry, the higher the satisfaction of talents
	H14	The higher the promotion prospect, the higher the satisfaction of talents
	H15	The higher the prospect of professional title evaluation, the higher the satisfaction of talents

In order to demonstrate the above hypothetical proposition, this paper formulates a questionnaire in detail, and the specific contents of the questionnaire are shown in the appendix B. The following will test the reliability and validity of the questionnaire to prove the effectiveness of the questionnaire and lay the foundation for further quantitative research.

#### 4.2.4 Variable descriptive statistics

This paper carries out quantitative research in combination with the above research contents, and the descriptive statistics are shown in Table 4.9.

Table 4.9: Descriptive Statistics

Variable name	Variable symbol	Mean value	Standard deviation
Policy system	A1	2.90	.762
Policy coverage	A2	2.98	.735
Degree of policy implementation	A3	2.85	.733

(Continued)

Table 4.9 (Continued): Descriptive statistics

Variable name	Variable symbol	Mean value	Standard deviation
Remuneration	A4	2.93	.741
Medical treatment	A5	2.80	.755
Housing treatment	A6	2.86	.721
Unit attention	A7	2.84	.706
Industrial matching degree	A8	2.60	.625
supporting facilities	A9	2.70	.679
Children's enrollment	A10	2.75	.686
Spouse work	A11	2.70	.679
Further study	A12	2.74	.673
Industry development	A13	2.86	.721
Promotion prospects	A14	2.73	.700
Review Title	A15	2.70	.679

The next step is to conduct reliability and validity analysis to verify the interpretation of relevant factors in the questionnaire, and then clarify whether the above hypothetical proposition can demonstrate the influencing factors of the introduction of high-level innovative talents in Baise.

#### 4.2.5 Validity and reliability analysis

The purpose of measuring the reliability and validity of the questionnaire is to clarify whether each topic setting of the questionnaire for the introduction of innovative talents in Baise is reasonable, and it is also an important basis for modifying the topic setting and deeply interpreting the influencing factors. The following is kmo and Bartlett's spherical test for the validity of the questionnaire, Cronbach's alpha analysis for the reliability of the questionnaire, and based on the

analysis results, adjust the question setting and improve the content of the questionnaire.

#### 1) KMO and Bartlett's spherical test

KMO and Bartlett's spherical test are the methods to test the validity of the questionnaire. In KMO test, the research object has a considerable influence on the value of quantitative interval. In general studies,  $KMO > 0.6$  can be accepted. This study mainly focuses on five influencing factors: introduction policy, material environment, industrial matching degree, and talent service and development prospect. The KMO test value is 0.89, indicating that the value of variables is not relevant and can be accepted. The sig value of Bartlett's spherical test =  $0.000 < 0.05$ , indicating that the factors have commonalities and are suitable for quantitative analysis.

#### 2) Cronbach's alpha analysis

Cronbach's alpha is the most effective method to analyze the reliability of the questionnaire. In general scientific research, cronbach's alpha above 0.7 is considered acceptable, indicating that the reliability of the questionnaire is high. Cronbach's alpha test value is 0.913, indicating that the reliability of this questionnaire is high.

#### 4.2.6 Correlation analysis of influencing factors of satisfaction with the introduction of innovative talents

Pearson correlation analysis of 15 factors becomes the correlation between 15 specific factors at five levels: introduction policy, talent management, treatment status, living environment and development prospect. The correlation coefficient is mainly reflected in the correlation between different factors. The specific correlation coefficient is shown in table 4.10.

Table 4.10: Correlation Coefficient

	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12	A13	A14	A15
A1	1														
A2	.711**	1													
A3	.663**	.533**	1												
A4	.704**	.714**	.541**	1											
A5	.357**	.380**	.434**	.411**	1										
A6	.612**	.523**	.641**	.626**	.444**	1									
A7	.509**	.418**	.658**	.474**	.417**	.623**	1								
A8	.126	.102	.153*	.292**	.340**	.353**	.282**	1							
A9	.397**	.219**	.362**	.323**	.362**	.476**	.461**	.544**	1						
A10	.334**	.327**	.302**	.346**	.240**	.454**	.430**	.545**	.707**	1					
A11	.358**	.169*	.312**	.293**	.313**	.487**	.440**	.579**	.783**	.675**	1				
A12	.193**	.172*	.327**	.212**	.233**	.306**	.395**	.503**	.542**	.561**	.608**	1			
A13	.375**	.429**	.339**	.317**	.142*	.183**	.240**	.187**	.344**	.373**	.354**	.533**	1		
A14	.174*	.126	.183**	.307**	.313**	.399**	.273**	.618**	.617**	.636**	.659**	.454**	.271**	1	
A15	.378**	.199**	.362**	.303**	.303**	.415**	.430**	.508**	.653**	.621**	.696**	.509**	.405**	.648**	1

Remarks: N=201, \*p<0.05, \*\*p<0.01, \*\*\*p, 0.001

Through the above correlation analysis, it is found that there is a certain correlation between various factors, and the largest correlation coefficient is 0.783. It is persuasive to explain the influencing factors of the introduction of innovative talents in Baise through the above problems. The following will be combined with the significance test to further study the impact of various factors on the innovative talents introduced in Baise, which is a way to analyze the influencing factors and nature from a quantitative perspective.

#### 4.2.7 Significance test

In order to deeply analyze the impact of various factors on the introduction of innovative talents in Baise City, the significance test will be carried out below to understand the impact of different factors on the introduction of innovative talents in Baise City. The specific results are shown in table 4.11.

Table 4.11: Significance Test Coefficient

Variable name	P
Policy system	.065
Policy coverage	.701
Degree of policy implementation	.004
Remuneration	.155
Medical treatment	.000
Housing treatment	.007
Unit attention	.001
Industrial matching degree	.000
supporting facilities	.000
Children's enrollment	.000

(Continued)



Table 4.11 (Continued): Significance Test Coefficient

Variable name	P
Spouse work	.000
Further study	.000
Industry development	.007
Promotion prospects	.000
Review Title	.000

The above research results will explain the significance of the influencing factors of innovative talent introduction in Baise from five aspects: introduction policy, material environment, industrial matching degree, and talent service and development prospect:

1) From the perspective of the introduction policy, the systematic significance coefficient of the policy is 0.065, indicating that the introduction of phased development planning and supporting guarantee policies for the introduction of innovative talents and the improvement of the policy system can promote the introduction of innovative talents, and its impact on the introduction of innovative talents is significant. The significance coefficient of policy coverage is 0.701. With the rapid development of Internet technology, the policy coverage is becoming wider and wider, which has a significant impact on the introduction of innovative talents. The more comprehensive the policy coverage is, the more satisfied the innovative talents are. The significance coefficient of the implementation degree of the policy is 0.004, which is significant to the extent of 1%, indicating that the innovative talent policy reflects the specific situation of the region, so that the policy can be implemented and implemented. The higher the degree of policy implementation, the more satisfied the innovative talents are with the introduction policy. Therefore, Baise city should attach great importance to the introduction of innovative talents, establish

a long-term mechanism for the introduction of innovative talents, incorporate the industrial development plan and the demand for innovative talents of employers into the innovative talents policy, clarify the division of innovative talents, give differential treatment to innovative talents at different levels, optimize the performance reward mechanism for innovative talents, strengthen the construction of supporting facilities, and constantly improve the systematic and standardized construction of talent introduction policy, Make full use of Internet information technology, expand the channels of policy publicity for innovative talents, build a "two micro and one end" publicity platform, and do a good job in the evaluation mechanism of policy implementation. We should not only do a good job in policy publicity, but also pay attention to policy implementation, so that innovative talents can really enjoy policy benefits.

2) From the material environment, the significance coefficient of salary is 0.155, which has a significant impact on the introduction of innovative talents. It shows that in the primary stage of the introduction of innovative talents, the impact of salary can not be ignored. The better the salary, the higher the satisfaction of innovative talents. The significance of medical treatment is 0.000, which proves that it has an absolute impact on the satisfaction of innovative talents, indicating that the higher the medical level and the more comfortable the medical environment, the higher the satisfaction of innovative talents. The significance coefficient of housing treatment is 0.007, which is significant to the extent of 1%. The introduction of innovative talents is still based on the introduction within the staff. It is essential to effectively reduce the mobility of innovative talents, enhance their sense of belonging and solve the housing problem. It can be seen that generous salary, excellent housing conditions and perfect medical level are still the top priority in the demand for innovative talents. In the process of introducing innovative talents, it is bound to give prominence to these three elements. The government should strengthen the construction of relevant infrastructure, introduce high-quality medical resources,

ensure that there are more than two first-class hospitals in the jurisdiction, increase the investment in medical insurance, and even strive for medical insurance in provincial capitals for relevant innovative talents, so that special innovative talents can enjoy better medical resources. The government should provide competitive housing subsidies, strengthen environmental protection and build a civilized city, and create a comfortable and pleasant living environment for innovative talents. Employers should also appropriately consider the regional economic development level and industry salary level, and provide scientific and reasonable salary and performance reward mechanism for the introduction of innovative talents.

3) From the perspective of industrial matching degree, the significance coefficient of unit attention is 0.001, which is significant to the extent of 1%, indicating that the unit must clarify the main position of innovative talent introduction. The higher the attention to innovative talent introduction, the higher the quality of innovative talent introduction. The significance coefficient of industrial matching degree is 0.000, which proves that it has an absolute impact on the satisfaction of innovative talents, indicating that industrial development and enterprise demand have a certain impact on the introduction types and requirements of innovative talents. Matching individual talents with job requirements helps to give full play to their talents and realize their self-worth. The significance coefficient of supporting facilities is 0.000, which proves that it has an absolute impact on the satisfaction of innovative talents. In the introduction of innovative talents in China, we should always take the government as the leadership and the employer as the main body, establish a database and information platform for the demand for innovative talents, and include key enterprises under our jurisdiction into the information platform, so as to facilitate the government to control the demand for innovative talents in real time. When formulating innovative talent policies, we should conduct field research on key leading enterprises and pillar industries, clarify the professional categories and technical levels of innovative talent needs, and introduce them

according to needs, so as to avoid blind introduction, resulting in the disconnection between the introduction of innovative talents and the demand for innovative talents, resulting in a waste of resources. At the same time, we should constantly improve industrial development policies, create good conditions for the exertion of innovative talents' knowledge and ability, and realize the benign mechanism of coordinated development of innovative talents and organizational development.

4) From the perspective of innovative talent service, the significance coefficient of children's enrollment is 0.000, which proves that it has an absolute impact on the satisfaction of innovative talents. It proves that the more sufficient children's educational resources and the better educational environment, the higher the satisfaction of innovative talents. The significance of spouse employment is 0.000, which proves that it has an absolute impact on the satisfaction of innovative talents. The better the solution of spouse employment placement problem, the higher the satisfaction of innovative talents. The significance coefficient of further study is 0.000, which proves that it has an absolute impact on the satisfaction of innovative talents. The problems of children's enrollment, spouse placement and further study brought about by the flow of innovative talents are also important aspects that innovative talents pay close attention to. The government should increase the investment in educational resources, continuously increase the number and quality of schools, open up green channels, improve the efficiency of administrative examination and approval, ensure that the children of innovative talents can have priority in enrollment, and effectively solve the problem of children's enrollment. We should also give corresponding policy preference to spouse work, such as giving priority to admission under the same conditions or arranging corresponding work according to the spouse's educational level, so as to enhance the sense of belonging of innovative talents, solve the worries about the development of innovative talents, so that innovative people can work at ease, develop stably and contribute to regional economic development.

5) From the perspective of development prospect, the significance coefficient of industry development is 0.007, which is significant to the extent of 1%. The more promising the industry development is, the brighter the development prospect of innovative talents is, and the stronger the aggregation effect of innovative talents is. The significance coefficient of promotion prospect is 0.000, which indicates that the broader the promotion prospect is, the more innovative talents can realize their self-worth and the higher the satisfaction of innovative talents. The significance coefficient of professional title evaluation is 0.000, which proves that it has an absolute impact on the satisfaction of innovative talents. In order to realize the self-worth of innovative talents and pursue higher development, innovative talents tend to choose employers with good development prospects and perfect promotion mechanism. Therefore, employers should pay attention to the role of innovative talents, establish a good performance appraisal and reward mechanism, give innovative talents corresponding power, fully solicit the opinions of innovative talents in the decision-making of setting up and developing the interests of innovative talents, enhance the sense of participation and cohesion of innovative talents, and add luster to the organizational construction. Guide innovative talents to give full play to their talents and internal potential, provide good experimental equipment and working platform, support the innovation and creation of innovative talents to the greatest extent, and help the development of innovative talents.

#### **4.3 Empirical Results**

According to the above research, among the influencing factors of the satisfaction of introducing innovative talents in Baise, the degree of policy implementation, medical treatment, housing treatment, unit attention, industrial matching, supporting facilities, children's enrollment, spouse work, further study, industry development, promotion prospect and professional title evaluation are highly significant to the extent of 1%, The above influencing factors have an absolute impact

on improving the quality and level of the introduction of innovative talents in Baise City. It shows that in the early stage of the introduction of innovative talents, material factors, industrial matching, talent service and development prospects still play an irreplaceable role. The greater the incentive of innovative talents policies, the more comprehensive the supporting infrastructure, and the more perfect the service mechanism of innovative talents, The higher the satisfaction of innovative talents with the introduction environment of Baise innovative talents, the stronger the introduction intention. The policy system, policy coverage, salary and other factors show a certain significance, indicating that although it does not play a decisive role in the impact of high-level innovative talents introduced by Baise, it can not be ignored. Improving the above aspects can effectively improve the satisfaction of innovative talents. To sum up, only by continuously optimizing several influencing factors that play a decisive role and developing other influencing aspects in a coordinated manner can we continuously improve the satisfaction of Baise in introducing innovative talents. Combined with the current research and problem analysis of the introduction of innovative talents in Baise, this paper will further interpret the countermeasures and suggestions for the introduction of innovative talents in Baise through theoretical combing and Reflection on the current situation, and explore and establish a path that will help promote the introduction and development of innovative talents in local cities.

## **CHAPTER 5**

### **CONCLUSION AND DISCUSSION**

#### **5.1 Conclusion**

The development mechanism for the introduction of innovative talents is a powerful starting point for optimizing the construction of innovative talents and improving the quality of innovative talents. It plays an important role in promoting the transformation of economic development mode and the transformation and upgrading of industrial structure in Baise. Based on the investigation of the innovation environment and the effectiveness of talent introduction, this paper deeply analyzes the status quo of talent introduction in several key areas of Luose City, such as the degree of satisfaction with the innovation environment, and establishes a questionnaire to reflect the innovation and development of talents. The following conclusions can be summarized:

1) By measuring the impact of 15 listed factors on the satisfaction of the introduction of innovative talents in Baise from five aspects: introduction policy, material environment, industrial matching, talent service and development prospect, we can correctly distinguish the key and general influencing factors. Among them, the degree of policy implementation, medical treatment, housing treatment, unit attention, industrial matching, supporting facilities, children's enrollment, spouse work, further study, industry development, promotion prospect and professional title evaluation have a very significant impact on the satisfaction of innovative talents. Therefore, it must be considered as a key element in the introduction of innovative talents. The influence of policy coverage and salary treatment on the satisfaction of innovative talents also has a certain significance, so it can not be ignored as a general element in the introduction of innovative talents. The quantitative analysis method is used to perfectly interpret the action mechanism of the above five kinds of influencing factors on the satisfaction of innovative talents. The quantitative research supports the

proposition hypothesis of the research and refines the action mechanism of various influencing factors. It is of great significance to find out the problems existing in the introduction of innovative talents in Baise and put forward targeted countermeasures and suggestions.

2) Through the research, it is found that the introduction of innovative talents in Baise is not mature, and the quantity and quality of innovative talents need to be further improved. Combined with the actual situation of the introduction of innovative talents in Baise City, we can find that there are still the following problems: the lack of systematicness of innovative talent policy system, the lack of scientificity of innovative talent discovery mechanism and the lack of effectiveness of innovative talent supporting services. The main reasons for these problems lie in the serious lag and homogeneity of talent introduction policy, unreasonable talent introduction standards and inadequate infrastructure construction.

3) We should give full play to the effectiveness of innovative talents and drive regional economic development. We must combine the unique regional characteristics and resource advantages of Baise to form an innovative talent introduction mode in line with the reality of Baise.

## **5.2 Discussion**

From the main results of our research, compared with the previous research results of other researchers and articles, the findings are as follows:

5.2.1 Through the summary, it is found that the outstanding characteristics of the introduction of innovative talents at home and abroad are different, but they mainly focus on the following two aspects. On the one hand, there is an innovative talent introduction mode dominated by immigration policy and study abroad system, improve immigration laws and regulations, build a standardized and flexible innovative talent introduction system process, and form a cultural atmosphere of respecting knowledge and paying attention to innovative talents in the whole society.



Attract foreign students with generous rewards and a good scientific research environment, do a good job in the combination of production and learning and the transformation of achievements, give preferential policies and generous treatment, and retain innovative talents studying abroad. Special treatment should be given to special innovative talents, and a "green card system" should be established to weaken the restrictions on regional management and immigration conditions. Through the establishment of multinational corporations, the use of their talent introduction projects, the establishment of cooperation platforms and ad hoc institutions, so as to realize the cross regional sharing of innovative human resources. Pay attention to the role of education, increase the training of innovative talents, make full use of the advantages of scientific research environment and educational resources, and build talent introduction platforms such as joint scientific research platform, University visit and exchange, academic project cooperation and cross regional school running, so as to create a good development environment for innovative talents. Make full use of market-oriented means to realize mutual cooperation and active cooperation among government departments, employers and third-party human resources institutions in the introduction of innovative talents, widely collect information on innovative talents, master the needs of innovative talents, and provide scientific, efficient, comfortable and convenient service and working environment for the introduction of innovative talents. Take a variety of incentives, especially in terms of material remuneration, to form a practical and effective incentive system, so that innovative talents can maintain high efficiency, give full play to the role of human resources and give full play to their potential. And through the innovative talent incentive policy, so that innovative talents can maintain stability and avoid the loss of innovative talents.

On the other hand, the introduction of domestic innovative talents often takes the government as the main body, pays attention to the strategy of strengthening the city with innovative talents and innovative development, investigates key pillar enterprises and employers, establishes an information platform, grasps the demand

information in real time, integrates the industrial development demand into the introduction policy of innovative talents, and introduces relevant professional innovative talents in strict accordance with the demand. In line with the national strategic layout and in combination with the advantages of regional environment and resources, we will do a good job in the construction of supporting facilities, introduce corresponding supporting services such as settlement, housing, spouse work and children's education, and optimize the working environment and quality of life of innovative talents. Set up special funds for the introduction of innovative talents, hold industry skill competitions and innovation and entrepreneurship activities, and stimulate the innovation enthusiasm of innovative talents. Vigorously build innovative talent exchange platforms such as innovative talent training base, industry university research cooperation base and innovative talent market complex. Give play to the gathering effect of innovative talents, gather more knowledge and skills of innovative talents, and realize technological innovation and industrial development. The flexible introduction method shall be adopted flexibly, and the principle of "not for all, but for use" shall be adhered to. The network information technology shall be used to break through the limitations of time and space, interact in real time, and realize the innovative talent sharing mode of combining the introduction of innovative talents with the introduction of intelligence through a variety of ways such as external expert consultants, joint technical research and Sunday engineers. The above are the advanced experience that can be used for reference in the introduction of innovative talents in Baise, but the reference is not blindly copying, but should be based on the current situation of the introduction and development of innovative talents in Baise, the conditions of economic development and the advantages of regional characteristics, learn and summarize the effective practices at home and abroad, push through the old and bring forth the new, and form an innovative talent introduction and development model with its own characteristics.

5.2.2 In order to attract more innovative talents and complete the introduction of innovative talents in Baise with high quality and efficiency, we must start from the aspects of serious lag and homogeneity of talent introduction policies, unreasonable talent introduction standards and inadequate infrastructure construction, so as to meet the practical needs of innovative talents in an all-round way.

5.2.3 By combing and summarizing the previous literature and theories, this paper forms a transformation and upgrading path suitable for the introduction of innovative talents in local counties and cities. In view of the practical problems existing in the introduction of innovative talents in Baise City, this paper puts forward scientific planning of innovative talent introduction policy, improving the publicity effect of innovative talent policy, optimizing the market system of innovative talent introduction, improving the supporting service mechanism of innovative talents. Establish innovative talent information database and innovative talent resource sharing mode, and improve the overall planning and development level of innovative talent introduction in Baise City.

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**APPENDICES**

## Appendix A

### Respondents' Raw Recorded Data

**QUESTION 1:** Can you tell us something about your work in Baise? How long have you been working in Baise? What do you think of the current policy system for introducing innovative talents?

Respondent 1 Answer:

They enter the company through talent introduction channels. Through the public recruitment examination of civil servants; he entered Baise market supervision and Administration Bureau.

I have been working in Baise for 14 years. Because I met my husband here, I have always settled here. I feel satisfied with the policy system of introducing innovative talents in Baise.

Respondent 2 Answers:

I have just graduated from graduate school for one year.

I went to school in Baise. I have some feelings about this. I understand some welfare benefits and feel that they are considerable, so I chose to come to Baise for employment.

I feel that the policy system of introducing innovative talents in Baise is still general.

Respondent 3 Answers:

I graduated from Wuzhou University. At that time, I saw the job fair in Baise with my boyfriend. We have settled in Baise for 14 years.

I am still satisfied with the policy system of introducing innovative innovative talents in Baise.

Respondent 4 Answers:

Of course. My husband came to Baise to work first. I also found that there was a bright future here, so I came to work here. I submitted my resume online and just came here for more than a year. I am still satisfied with the policy system of introducing innovative talents in Baise.

Respondent 5 Answers:

I am a graduate student. After graduation, I delivered my resume online, and then interviewed to work in a state-owned enterprise in this city. I've been in Baise for nearly 10 years. I am generally satisfied with the policy system of introducing innovative talents in Baise.

Respondent 6 Answers:

I graduated from Nanning law major. Because I like Baise very much, I submit my resume online. I have been working in Baise for 10 years. I am satisfied with the policy system of introducing innovative talents in Baise.

Respondent 7 Answers:

I used to work in a large design company in first tier cities. I gave full play to my specialty and learned a lot at the same time. In 2018, I was generally satisfied because I learned from my friends about the policy system of introducing innovative talents in Baise. So I came to work in Baise.

Respondent 8 Answers:

I was recruited from Baise City when I graduated, and later settled here. I understand the policy system of Baise from the online chat of Baise innovative

talents. At present, I am satisfied with the policy system of Baise; I've been working in Baise for 10 years. I'm glad to work here.

Respondent 9 Answers:

I have been engaged in scientific research and design in the design institute before. I am also a national institution. I have cooperated with some enterprises before to provide technical guidance to enterprises. In 2017, I was generally satisfied because I learned about the policy system of talent introduction in Baise through my friends. So I came to Baise College to work.

Respondent 10 Answers:

I was recruited from Baise City when I graduated, and later settled here. I understand the policy system of Baise from the online chat of Baise talents. At present, I am satisfied with the policy system of Baise; I've been working in Baise for 10 years. I'm glad to work here.

**QUESTION 2:** Do you have any opinions or suggestions on the coverage of talent policy in Baise?

Respondent 1 Answers:

My view on the coverage of this talent policy needs to be strengthened, because the restrictions on age and professional fields are relatively strict and the coverage is very small. In this regard, we should learn from foreign advanced experience, pay attention to creating an innovative and friendly soft environment for talent development, and take into account both training and introduction.

Respondent 2 Answers:

I feel average. From "strengthening talent introduction and cultivation, building talent innovation and entrepreneurship platform, optimizing talent innovation

and entrepreneurship environment, activating talent work market force, promoting talent system and mechanism reform, and establishing a convenient and efficient talent service system".

Respondent 3 Answers:

The talent policy has some problems, such as narrow coverage, conservative, weak operability and low popularity outside the province.

Respondent 4 Answers:

I'm satisfied with this question.

Respondent 5 Answers:

Generally satisfied. However, individual regions or enterprises have certain differences in the implementation of talent policies. It is suggested that relevant departments of talent management should conduct certain assessment and spot check on the implementation of talent policies of relevant units, especially in some remote areas or non key enterprises and institutions, so that innovative talents can be admitted and retained.

Respondent 6 Answers:

I'm satisfied with the talent coverage in Baise. Innovative talents should be diverse. Education is not the best standard to judge innovative talents. Baise's talent policy has enabled me to achieve "second growth".

Respondent 7 Answers:

I am satisfied with the overall coverage of the existing policies for introducing innovative talents in Baise. However, according to the national regulations, different local governments have also made corresponding regulations, and different

local regulations are different. Senior workers, technicians and senior technicians who have passed the unified assessment of the labor and social security department, obtained the corresponding national vocational qualification certificate and are employed in Baise, Guangxi enjoy the relevant treatment of professional and technical innovative talents at the corresponding level.

Respondent 8 Answers:

I am satisfied with the overall coverage of the existing policies for introducing innovative talents in Baise. However, the talent policy leadership in private enterprises often does not pay enough attention.

Respondent 9 Answers:

I am generally satisfied with the coverage of the existing policies for introducing talents in Baise. However, in some scarce special industries, the talent policy has not been covered in place.

Respondent 10 Answers:

I am satisfied with the overall coverage of the existing policies for introducing talents in Baise. However, the talent policy leadership in private enterprises often does not pay enough attention.

**QUESTION 3:** What do you think of the implementation of the current policy on talent introduction? What is the biggest difficulty?

Respondent 1 Answers:

Satisfied with this problem because the government has issued preferential support policies for innovative talents and continuously strengthened the introduction, training, service and incentive of innovative talents.

The difficulty is to find the right innovative talents.

Respondent 2 Answers:

He implementation of the existing policies is average.

Many times, the policies are not implemented in time and the money is not in place.

Respondent 3 Answers:

I am satisfied with the implementation of the current policy of introducing innovative talents. In addition to the annual unified recruitment, I often see targeted high-level talent recruitment in my current units and institutions. It is mainly related to the object of recruitment. One is to recruit fresh students from specific colleges and universities, and the other is to recruit highly educated and counterpart professionals.

Respondent 4 Answers:

I am satisfied with the implementation of the current policy of introducing innovative talents. The biggest difficulty is to solve the problem of "difficult residence" for innovative talents.

Respondent 5 Answers:

The overall implementation is good. The biggest difficulty I think is the lack of motivation and low efficiency of talent training. As the main body of talent training, some units can not give full play to their subjective initiative, some are even afraid of brain drain and are unwilling to provide corresponding funds, and their willingness to train innovative talents is not strong. In addition, some training institutions are only formal, and the training effect is poor. For example, the level of teachers is not high, the project setting is unscientific, and the training means are backward, resulting in the low overall effect of talent training.



Respondent 6 Answers:

I am satisfied with the implementation of the current policy of introducing innovative talents. The formulation of talent policies is practical and the publicity of talent policies is proactive. The difficulty is that innovative talents will eventually stay in Baise construction, and attracting and cultivating innovative talents is the most difficult.

Respondent 7 Answers:

I generally feel that the implementation of the current policy of introducing innovative talents is OK. Baise deeply publicizes and implements the new talent policy, further improves the talent service level, increases the recruitment of innovative talents, and strives to introduce high-level innovation throughout the year. The biggest difficulty is the financial situation. Sometimes there are difficulties and deficiencies. In addition, the tracking service of talent projects is not in place.

Respondent 8 Answers:

I feel that the implementation of the current policies on the introduction of innovative talents is general, because I feel that the government does not implement these policies in place. The biggest difficulty is the lack of pertinence, attraction and coordination.

Respondent 9 Answers:

My overall feeling about the implementation of the current policy of introducing talents is general. The biggest difficulty is that sometimes the financial situation is difficult, and sometimes the policies are not implemented in time.

Respondent 10 Answers:

I feel that the implementation of the current policies on the introduction of talents is general, because I feel that the government does not implement these policies in place. The biggest difficulty is the lack of pertinence, attraction and coordination.

QUESTION 4: What do you think of the existing talent benefits in Baise? Can you talk about your job treatment?

Respondent 1 Answers:

Satisfied with the welfare of Baise's existing innovative talents. Because I am a full-time undergraduate graduate, I directly implement the career establishment, but I don't enjoy the allowance.

Respondent 2 Answers:

I am satisfied with Baise's existing talent benefits. For those who exceed the scheduled task indicators and make outstanding contributions, appropriate bonuses can be paid. "We can see that the annual salary system is not a one-time salary, but also a certain proportion and stage of salary payment.

Respondent 3 Answers:

I'm satisfied with the existing talent benefits in Baise. Our company has seven policies: career establishment, admission to talent apartment, priority of professional title promotion, provision of start-up funds for scientific research, children's enrollment and spouse employment.

Respondent 4 Answers:

I think Baise's existing talent welfare is superior. Baise city actively encourages all kinds of employers to introduce innovative talents. If the introduced innovative talents have living conditions in this city, they can apply to move their registered permanent residence into this city, their spouses and minor children can move with them, and go through the formalities of social insurance transfer in time.

Respondent 5 Answers:

I'm quite satisfied with the existing talent benefits. I work in a state-owned enterprise. In addition to five insurances and one fund, there are about 5000 yuan. In addition, there will be corresponding condolences on important festivals and birthdays, and there are many platforms and opportunities for learning and improvement, which is very beneficial to the growth of innovative talents.

Respondent 6 Answers:

In line with the local economic level. The first to third level innovative talents: annual salary, resettlement fee, scientific research fund and other benefits, which shall be determined by the unit and the introduction object through negotiation.

Respondent 7 Answers:

I'm satisfied with the welfare of Baise's existing innovative talents. For introduced innovative talents, their spouses and minor children can be transferred (moved) with them; If the spouse or children are unwilling to be transferred, they can also be transferred in separately. Among them, married innovative talents with bachelor's degree and under the age of 35 can be transferred (moved) with their spouses and children when both husband and wife meet the standards of introducing innovative talents at the same time.

Respondent 8 Answers:

I generally feel that the benefits of existing innovative talents in Baise are good. At present, the salary is satisfactory. The salary is 6000-8000 yuan, but the workload is a little large.

Respondent 9 Answers:

I'm satisfied with the welfare benefits of Baise's existing talents. Not only the school has subsidies for talents, but also the Baise municipal government has subsidies for talents.

Respondent 10 Answers:

I generally feel that the benefits of existing talents in Baise are good. At present, the salary is satisfactory. The salary is 6000-8000 yuan, but the workload is a little large.

**QUESTION 5:** What do you think of the medical treatment of Baise's existing innovative talents?

Respondent 1 Answers:

Satisfied with the medical treatment of Baise's existing innovative talents. The medical security provided by our company is at the level of first-class staff in the public service team, and the monthly medical insurance cost is about 161 yuan.

Respondent 2 Answers:

I'm satisfied. It's very strong. Innovate the introduction mechanism of medical and health innovative talents comprehensively strengthen the construction of talent team in medical and health institutions, make the number of medical and health

innovative talents basically meet the medical and health service needs of Baise City, and constantly improve the people's health level.

Respondent 3 Answers:

I'm satisfied with the medical treatment of Baise's existing innovative talents. Our unit's medical treatment includes personal medical insurance account, treatment of severe and chronic diseases and reimbursement of hospitalization medical expenses. The personal medical insurance account is composed of a certain proportion of individual payment and unit payment. There are 21 kinds of diseases included in the overall planning scope of severe and chronic diseases of employees' outpatient service. The expenses that meet the regulations shall be paid by the overall planning fund at the proportion of 80%, the starting standard of employees' hospitalization medical insurance fund and the payment proportion of the overall planning fund.

Respondent 4 Answers:

I'm satisfied with the medical treatment of innovative talents. In China's social security system, the five insurances include medical insurance, endowment insurance, maternity insurance, work-related injury insurance and unemployment insurance. The payment proportion is generally fixed, which is deducted from the salary. State organs, institutions and social organizations pay according to 7.5% of the sum of the individual payment wages of their employees, The basic medical insurance premium shall be paid by 2% of the individual payment salary by the on-the-job employees, and shall be withheld and paid by the unit on a monthly basis; The medical subsidy for civil servants shall be paid at 2% of the sum of the individual contribution salary of on-the-job employees and the retirement fee of retirees.

Respondent 5 Answers:

I feel that there is no special medical treatment for innovative talents, that is, the unit will help to purchase medical insurance uniformly. According to the national medical insurance policy, all within the scope of reimbursement have to be reimbursed, and if not within the scope of reimbursement, they have to pay their own expenses. I am still quite satisfied with this. The state is also trying to improve the proportion of medical reimbursement for the whole people and improve the happiness index of the people.

Respondent 6 Answers:

I'm satisfied with the medical treatment of Baise's existing innovative talents. The unit has a free physical examination almost every year. However, generally speaking, medical treatment for all people can not be popularized, especially serious illness insurance.

Respondent 7 Answers:

I am generally satisfied with the medical treatment of Baise's existing innovative talents. Baise municipal government gives free physical examination to innovative talents every year. Those who have participated in basic medical insurance shall be handled in accordance with the relevant provisions of basic medical insurance. As far as I know, medical care includes arranging regular physical examination, purchasing commercial health insurance and determining designated hospitals for health care.

Respondent 8 Answers:

I'm satisfied with my current medical treatment. The medical and health care system stipulates that cadres and employees of organs and institutions shall have a regular physical examination once a year, and the physical examination expenses shall

be borne by each unit. In addition, women are given special preferential treatment. There will be more physical examination items than men.

Respondent 9 Answers:

I'm satisfied with the medical treatment of Baise's existing talents. Not only the trade union of the school has a physical examination for talents every year, but also the Baise municipal government has a physical examination for talents.

Respondent 10 Answers:

I'm satisfied with my current medical treatment. The medical and health care system stipulates that cadres and employees of organs and institutions shall have a regular physical examination once a year, and the physical examination expenses shall be borne by each unit. In addition, women are given special preferential treatment. There will be more physical examination items than men.

**QUESTION 6:** what do you think of the housing conditions of existing innovative talents in Baise? Can you tell me something about your current unit?

Respondent 1 Answers:

I'm satisfied with the housing conditions of Baise's existing innovative talents.

The housing subsidy given by the unit is 800 yuan per month. You can buy commercial housing with provident fund loan. Children are educated according to the principle of housing nearby.

Respondent 2 Answers:

That's good. It's also what attracts me. It has great strength and good service.

When high-level innovative talents handle provident fund business, those who meet the conditions are completed on the spot. Implement the talent housing project, provide up to 1 million yuan of house purchase subsidy and up to 3000 yuan of rental subsidy per month for innovative talents at all levels, and build and provide "rent and sell" talent apartments.

Respondent 3 Answers:

I'm very satisfied with the housing conditions of Baise's existing innovative talents. Open special service lines for high-level innovative talents, set up special green service channels, and carry out reservation service, delay service and door-to-door service.

Respondent 4 Answers:

Both rent and purchase, mainly rent. We will accelerate the establishment of a multi-body supply, multi-channel guarantee, simultaneous rent and purchase, rent based housing guarantee and supply system for the introduction of innovative talents through talent apartments, housing rental subsidies or house purchase subsidies, rental housing and commercial housing.

Respondent 5 Answers:

Baise provides ideal housing conditions for highly skilled or scarce innovative talents, and the degree of attraction to innovative talents is still relatively high. My unit attaches great importance to the housing problem of innovative talents. For unmarried young innovative talents, especially those from other places, enterprises will arrange 100% of staff dormitories. Although they are also simple single rooms, they also give employees a sense of belonging. However, for married or



old employees, they need to solve the housing problem by themselves. However, the enterprise will have a group of employees to buy houses, so as to provide employees with preferential purchase as much as possible to help them solve the housing problem.

Respondent 6 Answers:

I'm very satisfied with the housing conditions of Baise's existing innovative talents. For the deposit and use of housing provident fund, the employer can take the actual total salary of high-level innovative talents as the deposit base. Withdraw the housing provident fund, and freely withdraw the balance stored in the housing provident fund account of himself and his spouse once a year. Housing provident fund loan.

Respondent 7 Answers:

I am generally satisfied with the housing conditions of the existing innovative talents in Baise. For high-level innovative talents, the housing provident fund provides high-quality services. Baise will purchase commercial houses for all kinds of innovative talents introduced from the date of Baise's settlement and enjoy the same treatment as local residents; High level innovative talents introduced flexibly can also enjoy the same treatment after being recognized.

Respondent 8 Answers:

I feel good about the housing conditions of the existing innovative talents in Baise. As far as I know, the Baise government.

Respondent 9 Answers:

I am satisfied with the housing conditions of the existing talents in Baise. Baise municipal government can provide three years of free talent apartment housing for talents.

Respondent 10 Answers:

I feel good about the housing conditions of the existing talents in Baise. As far as I know, the Baise government.

There are free housing for talent introduction, free dormitories for unmarried personnel newly introduced by our company, and housing subsidies for formal staff.

**QUESTION 7:** What do you think of the importance of the existing talent introduction units in Baise? How does your market supervision authority introduce professional and technical innovative talents?

Respondent 1 Answers:

Baise attaches great importance to the introduction of innovative talents.

As far as our company is concerned, the personnel relations of the introduced excellent innovative talents are included in the formal business establishment and enjoy normal wages. The introduction of foreign innovative talents must sign a work contract with the employer for more than 5 years. The work is effective. They enjoy these policies within the term of the contract. The doctoral student government will give 50000 yuan of resettlement fee and 3000 yuan of government allowance per person per month; The government will give 30000 yuan to master's students, and each person will enjoy 2000 yuan of government allowance per month; Undergraduate students enjoy a government subsidy of 1500 yuan per month.

Respondent 2 Answers:

The school is full of vitality, but I personally feel satisfied. Implement the "Red City talent card" system for high-level innovative talents and issue "Red City talent card" to recognized innovative talents. Cardholders can enjoy efficient and convenient talent services provided by relevant departments, such as children's education, spouse employment, rapid settlement of medical security, culture and sports, leisure tourism and transportation.

Respondent 3 Answers:

I think the existing talent introduction units in Baise attach great importance to it. Our unit will reward innovative talents. For those who introduce top innovative talents, we will adopt the method of "one case, one discussion" and give a maximum reward of 3 million yuan.

Respondent 4 Answers:

I'm very satisfied with the attention paid by the existing talent introduction units in Baise. I attach great importance to it. Because talent is the decisive factor, Baise is thirsty for innovative talents. Although it has not been here for a long time, it has felt the care, love and respect for innovative talents in all fields.

Respondent 5 Answers:

I attach great importance to it. Baise is an old revolutionary base, and its overall development is still relatively backward in the whole region. Therefore, Baise also attaches great importance to the introduction of innovative talents, and has formulated a more comprehensive and perfect talent introduction policy and management assessment mechanism to boost the development of Baise in all aspects. My company attracts and retains innovative talents through key university recruitment, enterprise technical backbone training, improving the treatment of professional and

technical innovative talents and learning and promotion space. In practice, it has achieved good results. The number of professional and technical personnel in the enterprise is increasing year by year, and the educational background of professional and technical personnel is also improving.

Respondent 6 Answers:

I attach great importance to innovative talents in the existing talent introduction units in Baise. Because talent is very important, it is more important to see ability than education. Talent apartment, talent introduction, talent subsidy.

Respondent 7 Answers:

I am generally satisfied with the importance attached to the existing talent introduction units in Baise. The leading cadres of our unit attach great importance to innovative talents, pay great attention to cultivating innovative talents, and give capable young people suitable for their posts, so as to give full play to their own advantages and make greater contributions to the unit. Therefore, units still pay more attention to the introduction of innovative talents.

Respondent 8 Answers:

I am generally satisfied with the importance attached to the existing talent introduction units in Baise. The current units need to upgrade their qualifications and recruit innovative talents through various means. Through talent exchange center, headhunting company, open recruitment and other means, pay interview and sign labor contract.

**Respondent 9 Answers:**

I am satisfied with the importance attached to the existing talent introduction units in Baise. As the school itself has some examinations and needs to apply for master's degree, the school still pays more attention to the introduction of talents.

**Respondent 10 Answers:**

I am generally satisfied with the importance attached to the existing talent introduction units in Baise. The current units need to upgrade their qualifications and recruit talents through various means. Through talent exchange center, headhunting company, open recruitment and other means, pay interview and sign labor contract.

**QUESTION 8:** What do you think of the matching degree between your knowledge and skills and job requirements? Can you also talk about the matching degree of knowledge, skills and positions in your unit?

**Respondent 1 Answers:**

I have roughly matched my knowledge with my post. The unit provides business training in relevant majors, education promotion and skill certificate training.

**Respondent 2 Answers:**

The matching degree is average

Now the position and specialty are matched, but they are not very matched.

**Respondent 3 Answers:**

I'm satisfied with the matching degree of my knowledge and skills with the job requirements. For professional development and training, they are selected and assigned to various post training at all levels in batches.

Respondent 4 Answers:

I grant my own knowledge and skills to the same extent as the post requirements. I am now a teacher. I study normal education, which matches my current post.

Respondent 5 Answers:

The matching degree is not very high, and the correlation between job demand and their own specialty is not great. It can even be said that many things on the post are a new knowledge and new field for themselves. However, due to a certain knowledge reserve, they learn things relatively quickly and can adapt to and work normally. There are two situations about the matching degree of knowledge, skills and posts in my unit. First, the matching degree of professional posts is relatively high, because the professionalism is relatively high, and it is difficult for professionals in many other disciplines to intervene; the second is that the post matching degree of office clerks is low. The correlation between innovative talents in many posts and their own majors is not great, but due to the relatively low technical content, innovative talents from different disciplines can start quickly.

Respondent 6 Answers:

I am satisfied with the matching degree of my knowledge and skills with the job requirements. I am familiar with civil and commercial law and criminal law.

Respondent 7 Answers:

I'm not satisfied with the matching degree between my knowledge and skills and job requirements. Because some units want to upgrade in a short time, the professional matching degree of introduced innovative talents is not particularly good.

Respondent 8 Answers:

I don't feel that my knowledge and skills match the job requirements very well. At present, the matching degree between the knowledge and skills of employees in our company and the quality required by the post is not high, resulting in low competency.

Respondent 9 Answers:

I'm not satisfied with the matching degree between my knowledge and skills and the job requirements. Because some units want to upgrade in a short time, the professional matching degree of introduced talents is not particularly consistent.

Respondent 10 Answers:

I don't feel that my knowledge and skills match the job requirements very well. At present, the matching degree between the knowledge and skills of employees in our company and the quality required by the post is not high, resulting in low competency.

**QUESTION9:** What do you think of the existing supporting facilities for the introduction of innovative talents in Baise?

Respondent 1 Answers:

I feel satisfied with the supporting facilities for the introduction of innovative talents, but there are deficiencies. There is not enough experience in attracting innovative talents. While innovating the mechanism, we should also learn from the advanced experience of foreign developed countries, constantly improve measures to correct mistakes in view of various problems existing in the implementation of domestic talent plan projects, and strive to achieve the goal of strengthening the country with innovative talents.

Respondent 2 Answers:

Yes, most of them are complete. Actively improve the salary system, establish a flexible staffing and post management system, and stimulate the vitality of innovative talents to the greatest extent.

Respondent 3 Answers:

I'm satisfied with the existing supporting facilities for the introduction of innovative talents in Baise. We will build a talent development policy system in the pilot area from five aspects: talent identification, innovative development of education and medical and health innovative talents, rural revitalization, talent development and "talent enclave" management.

Respondent 4 Answers:

I'm satisfied with this at present. I think the supporting facilities considered by the Baise government to introduce innovative talents are to meet the scientific research needs of innovative talents, provide supporting services for innovative talents, give innovative talents ambition, and provide five-star services, so as to drive the speed of urban development.

Respondent 5 Answers:

For the development of cities, we must not only have innovative talents, but also retain innovative talents and give full play to the role of innovative talents. Therefore, we should constantly improve the talent introduction policy and do a good job in relevant supporting services in order to continuously gather innovative talents. Baise City has done very well in this area. I think it is mainly reflected in the following three aspects: first, the accurate introduction of innovative talents. Through comprehensive investigation and analysis, accurately locate the talent demand, and pay special attention to the introduction of high-end innovative talents and innovative



talents;Second, provide supporting services.Practically solve the worries of innovative talents from the perspective of their work and life, housing, spouse placement, children's education and other realities;Third, strive to create a working environment for talent officers to start businesses.Baise City pays special attention to the construction of the government, industry, University and research cooperation platform, forming a good social atmosphere of "making the best use of people and things", so that innovative talents pay more and more attention and mind to entrepreneurship.

Respondent 6 Answers:

I feel satisfied. Now Baise is innovating the implementation of the "one stop service management system" mode, establishing more than 30 convenient systems such as priority of all kinds of innovative talents, and realizing the "Internet plus talent" service, providing convenient conditions for innovative talents to cross regional, cross industry and cross system mobility.High level innovative talents will be issued with excellent medical treatment service cards.

Respondent 7 Answers:

I have a general feeling about the existing supporting facilities for the introduction of innovative talents in Baise.At present, the total number of innovative talents in our city and the number of high-level and highly educated innovative talents have increased greatly, but the construction of talent team and talent supporting facilities still need to be improved.

Respondent 8 Answers:

I'm not satisfied with the existing supporting facilities for the introduction of innovative talents in Baise.Because Baise has introduced a large number of innovative talents, the supporting facilities for innovative talents are relatively lacking.Because

the introduction of Baise innovative talents boasted about how to provide services, but it made the innovative talents cold in terms of actual supporting facilities, funds and project supporting. Finally, the project was not settled, and the innovative talents finally chose trees to live.

Respondent 9 Answers:

I am not satisfied with the existing supporting facilities for the introduction of talents in Baise. Because Baise has introduced a large number of talents, the supporting facilities for talents are relatively lacking.

Respondent 10 Answers:

I'm not satisfied with the existing supporting facilities for the introduction of talents in Baise. Because Baise has introduced a large number of talents, the supporting facilities for talents are relatively lacking. Because the introduction of Baise talents boasted about how to provide services, but it made the talents cold in terms of actual supporting facilities, funds and project supporting. Finally, the project was not settled, and the talents finally chose trees to live.

**QUESTION10:** What do you think of the education resources for children of introduced innovative talents in Baise?

Respondent 1 Answers:

I am generally satisfied with this problem. Because the people's government has formulated detailed rules to speed up the recruitment of innovative talents and innovative talents, introduce high-level innovative talents and relocate their children to compulsory education. According to the principle of nearby enrollment, the education administrative department arranges students according to their wishes, and public schools are exempted from school fees. The introduction of high-level

innovative talents to relocate children enjoys the registered residence treatment in this Municipality.

Respondent 2 Answers:

I'm very satisfied with Baise's existing educational resources for the children of imported innovative talents. It can solve the problem of housing and housing treatment and coordinate the enrollment of minor children. The senior high school entrance examination personnel registered in Baise and employed by employers for more than 5 years are recognized as five types of high-level innovative talents of A, B, C, D and E. Their children's registered residence and school roll have not been transferred to Baise. When the mid-term exam is applied, they sign up for the junior high school academic proficiency examination in the recruitment department of the municipal and County Education Bureau of the employing unit, and enjoy the registered residence candidates' benefits for the examination of the registration of the candidates in the Baise.

Respondent 3 Answers:

I'm satisfied with Baise's existing educational resources for the introduction of talented children. Our unit is included in the progressive training system of innovative talents in the education system of the new area, housing and housing treatment, and coordinating the enrollment of minor children.

Respondent 4 Answers:

The municipal education administrative department is responsible for the organization and implementation of the enrollment of the children of key high-level innovative talents in our city. Governments at all levels, education administrative departments and primary and secondary schools should attach great importance to the enrollment of children of key high-level innovative talents, and actively take measures

to provide guarantee for the enrollment of children of key high-level innovative talents.

**Respondent 5 Answers:**

Generally satisfied, but due to the different levels of urban development and the strength of individual units, some regions and units do not have ideal educational resources for talented children. For example, due to the large number of employees, wide distribution and other factors, my unit has no ability to achieve the corresponding assistance mechanism for the enrollment of employees' children, which can be solved by itself. In some remote colleges and universities, there are few corresponding kindergartens inside the school. In addition, the location is remote, there are few surrounding educational resources, lack of selectivity, and lack of high-quality educational resources. This should be difficult to solve in the short term.

**Respondent 6 Answers:**

I'm very satisfied with the educational resources for the children of advanced innovative talents in Baise. Reserve some enrollment places for high-quality education resources in the compulsory section, give priority to solving the enrollment problem of the children of the key introduced high-level innovative talents, and handle the school selection and enrollment procedures for the children of high-level innovative talents.

**Respondent 7 Answers:**

I'm satisfied with the educational resources for the children of talent introduced by Baise. Baise municipal government provides caring policies for talented children in the stage of compulsory education. The children of high-level innovative talents enjoy the same treatment as the registered residence students in the city and implement free education for nine years. Progress and implementation of the existing

"suggestions on providing high-quality educational resources for the children of introduced innovative talents".

Respondent 8 Answers:

I am very satisfied with Baise's existing educational resources for the introduction of talented children. In accordance with the principle of talent demand and nearby convenience, the education department shall coordinate and implement the admission of the children of the introduced talent holders in our city. Baise city strives to provide high-quality services for the children of introduced high-level innovative talents to enter the park, optimize the talent environment, attract more innovative talents to work in Baise City, and vigorously gather all kinds of excellent innovative talents.

Respondent 9 Answers:

I'm satisfied with the educational resources for the children of talent introduced from Baise. Baise municipal government provides caring policies for talented children in the stage of compulsory education.

Respondent 10 Answers:

I am very satisfied with Baise's existing educational resources for the introduction of talented children. In accordance with the principle of talent demand and nearby convenience, the education department shall coordinate and implement the admission of the children of the introduced talent holders in our city. Baise city strives to provide high-quality services for the children of introduced high-level talents to enter the park optimize the talent environment, attract more talents to work in Baise City, and vigorously gather all kinds of excellent talents.

**QUESTION11:** What do you think of the spouse work of introduced innovative talents in Baise? How does your company deal with the spouses of imported innovative talents?

Respondent 1 Answers:

I'm general about the talent spouses introduced by Baise.

Because I solve the problem by myself for the spouse work of my unit, and there is no relevant supporting policy. Maybe you need a higher education before you can get paid.

Respondent 2 Answers:

No spouse for the time being. However, we can learn from the units of friends around Baise that it is very good to introduce spouse work to Baise. Arranged spouse work, very active. Every year, a certain number of posts are arranged from organs, institutions and state-owned enterprises to receive the employment of spouses who introduce key high-level innovative talents.

Respondent 3 Answers:

I'm very satisfied with Baise's current job of introducing innovative talents. Our company actively encourages the spouses of introduced innovative talents to solve the employment problem of spouses of key high-level innovative talents. Enterprises that accept the employment of spouses of key high-level innovative talents shall be given preferential policies such as social insurance subsidies according to the current relevant policies for enterprises to recruit persons with employment difficulties.

Respondent 4 Answers:

I think the spouse arrangement of Baise talent introduction is very flexible. Our company is the main cause for innovative talents, and the spouse is only on-demand, which is allowed by talent introduction. Even if the performance is ordinary or no performance, it will not affect on-demand. Therefore, innovative talents are needed, and the performance of spouses is not important.

Respondent 5 Answers:

Baise pays more attention to the stability of innovative talents, arranges and implements the work of talent spouses as much as possible, and effectively solves the problem of talent retention. My company will recommend relevant jobs for the spouses of innovative talents according to their relevant conditions (such as educational background, major, work experience, etc.) for them to choose employment.

Respondent 6 Answers:

Satisfied, very considerate. For those who are willing to work in the enterprise, the municipal human resources and social security department shall coordinate, recommend and arrange to work in the enterprise according to their personal conditions. For those who are not employed for the time being, the talent introduction unit shall provide them with a monthly living subsidy not lower than the local average wage standard, and pay various social insurances as freelancers for a maximum period of not more than three years.

Respondent 7 Answers:

I have a general feeling about the spouse work of the introduced innovative talents in Baise. Although the Baise municipal government provides jobs for talent

spouses, if the introduced talent spouses intend to work, they will arrange work in full according to their expertise and the nature of the original work unit.

**Respondent 8 Answers:**

I'm not satisfied with Baise's current job of introducing talent spouses. The existing policy requirements are still unreasonable, and the requirements of one spouse are too high. Our company requires both parties to have a bachelor's degree or above. In addition, spouse placement is only for the introduction of special innovative talents.

**Respondent 9 Answers:**

I have a general feeling about Baise's existing introduced talents to continue their further study. Because many units have some restrictions on talents to continue their further study, such as working in the unit for more than 3 years to continue their further study.

**Respondent 10 Answers:**

I'm not satisfied with Baise's current job of introducing talent spouses. The existing policy requirements are still unreasonable, and the requirements of one spouse are too high. Our company requires both parties to have a bachelor's degree or above. In addition, spouse placement is only for the introduction of special talents.



**QUESTION 12:** What do you think of Baise's existing innovative talents for further study? Do you personally continue your further study?

Respondent 1 Answers:

I'm generally satisfied with Baise's introduction of innovative talents for further study.

Personally, I didn't continue my further study. Some units did not pay attention to this.

Respondent 2 Answers:

I have plans for further study. Because Baise is still very attractive to high-level innovative talents.

So I am very motivated to continue my plan of further study.

Respondent 3 Answers:

I have a general feeling about introducing innovative talents for further study. We hereby inform you that I am not qualified to take part in further study on the matters related to organizing the application for the pre introduction of subsidies for outstanding doctoral innovative talents.

Respondent 4 Answers:

In depth academic research. Many people take the postgraduate entrance examination because they are interested in the academic research of the major they are applying for. According to statistics, the average starting salary of fresh graduates in 2015 in first tier cities is 4363 yuan for undergraduates and 6503 yuan for postgraduates. In terms of employment rate, the employment rate of master's graduates is also significantly higher than that of undergraduate graduates. It can be seen that the advantages of master's graduates are still very obvious.

Respondent 5 Answers:

According to the situation around, many innovative talents in Baise have chosen to continue their further study, especially in some universities and key scientific research fields. I think the future development of Baise is more favorable. I haven't continued my further study for the time being. First, I can't take care of my family. Second, the job demand doesn't have high requirements for my current academic qualifications and technology, and there is no urgency to continue my further study. However, as the saying goes, "it's never too old to learn". If conditions permit, I'm willing to continue my further study, so as to improve my quality and knowledge, The second is to better adapt to the future career development.

Respondent 6 Answers:

It is understood that the temporary "Party member workstation" set up by the studio at the job fair provides one-to-one career consultation such as interview counseling and career planning and decision-making for graduates. At the same time, it integrates the education of career outlook into it to help students accurately locate and improve their job-hunting skills and promote the improvement of College Students' employability. I personally need further education and have continuing education every year.

Respondent 7 Answers:

I have a general feeling that Baise has introduced innovative talents to continue their further study. Because many units have some restrictions on innovative talents to continue their further study, such as working in the unit for more than 3 years to continue their further study.

Respondent 8 Answers:

I feel very bad about the current innovative talents to continue their further study. Because the unit has not issued a policy for innovative talents to continue their further study. Yes, at present; the competition is getting stronger and stronger. I have self-taught courses to test other skills and majors in the past two years.

Respondent 9 Answers:

I have a general feeling about Baise's existing introduced talents to continue their further study. Because many units have some restrictions on talents to continue their further study, such as working in the unit for more than 3 years to continue their further study.

Respondent 10 Answers:

I feel very bad about the current talents to continue their further study. Because the unit has not issued a policy for talents to continue their further study. Yes, at present, the competition is getting stronger and stronger. I have self-taught courses to test other skills and majors in the past two years.

**QUESTION 13:** What do you think of the development prospect of Baise's existing industry?

Respondent 1 Answers:

I think Baise has a good development prospect. First of all, I would like to mention the number one aluminum industry in Baise. Yes, Baise is the only channel to attract investment. Baise relies on Pingguo Aluminum to increase Baise's financial revenue. Now Debao aluminum and Jingxi aluminum have been found, and Debao aluminum mine is more than Pingguo, which has made a good start for the development of Baise.

Respondent 2 Answers:

I'm very optimistic about Baise. At present, Baise region will enjoy a series of preferential policies formulated by the state for the western development, which is conducive to attracting capital, technology, innovative talents and developing resources, strengthening infrastructure construction and further broadening the development space of Baise region.

Respondent 3 Answers:

I'm glad to work in Baise, because I think the prospect of Baise's existing industry is very optimistic. Because it is the country's first prefecture level and municipal level pilot area for key development and opening up along the border, the development of Baise in the old revolutionary base area has been brought into the height of the national development strategy. All parties are optimistic about the development prospects of Baise, and investment has come one after another.

Respondent 4 Answers:

Personally, I think the development prospect of Baise's existing industry is bright. Because Baise receives the key attention of the autonomous region and even the state, with more investment and good infrastructure construction, its future development prospect is much better than that of other cities in the region.

Respondent 5 Answers:

According to the regional development of Baise, many industries have undergone earth shaking changes in recent years. What I feel most is Baise mango planting and red tourism. Baise mango is well-known all over the world. The government has raised money from Mango quality, planting area, ecotourism, e-commerce sales and other aspects. The mango industry is booming and has created a Baise business card. Baise is a red hot land with rich revolutionary historical and

cultural resources. In recent years, taking the opportunity of Baise Uprising Memorial Hall to create a national 5A tourist attraction, the project of "restoring the ancient city and upgrading the red city" has been implemented, creating well-known red scenic spots such as Baise Uprising Memorial Hall and the former site of the military headquarters of the seventh Red Army, which has promoted the rapid development of red tourism economy.

Respondent 6 Answers:

I think the development prospect of Baise's existing industry is good. First of all, from the perspective of tourism, Baise won the title of "China's excellent tourism city" in. Secondly, Tiandong's processing industry and Tianyang's planting industry.

Respondent 7 Answers:

I feel very optimistic about the development prospect of Baise's existing industry. Because of tourism, Baise won the title of "China's excellent tourism city" in, so we should find it well. Jingxi, known as "little Guilin", has a scenery like a fairyland on earth. There are also Dashiwei Tiankeng group of Leye, Lingyun tea mountain, etc.

Respondent 8 Answers:

I have a general feeling about the development prospect of Baise's existing industry. At present, Baise has little vitality, tourism is not very good, and there is too little national support. Because the terrain is uneven, it will not be a good choice for the development of agriculture or industry, but the service industry is based on the first two. That is, the state does not pay attention to it and the infrastructure is not perfect, which leads to few people willing to go there for development.

Respondent 9 Answers:

I have a general feeling about the development prospect of Baise's existing industry. Because Baise is located in the western region and lacks transportation and economy, it is difficult to introduce high-level talents to work for a long time.

Respondent 10 Answers:

I have a general feeling about the development prospect of Baise's existing industry. At present, Baise has little vitality, tourism is not very good, and there is too little national support.. That is, the state does not pay attention to it and the infrastructure is not perfect, which leads to few people willing to go there for development.

**QUESTION 14:** What do you think of the existing career promotion conditions?

Respondent 1 Answers:

I'm very satisfied. There is a good implementation of competitive employment and two-way selection of implementation methods, which can well promote the outstanding innovative talents of the city's system to stand out. Adhere to the principles of the party's management of cadres, seeking truth from facts and openness, fairness and impartiality.

Respondent 2 Answers:

I'm very satisfied with the promotion conditions. Since I joined the company, with the care and help of my colleagues, through my personal efforts and the accumulation of work-related experience, I have continuously expanded my knowledge and made great progress in my business ability.

Respondent 3 Answers:

I'm also satisfied with this. At present, the human resources department of my unit has standardized talent review. There are specific requirements from recommendation, which is recommended by the talent department. Self recommendation means that innovative talents recommend themselves.

Respondent 4 Answers:

I'm not satisfied with my current promotion conditions. At present, the municipal human resources and Social Security Bureau has issued a policy that the innovative talents introduced by public institutions at all levels in the city take professional and technical posts. The master's and doctoral degrees can be directly employed at the corresponding level, and the professional titles are not limited by the number of places or the number of years. The introduction of this policy is a little high.

Respondent 5 Answers:

I don't understand other units. In my own unit, there are certain requirements for career promotion, such as political literacy, educational background, skill certificate, work experience, especially actual performance, which are important conditions for career promotion. I am generally satisfied with such promotion conditions. I have knowledge, morality and ability. I am a more convincing candidate.

Respondent 6 Answers:

Obey the overall situation and have strong ability.

Respondent 7 Answers:

I have a general feeling about the existing career promotion conditions. I think the promotion mechanism units attach great importance to the promotion of

innovative talents. Promotion mechanism is a good incentive for enterprise managers and innovative talents. If well implemented, it can form a good incentive atmosphere and improve the performance of individuals and teams.

Respondent 8 Answers:

I'm satisfied with the existing career promotion conditions. Because Baise City has formed a standardized system for career promotion, the promotion documents have been digitized as much as possible to make it clear at a glance, and then combined with written examination, interview and promotion (video) selection, which is open and transparent.

Respondent 9 Answers:

I have a general feeling about the existing career promotion conditions. Because Baise city does not provide a priority policy for the career promotion of talents.

Respondent 10 Answers:

I'm satisfied with the existing career promotion conditions. Because Baise City has formed a standardized system for career promotion, the promotion documents have been digitized as much as possible to make it clear at a glance, and then combined with written examination, interview and promotion (video) selection, which is open and transparent.



**QUESTION 15:** What do you think of the title evaluation of the introduced innovative talents in Baise?

Respondent 1 Answers:

I'm very satisfied with the professional title evaluation of the introduced innovative talents in Baise. We have also noticed that it is fully implemented.

Respondent 2 Answers:

I think it's average. The conditions are not very friendly. There is no difference between yes and no for ordinary people. There are too many restrictions. The implementation is not fast. I'm a graduate student now. I haven't evaluated the professional title yet. Maybe my major is different. I don't know which department to comment from.

Respondent 3 Answers:

I'm satisfied with the professional title evaluation of the introduced innovative talents in Baise. After graduating from a doctor's degree and passing the examination, you can be directly rated as an intermediate professional title, which means that you don't need the working years. This is the special professional title evaluation requirements provided by Baise for highly educated innovative talents. Intermediate professional titles can be evaluated after graduating from a master's degree and working in this major for 3 years or more. The evaluation of intermediate professional titles here includes two meanings: one is normal professional title evaluation, and the other is professional title assessment and recognition.

Respondent 4 Answers:

I'm very satisfied with the job titles of the innovative talents introduced by Baise. Relax the restrictions on floating innovative talents and review in different places.

Respondent 5 Answers:

The professional title evaluation has always taken scientific research achievements as the main evaluation standard, which reflects the scientific research level and ability of innovative talents to a certain extent. However, for innovative talents who concentrate on teaching or enterprise post work, the evaluation with papers will greatly improve the difficulty of obtaining professional titles of many practical innovative talents. It is suggested to respond to the national professional title evaluation reform as soon as possible.

Respondent 6 Answers:

Very satisfied. It takes five years to evaluate the title of intermediate engineer, seven years for college degree and three years for graduate degree.

Respondent 7 Answers:

I have a general feeling about the title evaluation of the introduced innovative talents in Baise. Because Baise City provides priority policies for special units in terms of professional title evaluation of innovative talents. If the professional title assessment is passed, a red head document of the Social Security Bureau will be issued, and there will also be documents for your employment. The specific professional title information will be combined with a professional title declaration form into your personal file, which can be checked by the safekeeping unit of your file.

Respondent 8 Answers:

I have a general feeling about the title evaluation of the introduced innovative talents in Baise. At present, Baise city is not very convenient for the professional title evaluation of introduced innovative talents, and there is no good policy.

Respondent 9 Answers:

I have a general feeling about the title evaluation of the introduced talents in Baise. Because Baise city does not provide priority policy in the professional title evaluation of talents.

Respondent 10 Answers:

I have a general feeling about the title evaluation of the introduced talents in Baise. At present, Baise city is not very convenient for the professional title evaluation of introduced talents, and there is no good policy.

## **Appendix B**

### **User Agreeableness Questionnaire**

#### **Question interview**

Hello!

In order to improve the effect of talent introduction in Baise, and enhance the two-way satisfaction of talent introduction and employers. According to the talent policy, talent service, talent development and other key areas, this questionnaire is designed to understand the influence of relevant factors on talent satisfaction. The data of the questionnaire is for reference only. Please read the questions carefully and answer carefully. Thank you for your support and cooperation!

#### **Demographic issues**

1. Your gender information:

A) Female

B) Male

2. Your age information:

A) Under 30 years old

B) 30-40 years old

C) 40-50 years old

D) over 50 years old

3. Your registered residence information:

A) Inside Baise

B) Outside Baise

4. How many years have you worked in Baise:

A) More than 10 years

B) 5-10 years

C) 2-5 years and

D) 2 years

5. Your current spouse status:

A) Spouse in Baise

B) Spouse not in Baise

C) Unmarried or divorced

6. Your education level:

- A) Bachelor degree or below      B) bachelor degree
- C) Master degree or above

7. The nature of your organization:

- A) Party and government organs      B) public institutions
- C) State owned enterprises      D) foreign funded enterprises
- E) Private enterprises

### **Variable related problems**

1. How satisfied are you with Baise's existing policy system for introducing innovative talents? What is your overall evaluation of the current policy system for talent introduction?

- A) Very dissatisfied      B) dissatisfied
- C) Average      D) satisfied
- E) Very satisfied

2. How satisfied are you with the coverage of Baise's existing policies for introducing innovative talents? What is your overall evaluation on the coverage of the current policies for introducing innovative talents?

- A) Very dissatisfied      B) dissatisfied
- C) Average      D) satisfied
- E) Very satisfied

3. How satisfied are you with the implementation of Baise's existing policies for introducing innovative talents? What is your overall evaluation on the implementation of the current policy on talent introduction?

- A) Very dissatisfied      B) dissatisfied
- C) General      D) Satisfied
- E) Very Satisfied

4. How satisfied are you with the benefits of Baise's existing innovative talents? What is your overall evaluation on the salary of the current introduced innovative talents:

- |                      |                 |
|----------------------|-----------------|
| A) very dissatisfied | B) dissatisfied |
| C) average           | D) satisfied    |
| E) very satisfied    |                 |

5. How satisfied are you with the medical treatment of Baise's existing innovative talents? How satisfied are you with Baise's existing medical environment:

- |                      |                 |
|----------------------|-----------------|
| A) Very dissatisfied | B) dissatisfied |
| C) Average           | D) satisfied    |
| E) Very satisfied    |                 |

6. How satisfied are you with the housing conditions of Baise's existing innovative talents? What is your overall evaluation on the housing treatment of the current introduced innovative talents:

- |                      |                 |
|----------------------|-----------------|
| A) Very dissatisfied | B) dissatisfied |
| C) Average           | D) satisfied    |
| E) Very satisfied    |                 |

7. How much attention and satisfaction do you have with the existing talent introduction units in Baise? What is your overall evaluation on the importance of the current talent introduction units?

- |                      |                 |
|----------------------|-----------------|
| A) Very dissatisfied | B) dissatisfied |
| C) General           | D) satisfied    |
| E) Very satisfied    |                 |

8. How do you think your knowledge and skills match the job requirements? How much importance do you attach to Baise's existing industrial matching:

- |                      |                 |
|----------------------|-----------------|
| A) Very dissatisfied | B) dissatisfied |
| C) Average           | D) satisfied    |
| E) Very satisfied    |                 |

9. How satisfied are you with the existing supporting facilities for the introduction of innovative talents in Baise? What is your overall evaluation of the supporting facilities for the current introduction of innovative talents?

- |                      |                 |
|----------------------|-----------------|
| A) Very dissatisfied | B) dissatisfied |
| C) Average           | D) satisfied    |
| E) Very satisfied    |                 |

10. How satisfied are you with the education resources for children of introduced innovative talents in Baise? What is your overall evaluation of the children of the current talent introduction:

- |                      |                 |
|----------------------|-----------------|
| A) Very dissatisfied | B) dissatisfied |
| C) Average           | D) satisfied    |
| E) Very satisfied    |                 |

11. How satisfied are you with the work of the spouses of the introduced innovative talents in Baise? What is your overall evaluation of the spouse work of the current talent introduction?

- |                      |                 |
|----------------------|-----------------|
| A) Very dissatisfied | B) dissatisfied |
| C) Average           | D) satisfied    |
| E) Very satisfied    |                 |

12. How satisfied are you with Baise's existing introduced innovative talents for further study? What is your overall evaluation on the continuing education of currently introduced innovative talents?

- |                      |                 |
|----------------------|-----------------|
| A) Very dissatisfied | B) dissatisfied |
| C) General           | D) satisfied    |
| E) Very satisfied    |                 |

13. How satisfied are you with the development prospect of Baise's existing industry? What is your overall evaluation of the current development of Baise industry?

- |                      |                 |
|----------------------|-----------------|
| A) Very dissatisfied | B) Dissatisfied |
| C) Average           | D) Satisfied    |

E) Very Satisfied

14. How optimistic are you about the existing career promotion conditions? What is your overall evaluation of the promotion prospect of the current introduced innovative talents:

A) Very dissatisfied

B) dissatisfied

C) Average

D) satisfied

E) Very satisfied

15. How satisfied are you with the Professional Title Review of the introduced innovative talents in Baise? What is your overall evaluation on the title evaluation of the currently introduced innovative talents?

A) Very dissatisfied

B) Dissatisfied

C) Average

D) Satisfied

E) Very satisfied



## Appendix C

### IOC Item Content Validity

**Title: How to recruit innovative Talent students from the Baise SpecialEconomic Zone in the New Normal Era**

**Objective:** Using the method of combining qualitative analysis and quantitative analysis, this paper makes an exploratory analysis on how Baise recruits innovative talents, and obtains the evaluation results of Baise's recruitment of innovative talents. By summarizing the interviewees' feelings and suggestions on Baise's recruitment of innovative talents, this paper puts forward some strategies to optimize Baise's recruitment of innovative talents.

**Student ID:** 7640201518 **Student Name:** Qin Fengjiao

Date of Collection March 21, 2022

Questions	Expert 1	Comment & Suggestion
	Jungang Dr. Li	
1. (1) How satisfied are you with Baise's existing policy system for introducing innovative talents? (2) What is your overall evaluation of the current policy system for talent introduction?	1	
2. (1) How satisfied are you with the coverage of Baise's existing policies for introducing innovative talents? (2) What is your overall evaluation on the coverage of the current policies for introducing	1	

Questions	Expert 1	Comment & Suggestion
	Dr. Li Jungang	
innovative talents?		
3. (1) How satisfied are you with the implementation of Baise's existing policies for introducing innovative talents? (2) What is your overall evaluation on the implementation of the current policy on talent introduction?	1	
4. (1) How satisfied are you with the benefits of Baise's existing innovative talents? (2) What is your overall evaluation on the salary of the current introduced innovative talents?	1	
5. (1) How satisfied are you with the medical treatment of Baise's existing innovative talents? (2) How satisfied are you with Baise's existing medical environment?	1	
6. (1) How satisfied are you with the housing conditions of Baise's existing innovative talents? (2) What is your overall evaluation on the housing treatment of the current introduced innovative talents?	1	
7. (1) How much attention and satisfaction do you have with the existing talent introduction units in Baise? (2) What is your overall evaluation on the importance of the current talent introduction units?	1	

Questions	Expert 1	Comment & Suggestion
	Jungang Dr. Li	
8. (1) How do you think your knowledge and skills match the job requirements? (2) How much importance do you attach to Baise's existing industrial matching?	0	Is it very important for Baise to pay attention to industrial matching?
9. (1) How satisfied are you with the existing supporting facilities for the introduction of innovative talents in Baise? (2) What is your overall evaluation of the supporting facilities for the current introduction of innovative talents?	1	
10. (1) How satisfied are you with the education resources for children of introduced innovative talents in Baise? (2) What is your overall evaluation of the children of the current talent introduction?	1	
11. (1) How satisfied are you with the work of the spouses of the introduced innovative talents in Baise? (2) What is your overall evaluation of the spouse work of the current talent introduction?	1	
12. (1) How satisfied are you with Baise's existing introduced innovative talents for further study? (2) What is your overall evaluation on the continuing education of currently introduced innovative talents?	1	

Questions	Expert 1	Comment & Suggestion
	Dr. Li Jungang	
13. (1) How satisfied are you with the development prospect of Baise's existing industry? (2) What is your overall evaluation of the current development of Baise industry?	1	
14. (1) How optimistic are you about the existing career promotion conditions? (2) What is your overall evaluation of the promotion prospect of the current introduced innovative talents?	1	
15. (1) How satisfied are you with the Professional Title Review of the introduced innovative talents in Baise? (2) What is your overall evaluation on the title evaluation of the currently introduced innovative talents?	1	

Approved and Endorsed:

李俊刚

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Contact Number:

Associate professor: Northeast China University of petroleum

### IOC Item Content Validity

**Title: How to recruit innovative Talent students from the Baise SpecialEconomic Zone in the New Normal Era**

**Objective:** Using the method of combining qualitative analysis and quantitative analysis, this paper makes an exploratory analysis on how Baise recruits innovative talents, and obtains the evaluation results of Baise's recruitment of innovative talents. By summarizing the interviewees' feelings and suggestions on Baise's recruitment of innovative talents, this paper puts forward some strategies to optimize Baise's recruitment of innovative talents.

**Student ID:** 7640201518 **Student Name:** Qin Fengjiao

Date of Collection March 21, 2022

Questions	Expert 2	Comment & Suggestion
	Dr. Jian Runtang	
1. (1) How satisfied are you with Baise's existing policy system for introducing innovative talents? (2) What is your overall evaluation of the current policy system for talent introduction?	1	
2. (1) How satisfied are you with the coverage of Baise's existing policies for introducing innovative talents? (2) What is your overall evaluation on the coverage of the current policies for introducing innovative talents?	1	

Questions	Expert 2	Comment & Suggestion
	Dr. Jian Runtang	
3. (1) How satisfied are you with the implementation of Baise's existing policies for introducing innovative talents? (2) What is your overall evaluation on the implementation of the current policy on talent introduction?	1	
4. (1) How satisfied are you with the benefits of Baise's existing innovative talents? (2) What is your overall evaluation on the salary of the current introduced innovative talents?	1	
5. (1) How satisfied are you with the medical treatment of Baise's existing innovative talents? (2) How satisfied are you with Baise's existing medical environment?	1	
6. (1) How satisfied are you with the housing conditions of Baise's existing innovative talents? (2) What is your overall evaluation on the housing treatment of the current introduced innovative talents?	1	
7. (1) How much attention and satisfaction do you have with the existing talent introduction units in Baise? (2) What is your overall evaluation on the importance of the current talent introduction units?	1	

Questions	Expert 2	Comment & Suggestion
	Dr. Jian Runtang	
8. (1) How do you think your knowledge and skills match the job requirements? (2) How much importance do you attach to Baise's existing industrial matching?	1	
9. (1) How satisfied are you with the existing supporting facilities for the introduction of innovative talents in Baise? (2) What is your overall evaluation of the supporting facilities for the current introduction of innovative talents?	1	
10. (1) How satisfied are you with the education resources for children of introduced innovative talents in Baise? (2) What is your overall evaluation of the children of the current talent introduction?	1	
11. (1) How satisfied are you with the work of the spouses of the introduced innovative talents in Baise? (2) What is your overall evaluation of the spouse work of the current talent introduction?	1	
12. (1) How satisfied are you with Baise's existing introduced innovative talents for further study? (2) What is your overall evaluation on the continuing education of currently introduced innovative talents?	1	

Questions	Expert 2	Comment & Suggestion
	Dr. Jian Runtang	
13. (1) How satisfied are you with the development prospect of Baise's existing industry? (2) What is your overall evaluation of the current development of Baise industry?	1	
14. (1) How optimistic are you about the existing career promotion conditions? (2) What is your overall evaluation of the promotion prospect of the current introduced innovative talents?	1	
15. (1) How satisfied are you with the Professional Title Review of the introduced innovative talents in Baise? (2) What is your overall evaluation on the title evaluation of the currently introduced innovative talents?	1	

Approved and Endorsed:

坚润堂

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Contact Number:

Professor: Kunming University of technology, China



### IOC Item Content Validity

**Title:** How to recruit innovative Talent students from the Baise Special Economic Zone in the New Normal Era

**Objective:** Using the method of combining qualitative analysis and quantitative analysis, this paper makes an exploratory analysis on how Baise recruits innovative talents, and obtains the evaluation results of Baise's recruitment of innovative talents. By summarizing the interviewees' feelings and suggestions on Baise's recruitment of innovative talents, this paper puts forward some strategies to optimize Baise's recruitment of innovative talents.

**Student ID:** 7640201518 **Student Name:** Qin Fengjiao

Date of Collection March 21, 2022

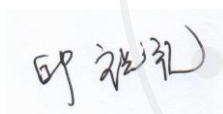
Questions	Expert 3	Comment & Suggestion
	Dr. Qiu Zhui	
1. (1) How satisfied are you with Baise's existing policy system for introducing innovative talents? (2) What is your overall evaluation of the current policy system for talent introduction?	1	
2. (1) How satisfied are you with the coverage of Baise's existing policies for introducing innovative talents? (2) What is your overall evaluation on the coverage of the current policies for introducing innovative talents?	1	

Questions	Expert 3	Comment & Suggestion
	Dr. Qiu Zhuli	
3. (1) How satisfied are you with the implementation of Baise's existing policies for introducing innovative talents? (2) What is your overall evaluation on the implementation of the current policy on talent introduction?	1	
4. (1) How satisfied are you with the benefits of Baise's existing innovative talents? (2) What is your overall evaluation on the salary of the current introduced innovative talents?	1	
5. (1) How satisfied are you with the medical treatment of Baise's existing innovative talents? (2) How satisfied are you with Baise's existing medical environment?	1	
6. (1) How satisfied are you with the housing conditions of Baise's existing innovative talents? (2) What is your overall evaluation on the housing treatment of the current introduced innovative talents?	1	
7. (1) How much attention and satisfaction do you have with the existing talent introduction units in Baise? (2) What is your overall evaluation on the importance of the current talent introduction units?	1	

Questions	Expert 3	Comment & Suggestion
	Dr. Qiu Zhuli	
8. (1) How do you think your knowledge and skills match the job requirements? (2) How much importance do you attach to Baise's existing industrial matching?	1	
9. (1) How satisfied are you with the existing supporting facilities for the introduction of innovative talents in Baise? (2) What is your overall evaluation of the supporting facilities for the current introduction of innovative talents?	1	
10. (1) How satisfied are you with the education resources for children of introduced innovative talents in Baise? (2) What is your overall evaluation of the children of the current talent introduction?	1	
11. (1) How satisfied are you with the work of the spouses of the introduced innovative talents in Baise? (2) What is your overall evaluation of the spouse work of the current talent introduction?	1	
12. (1) How satisfied are you with Baise's existing introduced innovative talents for further study? (2) What is your overall evaluation on the continuing education of currently introduced innovative talents?	1	
13. (1) How satisfied are you with the development prospect of Baise's existing industry? (2) What is your overall evaluation of the current development of Baise industry?	1	

Questions	Expert 3	Comment & Suggestion
	Dr. Qiu Zhuli	
14. (1) How optimistic are you about the existing career promotion conditions? (2) What is your overall evaluation of the promotion prospect of the current introduced innovative talents?	1	
15. (1) How satisfied are you with the Professional Title Review of the introduced innovative talents in Baise? (2) What is your overall evaluation on the title evaluation of the currently introduced innovative talents?	1	

Approved and Endorsed:



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Contact Number:

Associate professor: Peking University, China

### IOC Item Content Validity

**Title: How to recruit innovative Talent students from the Baise Special Economic Zone in the New Normal Era**

**Objective:** Using the method of combining qualitative analysis and quantitative analysis, this paper makes an exploratory analysis on how Baise recruits innovative talents, and obtains the evaluation results of Baise's recruitment of innovative talents. By summarizing the interviewees' feelings and suggestions on Baise's recruitment of innovative talents, this paper puts forward some strategies to optimize Baise's recruitment of innovative talents.

**Student ID:** 7640201518 **Student Name:** Qin Fengjiao

**Date of Collection** March 21, 2022

Questions	Expert 4	Comment & Suggestion
	Dr. Chen Wenyun	
(1) How satisfied are you with Baise's existing policy system for introducing innovative talents? (2) What is your overall evaluation of the current policy system for talent introduction?	1	
(1) How satisfied are you with the coverage of Baise's existing policies for introducing innovative talents? (2) What is your overall evaluation on the coverage of the current policies for introducing innovative talents?	1	

Questions	Expert 4	Comment & Suggestion
	Dr. Chen Wenyun	
3. (1) How satisfied are you with the implementation of Baise's existing policies for introducing innovative talents? (2) What is your overall evaluation on the implementation of the current policy on talent introduction?	1	
4. (1) How satisfied are you with the benefits of Baise's existing innovative talents? (2) What is your overall evaluation on the salary of the current introduced innovative talents?	1	
5. (1) How satisfied are you with the medical treatment of Baise's existing innovative talents? (2) How satisfied are you with Baise's existing medical environment?	1	
6. (1) How satisfied are you with the housing conditions of Baise's existing innovative talents? (2) What is your overall evaluation on the housing treatment of the current introduced innovative talents?	1	
7. (1) How much attention and satisfaction do you have with the existing talent introduction units in Baise? (2) What is your overall evaluation on the importance of the current talent introduction units?	1	

Questions	Expert 4	Comment & Suggestion
	Dr. Chen Wenyun	
8. (1) How do you think your knowledge and skills match the job requirements? (2) How much importance do you attach to Baise's existing industrial matching?	1	
9. (1) How satisfied are you with the existing supporting facilities for the introduction of innovative talents in Baise? (2) What is your overall evaluation of the supporting facilities for the current introduction of innovative talents?	1	
10. (1) How satisfied are you with the education resources for children of introduced innovative talents in Baise? (2) What is your overall evaluation of the children of the current talent introduction?	1	
11. (1) How satisfied are you with the work of the spouses of the introduced innovative talents in Baise? (2) What is your overall evaluation of the spouse work of the current talent introduction?	1	
12. (1) How satisfied are you with Baise's existing introduced innovative talents for further study? (2) What is your overall evaluation on the continuing education of currently introduced innovative talents?	1	

Questions	Expert 4	Comment & Suggestion
	Dr. Chen Wenyun	
13. (1) How satisfied are you with the development prospect of Baise's existing industry? (2) What is your overall evaluation of the current development of Baise industry?	1	
14. (1) How optimistic are you about the existing career promotion conditions? (2) What is your overall evaluation of the promotion prospect of the current introduced innovative talents?	1	
15. (1) How satisfied are you with the Professional Title Review of the introduced innovative talents in Baise? (2) What is your overall evaluation on the title evaluation of the currently introduced innovative talents?	0	Is it unfair for Baise to evaluate the title of the introduced talents?

Approved and Endorsed:

陈文云

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Contact Number:

Lecturer: Shanghai Jiaotong University, China



IOC score table

Item	Questions	Expert 1	Expert 2	Expert 3	Expert 4	IOC score	Comment
		Dr. Li Jungang	Dr. Jian Runtang	Dr. Qiu Zhuli	Dr. Chen Wenyun		
1	(1) How satisfied are you with Baise's existing policy system for introducing innovative talents? (2) What is your overall evaluation of the current policy system for talent introduction?	1	1	1	1	1	
2	(1) How satisfied are you with the coverage of Baise's existing policies for introducing innovative talents? (2) What is your overall evaluation on the coverage of the current policies for introducing innovative talents?	1	1	1	1	1	

Item	Questions	Expert 1	Expert 2	Expert 3	Expert 4	IOC score	Comment
		Dr. Li Jungang	Dr. Jian Runtang	Dr. Qiu Zhuli	Dr. Chen Wenyun		
3	(1) How satisfied are you with the implementation of Baise's existing policies for introducing innovative talents? (2) What is your overall evaluation on the implementation of the current policy on talent introduction?	1	1	1	1	1	
4	(1) How satisfied are you with the benefits of Baise's existing innovative talents? (2) What is your overall evaluation on the salary of the current introduced innovative talents?	1	1	1	1	1	
5	(1) How satisfied are you with the medical treatment of Baise's existing innovative talents?	1	1	1	1	1	

Item	Questions	Expert 1	Expert 2	Expert 3	Expert 4	IOC score	Comment
		Dr. Li Jungang	Dr. Jian Runtang	Dr. Qiu Zhuli	Dr. Chen Wenyun		
	(2) How satisfied are you with Baise's existing medical environment?						
6	(1) How satisfied are you with the housing conditions of Baise's existing innovative talents?						
	(2) What is your overall evaluation on the housing treatment of the current introduced innovative talents?	1	1	1	1	1	
7	(1) How much attention and satisfaction do you have with the existing talent introduction units in Baise?	1	1	1	1	1	
	(2) What is your overall evaluation on the importance of the current talent introduction units?						

Item	Questions	Expert 1	Expert 2	Expert 3	Expert 4	IOC score	Comment
		Dr. Li Jungang	Dr. Jian Runtang	Dr. Qiu Zhuli	Dr. Chen Wenyun		
8	(1) How do you think your knowledge and skills match the job requirements?					0.75	Is it very important for Baise to pay attention to industrial matching?
	(2) How much importance do you attach to Baise's existing industrial matching?	0	1	1	1		
9	(1) How satisfied are you with the existing supporting facilities for the introduction of innovative talents in Baise?					1	
	(2) What is your overall evaluation of the supporting facilities for the current introduction of innovative talents?	1	1	1	1		

Item	Questions	Expert 1	Expert 2	Expert 3	Expert 4	IOC score	Comment
		Dr. Li Jungang	Dr. Jian Runtang	Dr. Qiu Zhuli	Dr. Chen Wenyun		
10	(1) How satisfied are you with the education resources for children of introduced innovative talents in Baise? (2) What is your overall evaluation of the children of the current talent introduction?	1	1	1	1	1	
11	(1) How satisfied are you with the work of the spouses of the introduced innovative talents in Baise? (2) What is your overall evaluation of the spouse work of the current talent introduction?	1	1	1	1	1	
12	(1) How satisfied are you with Baise's existing introduced innovative talents for further study?	1	1	1	1	1	

Item	Questions	Expert 1	Expert 2	Expert 3	Expert 4	IOC score	Comment
		Dr. Li Jungang	Dr. Jian Runtang	Dr. Qiu Zhuli	Dr. Chen Wenyun		
	(2) What is your overall evaluation on the continuing education of currently introduced innovative talents?						
13	(1) How satisfied are you with the development prospect of Baise's existing industry? (2) What is your overall evaluation of the current development of Baise industry?	1	1	1	1	1	
14	(1) How optimistic are you about the existing career promotion conditions? (2) What is your overall evaluation of the promotion prospect of the current introduced innovative talents?	1	1	1	1	1	

Item	Questions	Expert 1	Expert 2	Expert 3	Expert 4	IOC score	Comment
		Dr. Li Jungang	Dr. Jian Runtang	Dr. Qiu Zhuli	Dr. Chen Wenyun		
15	<p>(1) How satisfied are you with the Professional Title Review of the introduced innovative talents in Baise?</p> <p>(2) What is your overall evaluation on the title evaluation of the currently introduced innovative talents?</p>	1	1	1	0	0.75	Is it unfair for Baise to evaluate the title of the introduced talents?

**BIODATA**

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