

Research on Incentive Policy of Jilin Science and Technology Innovation Talent Team

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Abstract: This article take scientific and technological innovation(STI) talents in Jilin City as the main research object, on the basis of analysis on environmental characteristics of the Jilin STI and development, to encourage Jilin STI talents as the breakthrough point. It discovers the main serious problems of Jilin City STI talents erosion, finds the main problems existing in the incentive policy of Jilin City STI talents team, and gives the rationalization suggestion as the main content. This article has certain theoretical research significance and practical guiding significance for the improvement of Jilin's incentive policy for STI talents.

In 2018, Jilin City was selected into the second batch of national innovative pilot cities. Jilin City has been committed to vigorously develop innovation, and take STI as an important work to move on. How to attract and motivate STI talents is one of the important and arduous tasks. If the STI industry of Jilin City wants to develop well, it needs to have sufficient reserve foundation of STI talents, and it is necessary to establish a team of STI talents, and the improvement of the incentive policy for the team of STI talents is the very key to the establishment of an efficient team of STI talents.

1. Definition

1.1. Scientific and Technological Innovation Talents

The STI talents refer to those who are proficient in the latest scientific achievements and development trends and have deep and solid basic knowledge, who have a very keen observation power, accurately grasp the development trend of science and technology, who have rigorous scientific thinking ability and the ability to make a systematic, comprehensive analysis and accurate judgment of things, and who have the courage and ability to innovate and dare to face difficulties [1-2].

1.2. Scientific and Technological Innovation Team

STI team refers to a community composed of two or more STI talents, which rationally use the knowledge and skills of each STI member to work together, solve problems and achieve common goals [3].

1.3. Team Incentive

Team incentive(TI) is the process to stimulate and encourage the team members' work enthusiasm and behavior motivation, mobilize member's enthusiasm, and urge the team members to efficiently complete behavioral goals by satisfying the physiological and psychological needs of the team members [4].

2. Lack of Attractiveness of Team Incentive Policies Leads to Serious Drain of Scientific and Technological Innovation Talents

In Jilin City STI talents drain is very serious. One of the main reason is that scientific research conditions of Jilin City is not advanced enough. Scientific research conditions not only include the hardware facilities, but also include soft conditions for scientific research atmosphere, and the theory of scientific research. Many current Jilin enterprise managers have recognized the problem,

so they are actively improve the enterprise scientific research conditions, including the hardware and soft conditions [5-6]. Another major reason is that the TI policies for STI talents are not strong enough to attract and retain STI talents.

Nowadays, the competition among enterprises can be said to be the competition of talents, especially the competition of STI talents. Only by attracting and retaining more STI talents can enterprises master the initiative of talent competition in the fierce competition. Therefore, enterprises and scientific research organizations in Jilin City need to develop various incentive policies to attract and retain STI talents, so as to attract and retain outstanding STI talents to stay in their enterprises [7-8]. Only in this way can we solve the serious problem of STI talents drain in Jilin City. At present, the managers of enterprises and scientific research organizations in Jilin City have not realized that the incentive policy of STI talent team is not attractive enough, which leads to the failure of many enterprises to attract and retain important STI talents.

3. Problems Existing in the Incentive Policy of Jilin Scientific and Technological Innovation Talent Team

3.1. Pay Attention to Material Incentives Leading to Team Incentives in A Single Form

Most of the managers of Jilin enterprises and scientific research organizations attach great importance to the TI material method of STI talents, and seldom use the spiritual incentive method. Most of the material incentives are salary incentives. The salary of STI talents in Jilin City mainly includes several parts: post salary, performance salary and bonus. Few managers will consider the spiritual needs of STI talents.

Through the investigation, it is found that the STI talent team pays more attention to the satisfaction of spiritual needs, which is the biggest difference between the STI talent team and the ordinary team. The members of STI talents team are the high-class talents. Compared with the less challenging basic work tasks, they are keener on the work tasks with high challenge and innovation difficulty, and pay more attention to the enterprise's spiritual needs such as high recognition of the team, sense of mission and self-realization [9-10].

The managers of many enterprises and scientific research organizations in Jilin City do not realize the high spiritual needs of the STI talent team, so they do not treat the STI talent team differently from other ordinary teams, and then they all adopt the same incentive method -- material incentive. For ordinary technology team, the material incentive can achieve ideal incentive effect, but the science and technology innovation talents team pay more attention to the satisfaction of spiritual needs, but also has the very high level of spiritual demand which is different from ordinary technology team. Therefore, for science and technology innovation talents team, only using a single material incentives, often the effect is not good. This is a common problem in many Jilin enterprises and scientific research organizations in encouraging STI talent teams.

3.2. Focus on Short-term Incentives and Ignore Medium- term or Long-Term Incentives

With the introduction of a series of national incentive policies for STI talents, many enterprises and scientific research organizations in Jilin began to pay attention to the incentive problems of STI talents and also issued a series of incentive policies for this purpose. In order to promote the STI team to efficiently complete the STI results, most of these incentive policies are short-term incentives for the STI team, and one-time reward will be given according to the quantity and quality of the STI results completed by the team, so the long-term incentive effect is not obvious. Short-term incentive or one-time incentive will make the STI work of all kinds of STI teams in Jilin City mainly focus on short-term achievements, and the stability and long-term effectiveness of STI achievements are insufficient, which is not conducive to the long-term stable development of STI teams. In addition, it is also not conducive to the high-quality development of STI achievements.

For the long-term and stable development of all kinds of STI teams in Jilin City and the endless high-quality STI achievements, the incentive policies of the STI teams in Jilin City should be based on medium-term and long-term incentives, supplemented by short-term incentives. In this way, the

STI team members can be continuously promoted to pay attention to the research and development of STI achievements, which is conducive to the cultivation of innovative spirit and the formation of the stability of team cooperation.

3.3. Focus on Individual Motivation while Ignoring Shared Motivation

In order to attract and retain STI talents, all kinds of enterprises and scientific research organizations in Jilin City attach great importance to the incentive of STI talents. However, the incentive measures often lay more emphasis on the individual incentive to the STI talents, without the awareness of creating the sharing of the STI team, so there is no sharing incentive measures for the STI talents.

The innovation achievements of various STI teams in Jilin City are often the result of knowledge sharing of the whole team rather than the efforts of a single person. If Jilin STI TI policy only focuses on individual incentive measures, it will undoubtedly encourage team members not to actively share their innovation achievements in the team. This is undoubtedly not conducive to the completion of more innovation achievements of the STI team.

Therefore, Jilin STI TIs should pay attention to sharing incentives, that is, every member who has created value in the innovation achievements needs to be encouraged. The sharing incentive will promote the knowledge sharing among the members of the STI team, which is not only conducive to the output of innovation achievements, but also conducive to the cultivation of the innovation enthusiasm of the members of the STI team.

Therefore, all kinds of STI enterprises and scientific research organizations in Jilin City should pay attention to the construction of STI team on the one hand, and pay attention to various effective incentive measures for STI team on the other hand. The formulation of feasible incentive measures for the STI team will make every member of the team feel valued and respected, which is very important for promoting the sharing mechanism, cohesion and the cultivation of trust among the members of the STI team. By attaching importance to team motivation and each team member, Jilin City can naturally attract and retain all kinds of STI talents for long-term development.

4. Solutions to Incentive Policies of Jilin Scientific and Technological Innovation Talents Team

In order to build Jilin City into a more beautiful city of STI, all kinds of enterprises and scientific research organizations in Jilin City have a large demand for STI talents. The establishment of STI team is one of the important links, and the better implementation of TI policies for STI talents in Jilin City will become the top priority.

4.1. Pay Attention to the Spiritual Incentive of Scientific and Technological Innovation Team

When encouraging teams of STI talents, material incentive methods should be more flexible and changeable. In combination with the actual situation of specific enterprises and scientific research organizations, various forms such as bonuses and physical objects can be used. Material incentives should be flexible in form and highlight innovation, so that the team of STI talents is full of expectations for material incentives, which will make them full of energy.

While paying attention to material incentives, we should not ignore spiritual incentives. Specific spiritual incentives can be taken with the following measures:

a. Team communication motivation

All kinds of enterprise and research organization managers in Jilin City should pay more attention to grasp and understand high-level spiritual demands of STI talents team, which requires managers of enterprises and scientific research organizations and STI talents team building enough understanding and trust, positive and deep communication with STI talents team, keeping good relationship, fully support, deeply concerned, understanding and respecting the team of STI talents, with supporting, encouraging and trusting the STI talents emotionally, which will make them feel understood, respected and recognized, so work enthusiasm will continue to improve, and the incentive effect will be more obvious.

b. Team authorization incentive

For the STI talents team with outstanding contributions, managers of various enterprises and scientific research organizations in Jilin City should give full trust and support to the STI talents team, and the enthusiasm of the STI talents team can be improved by means of authorization incentive. The STI talents team often undertakes more difficult STI tasks. Granting the STI talents team the appropriate power at the appropriate time will make the STI talents team more flexible while completing the STI tasks.

Through authorization incentive, on the one hand, the STI talents team can be guaranteed to carry out the STI tasks smoothly; on the other hand, it will meet the high-level spiritual needs of STI talents team members and improve the enthusiasm of STI work. Therefore, through the authorization incentives, the scientific research ability of the STI talents team can be improved faster, and the enthusiasm and ownership spirit of the STI team talents can be greatly stimulated.

c. Team competition incentive

For the team of STI talents, there will be no progress without competition, so there will be no incentive effect without any sense of competition in the process of STI. Therefore, through the competition incentive, the establishment of a benign competition mechanism, is a positive, healthy, upward guidance and incentive. By introducing competitive goals, building competitive platforms, creating competitive conditions and cultivating competitive atmosphere, all kinds of organizations and scientific research organizations in Jilin City constantly enhance the competition and awareness of adversity of the STI team, and comprehensively improve the innovation and creativity of the STI team.

The competition incentive will stimulate the innovation motivation of the STI talents team, enhance the sense of mission of the team of STI talents, enhance the sense of identity of enterprises and scientific research organizations, and stimulate the team of STI talents from the perspective of meeting the competitive needs, so that the work motivation of the team will continue to strengthen.

Therefore, through the benign competition incentive, the work ability and potential of the team of STI talents will get the greatest space to improve, and the enthusiasm and motivation for innovation will continue to improve.

d. Team culture incentive

By creating an atmosphere advocating free innovation within the STI team, the work enthusiasm of Jilin's STI talents team can be constantly stimulated. STI work generally needs a relatively relaxed and free working atmosphere, so as to stimulate the inspiration of innovation work to a certain extent. Teams of STI talents often need to break the rules, make inspirations, and continue to research. Therefore, especially in all kinds of the high-tech oriented enterprise and research organization in Jilin City, the corporate culture and organizational culture construction can build to encouraging innovation of enterprise culture and organizational culture, improving the innovation of science and technology innovation talents team work enthusiasm, inspiring their motivation, thus generating a steady incentive effect. At the same time, it should also be noted that the core corporate culture that encourages team innovation should not only focus on innovation, but also emphasize on the freedom of cooperation. It should give the team of STI talents reasonable freedom of choice. It should not limit the research direction or field of the STI talents team, but give them the maximum space for innovation and research.

4.2. Pay Attention to Medium-Term and Long-Term Incentives for Scientific and Technological Innovation Talents Teams

In order to ensure the stability and long-term development of STI talents teams of various organizations and scientific research organizations in Jilin City, so as to avoid the destabilizing effect brought by short-term incentives, we should attach importance to the medium-term and long-term incentives of STI talents teams. In order to better implement medium-term and long-term incentives, equity incentive can be chosen to complete it.

Medium-term and long-term equity incentive needs to establish the goal with sustained motivation and reflect the sustained stability of incentives, rather than short-term incentives or one-

time incentives. Although it is medium-term and long-term equity incentive, it is necessary to ensure the timeliness of equity cash, which can be declared at any time and distributed to team members at any time. Therefore, in order to ensure the continuity and stability of the task of STI and preventing the equity cashing at any time from losing the continuous incentive effect, the equity can be continuously issued, continuously locked and regularly liquidated, which not only maintains the continuity of incentives, but also maintains the effect of timely incentives.

4.3. Establish An Effective Sharing Incentive Mechanism to Stimulate the Enthusiasm of All Team Members for Innovation

STI requires more team cooperation, and the achievement of STI cannot be achieved without the efforts of each STI talents in the team. Therefore, all kinds of enterprises and scientific research organizations in Jilin City need to attach importance to the TIs for STI talents, which can be further accomplished by improving the team sharing mechanism.

For every STI talents team, every team member is an indispensable treasure. The technical expertise and innovation ability of each team member is the continuous growth power of a STI team.

All kinds of enterprises and scientific research organizations in Jilin City should treat each member of the STI team with respect, devote themselves to continuous and positive communication with STI team, and fully acknowledge and reward the contributions of each team member.

Implement an effective sharing incentive mechanism, establish a strong cultural atmosphere of knowledge sharing, and cultivate a free cultural atmosphere of knowledge sharing among teams, rather than through strong orders. In this way, members of the STI team can be willing and active to share knowledge with other members. Establishing group incentive knowledge sharing in the core of voluntary principles is the best way. On this basis, in Jilin City all kinds of STI team members will be natural and consciously for knowledge sharing, and knowledge sharing system is very conducive to establish. It will make the spirit of STI talents team's cohesion and cooperation closer and stronger.

This sharing incentive mechanism can stimulate the improvement of the overall innovation consciousness of the STI team, and also give the STI team a free space for cooperation, which is very conducive to the continuous renewal of the innovation achievements of the STI talents team.

5. Conclusion

The success of research and development of scientific and technological achievements is usually not a person's efforts can be achieved, usually it is the result of a team work together, rather than a personal achievement. But many enterprises and research organizations of Jilin City often attaches great importance to rewards the core STI talents of team, with less incentives to other team members, as the result of ignoring the importance of TIs. If this goes on for a long time, it will form a situation that STI talents do not attach importance to team cooperation, but are only willing to undertake STI tasks independently, no longer willing to cooperate with others for STIs and developments. This is not conducive to the generation of STI achievements, but also not conducive to the personal development and team development of STI talents, and is also very detrimental to the future development of enterprises.

Therefore, the managers of enterprises and scientific research organizations in Jilin City should attach importance to the TI of STI talents. Material or spiritual motivation should encourage each team member who participates in STI work, and it will make every member of STI talents team feel the importance of teamwork, also produce continuous motivation due to the TIs. It will lay a solid foundation for construction and development of STI team in the future. Only in this way can the enthusiasm of STI talents team and the cultivation of team spirit be stimulated.

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