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Analysis of Shannxi Province of Young Talents

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Abstract: Scientists is the key to stimulate economic progress. First, in Shannxi Province the paper describes the distribution of young technology rising star winners since 2009, second, it uses the SWOT method to analyze the status of these talents. Finally, it suggests the Shaanxi province government should protect the young scientists, providing them with the superior treatment, a favorable political environment and exceptional room for improvement.

Key words: Young and new talent of Shannxi Province, SWOT method, young scientists

INTRODUCTION

Talent is the key to the economic progress of Shaanxi Province. Who is an important part of the national education, Shaanxi Province cultivates young talents as an important strategic task in science and technology. It is according to the principle of 'integration of all kinds of resources, national and provincial talent project docking, joint training and funding', in order to cultivate and consolidate the talent. Shaanxi (2009) set up the special plan in cultivating young science and technology star.

YOUNG TALENTS IN SCIENCE AND TECHNOLOGY OF SHAANXI PROVINCE

According to the new management method of Shaanxi Province (Science and Technology Department of Shaanxi Province, 2010), the Science and Technology Department of Shaanxi selects a group of people under 35 throughout the province each year. They must be doctor degree or high professional and technical titles, who possess moral good style, academic level of scientific research, higher innovation ability and bigger potential. If they can pass the recommend of unit, experts' investigation and the society public meeting, they finalize the young talent. At the same time, the government has issued a number of preferential support policy, strived to through scientific research, technological development and achievement transformation, cultivated discipline and technology leader, enhanced the staying power of scientific research and technological development. The province reserves talent in order to a strong western province.

ANALYSIS OF YOUNG AND NEW TALENT DISTRIBUTION IN SCIENCE AND TECHNOLOGY

Up to now, 'the Shaanxi's youth and new star in science and technology' is 5 times. From the official website (Shannxi Government Web, 2013), its distribution statistics are as follows:

Analysing the table, we find a number of young science and technology talents in Shaanxi Province is increasing but mainly concentrate in college, the second is research institute and at last the production practice staff. The proportion of talents in college is higher and higher but the proportion of production worker is shrinking.

Using SWOT analysis of youth and new talent: SWOT analysis was put forward by McKinsey, a consulting firm. SWOT analysis from four aspects, analyzing a business advantage, weaknesses, chance and threats. In fact, it analyses the internal and external conditions of an enterprise in all aspects synthetically and then gets the advantages and disadvantages and finds a method of facing the opportunities and threats. This paper, uses this analysis method, the current status of Shaanxi Province's young talents in science and technology.

Table 1: Young and new talent in 2009-2013 summary table

Year	Total No.	Proportion of college teachers (%)	Proportion of research institute worker (%)	Proportion of production worker (%)
2009	24	41.7	25.0	33.3
2010	36	52.8	22.2	25.0
2011	30	46.7	30.0	23.3
2012	50	86.0	8.0	6.0
2013	100	72.0	19.0	9.0

Advantage analysis: The theory is better in practice. These people are below the age of 40 and more than half gather in colleges and universities. The phenomena show most of them belong to Dr Degree, high theoretical level and have much time in the colleges and universities from school to employment. Many of them have little time and few opportunity to engage in the production practice.

Weakness analysis: Economic benefits into difficult. Given these excellent young talents in science and technology, college teachers of components is more and more big, from 41.7% in 2009 to 86% in 2012, over 72% in 2013, declined slightly but the number is increased. And production practice of frontline staff has fallen from 33.3% in 2009 to 6% in 2012 to 2013 doubled to 100 the number of new science and technology and the frontline staff is reduce 3 people. Practice is the sole criterion for testing truth. The lack of practice is the big disadvantage in science research and development. Science achievement is transformed and innovated very lowly.

Opportunity analysis: Increased greatly and play a bigger and more opportunities. From 2009-2013, the number of selected young talents is rising from 24-100. During the 'twelfth five-year plan', the government supports the young talents to undertake all kinds of science and technology plan in energy conservation, environmental protection, information technology, biology, high-end equipment manufacturing, new energy, new materials, new energy vehicles and other fields. Focus around the implementation of the transformation of scientific and technological achievements, science and technology business incubation youth science and technology, establishing, LingBan science and technology enterprises; Strengthen with departments and so on provincial party committee organization department, the province people club hall linkage foster young star science and technology, give priority to enter national "pacesetter" project, in shaanxi province "three talents" project, enjoy special government allowances, shaanxi has outstanding contribution expert. Young talents in shaanxi province, shaanxi will be through a number of preferential support policy implementation by the science. In 2010 and 2011 in Shanxi Province has invested 6 million yuan of special fiscal funds support 60 young star science and technology in scientific research, technological development, achievements, innovation, entrepreneurship, made a number of independent intellectual property rights of key core technology and a batch of scientific and technological achievements transformation, achieved good economic and social

benefits. In the 60 star science and technology more than 47 people won the provincial awards, there are 20 people being granted the first prize (Science and Technology Department of Shaanxi Province, 2011).

Threat analysis: Domestic and international, the domestic between developed regions and developing regions, talent for the competition. The current shaanxi province biggest threat is the loss of youth science and technology talents.

First, the economic factors. Some youth science and technology talents facing economic income difference problem. Youth as married, buy a house, raising children, supporting the elderly age, due to economic pressure from the family, forcing some youth science and technology talents "job-hopping", choose the region with high income or pay job flow, to meet the current economy needs.

Second, the identification factors. Some youth science and technology, people pay more attention to living and working environment, they need to find a good work environment, there is the place of the bole. Leadership to respect talents, cherish talents, known to use; Leadership attaches great importance to and training talents, can arouse the enthusiasm of talent and make men. Some youth science and technology talent feel such an environment, their efforts can be found and colleagues the leadership of the recognition, is conducive to further improve their work ability which are beneficial to the promotion in the future and position increased.

Third, development factors. Some youth science and technology talent, the challenge is strong, hope to relative own industry rapid development areas. One is the fast information circulation. Knowledge can constantly update and preservation, access to advanced science and management ideas and understand the latest scientific research dynamic at home and abroad. The second is the opportunity to work with the same talents more. That facilitate their own learning, able to quickly raise their production ability, obtain a bigger development.

According to current statistics (Ying, 2012), non-public economic organizations publish talents flow and erosion due to economic factors accounted for 70%, the identity factors accounted for 20%, the development of factor for 10%. How to protect young people is the biggest problem.

SOLUTION

Cultivating young talents, we can't depart from the support of social. In view of the social phenomenon now,

the government provides guarantee for stable protection, young talents. Government 's science and technology management departments should encourage, support and help them to select social environment.

When choosing a young talent, we need effective, credible and feasible measurement tools. Measuring results can be comprehensive, objective and accurately reflect the status of the youth talents. According to actual situation we can choose representative and accurate comprehensive indicators to use hierarchical analysis, set the index weight, build the evaluation index system. Using the index system of elected representatives of young talents is fair and reasonable. It will can mobilize the enthusiasm of young talent, the whole society is represented in all walks of life. All walks of life from the youths will contrast each other at the same time, to seriously study hard, improve oneself, to form a good learning society.

Second, we will provide the superior treatment. Reform system should follow the law of market economy. Perfecting young talents in innovation evaluation system, the government should fully mobilize the young, using the spiritual incentive and material incentive, motivate them innovation.

Third, we need to select talents. Various research institutes, colleges and universities and the enterprise group management cherish talents, attach great importance to protect the talents. Young talents are given major projects and provincial key laboratory and engineering technology research. We believe in them so that we can improve young talents and young team ability of original innovation and integrated innovation in science and technology.

Fourth, we need to intensify technology to combine with finance. 'The peacock flies at southeast, where are tall buildings'. If we hope to change this kind of phenomenon, we need more government spending, the

implementation of science and financial cooperation, to help the young talents in science and technology innovation make things and promote rapid transformation and industrialization of scientific and technological achievements. According to the national emerging and leading industry development needs, our province should establish fund for special young talents, promote the young talents to innovate the enterprise. Guide the youth to participate in the enterprise as the main body, market oriented, the combination of technology innovation system construction and promote the optimal allocation of resources of science and technology, open sharing, efficient use.

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