

# Research on Incentive Mechanism of Professional and Technical Talents in Scientific Research Institutions

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## Abstract

The important force to maintain the sustainable development of institutions is the professional and technical personnel in the grassroots institutions. If the grass-roots institutions want to give full play to the full strength of professional and technical personnel, it is necessary to do a good job in talent management and incentive work. Now, in order to let the professional and technical talents stay and play their talents, more grass-roots institutions use talent incentive mechanism to reflect the value of talents. However, in reality, the talent incentive mechanism of professional and technical talents still faces many problems in grassroots institutions, such as backward human resource management concept, incomplete talent incentive mechanism system, and low level of organizational culture construction. Based on this situation, this paper thinks that to improve the talent incentive mechanism of professional and technical talents in grassroots institutions, we can start from the following three points: first, to improve the talent incentive mechanism and salary system; second, to update the management concept and improve the evaluation management system; third, to pay attention to the needs of employees and create a harmonious organizational cultural environment.

## Keywords

Scientific Research Institutions; Professional and Technical Personnel; Incentive Mechanism.

## 1. Introduction

The definition of professional and technical personnel in grassroots institutions is to provide professional and technical personnel with professional and technical qualifications for the progress of institutions. Grassroots institutions refer to social service organizations that are organized by state organs or other organizations with state-owned assets and engaged in education, science and technology, culture, health and other activities for the purpose of social welfare. Public institutions are under the leadership of the state administrative organs, have no production income, need funds from public finance, and do not carry out economic accounting. Grassroots institutions often have particularity, based on this, it is difficult to give full play to the advantages of professional and technical personnel or retain professional and technical personnel, leading to the development of grassroots institutions still need competent professional and technical personnel to ensure development. The incentive mechanism for professional and technical talents in grass-roots units is bound to have a positive impact on the work of existing professional and technical talents. We should encourage employees to give full play to their talents in work from material incentive, spiritual incentive and career development incentive, so as to further develop grass-roots institutions.

## **2. Analysis on the incentive mechanism of professional and technical talents in grassroots institutions**

For grassroots institutions, professional and technical personnel have a pivotal significance. Professional and technical personnel refer to those who have the professional and technical ability through learning and accepting some technical knowledge. Obviously, it will have a positive impact on the progress of grass-roots institutions to motivate professional and technical personnel in different levels. Nowadays, although grassroots institutions value the incentive work of professional and technical talents, there are still many problems, such as backward human resource management concept, incomplete talent incentive mechanism system and low level of organizational culture construction. [1]

### **2.1. Talent incentive mechanism is not perfect**

In the aspect of encouraging the professional and technical talents in the grass-roots housing units, the design of the incentive mechanism lacks rationality and scientificity, especially in the work performance appraisal link, which is divorced from the actual incentive mechanism, resulting in the existing mechanism remaining on the surface. This will certainly make the performance appraisal of grass-roots institutions lack of objectivity and fairness, not comprehensive and systematic incentive mechanism design, but also weaken the professional skills of personnel, resulting in the incentive effect of grass-roots institutions' professional and technical personnel is not obvious, and also make professional and technical personnel unable to play their personal innovation ability through proper ways.

### **2.2. The concept of human resource management is relatively backward**

In the grass-roots institutions, human resources should fully manage the incentive process of professional and technical talents. If the concept of human resource management is not innovative and comprehensive, there will be no way to play the intrinsic value of human resource management. In the actual process of human resource management, because of the backwardness of the concept of human resource management, the grassroots institutions do not pay enough attention to the incentive role of professional and technical personnel, and fully invest in the value development of professional and technical personnel, which has a negative impact on the grassroots institutions to cultivate a large number of professional and technical personnel, and can not fully play the work ability of professional and technical personnel power.

### **2.3. The overall level of organizational culture construction is not high**

The incentive effect of professional and technical personnel is largely affected by the level of organizational culture construction of grassroots institutions. In the unit, if professionals work in a very relaxed and pleasant atmosphere, they will feel the care and love of grassroots institutions, and will have a strong sense of belonging, so that they can give full play to their professional talents in the work. However, if the grass-roots institutions do not attach importance to the construction of organizational culture, it will not be able to make the atmosphere of talent training get attention, which will lead to low work efficiency and low work enthusiasm of professional and technical personnel. [2]

## **3. Strategies for improving the incentive mechanism of professional and technical talents in grassroots institutions**

In the incentive mode of professional and technical talents in grassroots institutions, managers should have a comprehensive understanding of professional and technical talents

Talents play an important role in the progress of grass-roots institutions. Based on respect for professional and technical talents, we should do a good job in talent motivation. To be exact, we

should start from the following aspects: perfecting the talent incentive mechanism, improving the salary system, improving the assessment and evaluation management system, absorbing the updated human resource management concept, and improving the working atmosphere of professional and technical personnel.

### **3.1. Improve salary system and talent incentive mechanism**

For the task of motivating the professional and technical talents of the grassroots institutions, we should start from improving the salary system. Professional and technical personnel will work together with grass-roots institutions to establish a competitive salary system in the market, have special posts for professional and technical personnel, and ensure that the payment of wages is linked with benefits. The salary of professional and technical personnel should be paid according to their working ability and level, and corresponding material returns should be given to them. Of course, in the design of the salary system, we should take the characteristics of ladder as the basis of incentive, so as to urge the professional and technical personnel to continue to invest in the development of grass-roots undertakings. In addition to these, to improve the talent incentive mechanism, we should always adhere to the basic principle of material reward and spiritual reward, abide by the appropriate and moderate criteria, abide by the criteria of constant goal and openness and fairness, and let professional and technical talents concentrate on the development of grass-roots institutions.

### **3.2. Renew the management idea and perfect the management system of examination and evaluation**

In the process of motivating the professional and technical talents of grass-roots institutions, we should continuously absorb new management concepts and actively improve the assessment and evaluation management system. After all, in the aspect of human resource management, the idea of paying attention to the personal development of talents and giving full play to the maximum value of talents can promote the long-term development of grass-roots institutions. At this time, the grass-roots institutions should start from the assessment and evaluation management, develop a complete assessment and evaluation index. In the work, we should comprehensively evaluate the personal quality, post characteristics and specific performance of professional and technical personnel, and establish a comprehensive and scientific performance appraisal network for professional and technical personnel. For example, professional and technical personnel with 360 degree assessment and balanced scorecard to conduct a fair and comprehensive assessment. In addition to these, we should reasonably analyze the assessment results, and combine the results with the rise and fall of salary, job mobility and professional title promotion, so that the professional and technical personnel can give full play to their personal talents by means of incentive and assessment, so that the grass-roots institutions can enter the positive cycle of sustainable development. [3]

### **3.3. Pay attention to the needs of employees and create a good organizational culture**

For the incentive of professional and technical personnel in grass-roots institutions, we should also focus on the personal development of employees and provide the material basis for their personal growth and work. As the person in charge of institutions, we should face up to the development of employees, care about the basic needs of employees, and create a better cultural atmosphere for professional and technical personnel. In daily work, professional and technical personnel should have special entertainment places and rest areas, and hold all kinds of activities for professional and technical personnel regularly and irregularly, such as honesty education, Thanksgiving activities and professional knowledge exchange meetings, so as to make their work and life rich and colorful, and at the same time, let them have a good understanding of their work units With a strong sense of belonging, I feel the whole culture of

positive progress and cheerful civilization, as well as the warm atmosphere of family. In such a relaxed and harmonious working environment, professional and technical personnel will put down their negative emotions and put into the development of the unit with a positive and progressive attitude.

#### 4. Conclusion

According to the above content, the fundamental way to make the grassroots institutions get long-term development is to encourage professional and technical talents, which is also an effective way to help grassroots institutions retain professional and technical talents. Therefore, grassroots institutions should take a scientific development perspective, continue to analyze the problems existing in the incentive mechanism of professional and technical talents in the current actual situation, and deal with the problems in essence. At the same time, grassroots institutions should pay close attention to the basic needs of professional and technical talents, give them a good working atmosphere, improve the salary incentive system, optimize the evaluation system, and ensure that the value of professional and technical talents is fully reflected, so as to make grassroots institutions develop better.

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