

# Analysis on the Construction Countermeasures of Talent Team Development in Pilot Base

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## Abstract

**Taking the Shaanxi province pilot base as an example, this paper analyzes the problems existing in the construction of talent team in the pilot base, and provides the benign development countermeasures.**

## Keywords

**Talent team, Construction, Countermeasures.**

## 1. Introduction

The pilot test base is the place where new technologies/new products are tested in the middle. The middle test is to enlarge or popularize the research results in the laboratory to the field. Pilot test base is a platform for the transformation of basic theory to common technology research, a bridge for the industrialization transformation of scientific research achievements, and an indispensable existence of scientific research. The pilot test is the "vanguard force" of theory popularization to engineering, and it is the re-verification of basic theory. Its success directly determines the feasibility of engineering popularization.

The Shaanxi province pilot covers an area of 6.8 ha. It mainly serves the internal research of the institute. It includes organic reconstituted glass greenhouse, field test field, laboratory, achievement exhibition hall, etc. The base is managed by scientific research personnel and operated by labor dispatch personnel. At present, there are 12 permanent researchers, 130 mobile researchers, 16 labor dispatchers, and some temporary workers in the pilot base. They are engaged in scientific research project management, personnel management, experimental research, logistics service, field operation, etc. With the increasing number of scientific research projects, the level of scientific research technology and the construction of facilities have been steadily improved. However, labor dispatch and temporary workers' mobility, low academic qualifications, old age and poor responsibility are all factors that hinder the high-quality development of scientific research in the base.

## 2. Division of Labor and Existing Problems

The project management system is incomplete and lacks cohesion.

At present, the scientific research management of the base is undertaken by the internal scientific research staff of the institute, with a master's degree or above. According to different research directions, it is divided into five research teams. The division of labor within each team is similar, including project declaration, project implementation, experimental development,

equipment and instrument management, financial management, etc. Teams are connected, but relatively independent. There are some problems exposed in the daily scientific research work: First, with the increasing number of topics, everyone in the team takes care of multiple topics. There is a phenomenon that individual projects take priority and team projects lag behind. Second, the competitive relationship between teams makes the integration of team research poor.

The construction of scientific research auxiliary team is relatively unstable

Because the area of the base experimental field and greenhouse pot experiment is too small for mechanical work, a lot of field and repetitive work needs to be done manually. In order to free researchers from repetitive work and have more time for scientific research and innovation. The base has set up a contingent of temporary workers for scientific research. The team is mainly composed of farmers nearby, and is mainly responsible for repetitive and physical work in scientific research experiments, such as land preparation, weeding, irrigation and so on. The participation of temporary workers in the experiment has significantly improved the work efficiency of scientific research experiments. However, low academic qualifications, unskilled skills, weak sense of responsibility, high mobility, labor disputes and other problems seriously restrict the sound development of scientific research auxiliary teams.

The technical progress of logistics support personnel is slow.

The logistics staff is mainly responsible for the normal operation, sanitation and cleaning, landscaping, safety patrol, catering guarantee, official vehicle use management, labor insurance and agricultural materials management, and temporary auxiliary work of public facilities and equipment in the base. The employment form is labor dispatch system. The logistics team ensures the smooth development of scientific research. However, with the development of science and technology, the upgrading of facilities and equipment, and the improvement of manufacturing technology, although the logistics staff have rich working experience, their knowledge system is outdated, their learning awareness and ability are weak, and their technical progress in equipment maintenance is obviously backward, which are all factors that restrict the efficiency of scientific research.

### **3. Countermeasures to promote the construction of scientific research talents**

Improve the project management system. Classify according to the research direction of the subject and team, to ensure that the subject is consistent with the research direction of the team, and scientific researchers should carry out the subjects they are good at. Establish the project ledger, and define the time and schedule requirements of each node of the project. Regularly hold a report meeting on the development of the project. Retain the images and digital data in the process of project development, so as to ensure orderly development, responsibility to people<sup>[1]</sup> and close connection.

Establish and improve the incentive system for scientific research. Summarize the opinions of the majority of scientific researchers, combine the actual situation of the team, sort out all kinds of behaviors and activities in the development of the project comprehensively and in detail, and establish an evaluation index system. The established evaluation indicators should comprehensively and objectively reflect the scientific research work. Establish a scientific research incentive system<sup>[2]</sup>. A benign staff incentive mechanism is helpful to improve the work enthusiasm and innovation, reduce the inertia of scientific research and promote the smooth development of the subject.

Increase the funding for scientific research and set up scientific research assistant posts. Low salary is the fundamental reason for the instability of scientific research auxiliary teams. First, raise the salary of temporary workers and call excellent temporary workers. Second, the

establishment of scientific research auxiliary posts. Through market recruitment, set up a stable scientific research auxiliary team with high professional skills. Third, establish a reward and promotion mechanism [3]. Fourth, as the intermediate test link of the subject, repetitive scientific research labor accounts for a relatively large proportion. With the increase of research projects, the demand for scientific research assistants is increasing, so it is necessary to timely and scientifically adjust the ratio of scientific research assistants to scientific research posts. Fifth, open the way to change from assistant posts to research posts, so that excellent research assistants can have room for promotion. The above ways can effectively solve the unstable problem of scientific research assistant team.

Improve logistics professional skills in multiple ways and establish an effective elimination mechanism. According to the nature of the post, carry out business study and training [4], work exchange seminars and other activities. Set up target incentive system to create a sense of urgency to improve business ability. The purpose is to promote the scientific research logistics team's support skills to progress in a better and better direction. On the one hand, establish an attractive logistics salary and welfare system to attract a large number of outstanding technical talents. On the other hand, the mechanism of "survival of the fittest" is introduced. The basic principle of employing people is "those who are capable are superior, those who are average are superior, and those who are mediocre are inferior". Establish an effective final elimination mechanism to eliminate unqualified employees.

#### 4. Conclusion

Talent is the core force to support scientific research, and talent adaptation can effectively improve the efficiency of scientific research. According to the needs of scientific research in the pilot base, improve the scientific research management and incentive system, increase the proportion of scientific research assistant posts, improve the treatment of assistant workers, and improve the skills of scientific research logistics staff in many ways. Through the elimination mechanism, employees are encouraged to continuously improve their professional skills and quality. Establish a dynamic, creative, enterprising, cohesive and highly responsible research team. This is a powerful guarantee for sustainable development in the pilot stage of land engineering research.

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