

Adhere to the Party Management of Talents on How to Promote the Construction of Talents in Radio and TV Universities

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Abstract

Talent work is always one of the core work of the reform and development of colleges and universities. It is also the starting point and end result of various tasks in Colleges and universities. It is the important condition and key link to insist on the party management of the talents is to realize the mission and responsibility of the University and promote the development of science. As an integral part of higher education, Radio and TV University is now in an important period of opportunity and at the juncture of transformation and upgrading. It is even more urgent to implement the principle of party management of talents and to perfect the system and mechanism for the construction of related talents. To speed up the construction of open universities to provide personnel security. To this end, it is necessary, first, to correctly understand the important significance and basic connotations of party management talents, and to overcome some misunderstandings about party management talents, and second, to correctly handle several pairs of relationships in the work of party management talents, and to grasp the way to realize party management talent work. Third, we should adhere to the Party management of talent, improve and innovate the talent work mechanism, and actively promote the construction of the talent team.

Key words: Party management; Construction of talents; Talents management

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INTRODUCTION

In today's world, as big as a country and as small as a unit, talent is the core of competition, and whoever has talent will have a competitive advantage. Talent is the first resource, and talent is flourishing. To the school, the talented person is also the foundation of the school, the foundation of the strong school, the source of prosperity. As an integral part of higher education, the Radio and Television University is currently at an important opportunity period and at the juncture of transformation and upgrading. It is even more urgent to implement the principle of party management of talents and to perfect the institutional mechanism for the construction of the relevant talent ranks. To speed up the construction of open universities to provide personnel security.

1. TO CORRECTLY UNDERSTAND THE IMPORTANT SIGNIFICANCE AND BASIC CONNOTATION OF THE TALENTS IN CHARGE OF THE PARTY

All along, especially in recent years, the party has been managing the work of talented people in terms of understanding. Active exploration has been carried out in practice. At the national conference on organizational work held at the end of 2002, "Party management talents" was put forward for the first time, and at the first national talent work conference held since the founding of the people Republic of China in December 2003, it was

put forward that “the principle of party management of talents must be adhered to.” “We should strengthen the organizational leadership in implementing the strategy of strengthening the country by qualified personnel.” This is a major decision made by the Party Central Committee at the new stage in the new century, and is an innovation in theory, an extension of the vision and an expansion of practice in the principles of party management cadres; for the first time, the 17th National Congress of the Party will write the report of the Congress that adheres to the principle of upholding the principle of party management personnel to be included in the party Congress. It is proposed to respect labor, knowledge, talents, and the principle of creativity, and to make a concerted effort to build up all kinds of talented personnel with the emphasis on high-level and highly skilled personnel; the fourth Plenary session of the 17th CPC Central Committee, held in September 2009, In the “decision on strengthening and improving the Party Construction under the New situation”, it is pointed out: “adhere to the Party management of talents, innovate the system and mechanism of talent work, enhance the vitality of the mechanism for the allocation of talent resources, perfect the training of talents, attract and use them. Evaluation and incentive measures. “at the second National Conference on Talent work, held in May 2010, it was emphasized once again that” it is necessary to adhere to the principle of party management of talents, consciously use scientific theories to guide personnel work, and use scientific systems to ensure talent work. Using scientific methods to promote the work of talent, constantly improve the level of talent work. “ The report of the 18th National Congress of the Communist Party of China (CPC) made a special exposition on the work of talents in the part of party building: “We should adhere to the principle of managing talents by the Party and gather all outstanding talents from all fields into the cause of the Party and the state.” Wide access to the road of talent, the world is to ensure the development of the cause of the party and the people. It is necessary to respect labor, knowledge, talents, and creativity, accelerate the establishment of the strategic layout of the priority development of talents, create a large contingent of talented people with excellent quality, and promote our country from a large talent country to a strong talent country. We will speed up the reform of the talent development system, the reform of the mechanism and the innovation of policies, so as to form a talent system that stimulates the vitality of talent creation and has the advantage of international competitiveness, creating a vivid situation in which everyone can become a talented person and everyone can develop his or her talents to the full. “ As one of the eight main tasks of party building, the 18th National Congress of the Party singled out talent work as a separate list, giving new connotations to talent work in terms of principles, importance, guidelines, strategic layout, overall objectives, mechanism building,

and so on. It has put forward new requirements, carried out new plans and sounded a new horn of striding forward to “talent power”, which is the “direction standard” and “road map” for the current and future long time talent work, which has great historical and practical significance.

As an important base of talent training and strategic highland of talent gathering, colleges and universities undertake the task of training tens of millions of specialized talents and a large number of top-notch innovative talents, and bring together a high level of teachers and high-level talents. Talent work has always been one of the core tasks in the reform and development of colleges and universities, and is also the starting point and destination of all kinds of work in colleges and universities. It is an important condition and key link for colleges and universities to fulfill their mission and responsibility and promote scientific development. It is impossible for a school to make great progress and cultivate high-quality laborers and talents for the country and society without a qualified talent team with sufficient quantity, reasonable structure and excellent quality. This requires us to put the party management of talents and the building of the ranks at the height of the overall development of the cause of the Party and the state and the great rejuvenation of the Chinese nation, and from a small point of view, to put the responsibility of the school to be fulfilled. The important significance of the Party management of talents is recognized from the point of view of mission and realizing the strategy of strengthening the school with talents and improving the core competitiveness of the school.

Under the leadership of the Party committee, the partyundefineds competent personnel should take the lead in the overall management of the personnel, and other departments should take the lead in carrying out their duties and closely cooperate with each other. This means that under the unified leadership of the party committee, it is required to mobilize the forces of all sides and mobilize all positive factors. For the implementation of talent strategy to provide strong talent guarantee and intellectual support. At present, there are more or less four misunderstandings in cognition: first, the position of work is not correct, that is to say, the party should take over all the work done in the construction of talent team instead of administration; The second is the lack of clear understanding of the party management talents from the connotation to the path of realization, and the lack of emphasis on the party management talents, the third is to think that the party management talents are management services, that is, to help the talents to solve their worries; Fourth, think that the party management of talent is to do a good job in ideological and political work, play a good role in ideological protection. It should be pointed out that these four aspects of understanding is one-sided. The decision of the CPC Central Committee and the State Council on further strengthening the work of

talents issued in 2003 clearly points out that the party and the qualified personnel are mainly concerned with macro management, coordination, policy management, and service management. To be specific, macro management is to determine the strategic objectives, development plans, work priorities and institutional mechanisms of talent work according to the requirements of the development of schools for the quantity and quality of talents, and to use strategic thinking and development perspectives; and the management policy is to conduct in-depth investigation and research. On the basis of a comprehensive grasp of the present situation, we should formulate supporting policies for the introduction, training, use, evaluation and encouragement of talents, so as to maximize the role of talent. Management coordination is to handle the relationship between different types and levels of talents. Deal well with the relationship between the personality development of talents and the overall goal of the school. At the same time, it is necessary to strengthen the coordination of the talent work organization, form a joint force, and provide the motive force for the efficient operation of the talent work system, and the management service is to create a good campus culture, working environment and living environment for the talented person growth and the office holder undertaking business. This is the work connotation that colleges and universities also need to grasp in order to do a good job of party management talent.

2. CORRECTLY HANDLING SEVERAL PAIRS OF RELATIONS IN THE WORK OF THE PARTY IN CHARGE OF TALENTS

Talent work is a systematic project involving all aspects. The radio and TV University is also a school running system. We should pay attention to several relationships in the work of talents. First, we should deal with the relationship between the Party committee and the administration. Adhering to the unified leadership of the Party committee is a prerequisite for a good job of talent. Under this general principle, the Party committee should do not package and do it, support the school administration to carry out work in accordance with the unified deployment of the Party Committee on the work of talent, clear the responsibilities of the party, and coordinate the relations of various departments. To promote the sharing of all kinds of information resources and to form a joint force for the work of talent. The administrative department should conscientiously, under the unified leadership and deployment of the Party committee, do not throw away and unshirk, take the initiative to bear the responsibility and implement the specific work of talent.

The two is to deal with the relationship between the introduction and training and the use of incentive.

The introduction and training is the two means for the establishment of a talent team in schools. We should pay attention to both the introduction and the training, which can not be biased. The use and incentive is an important guarantee for the use of good talents. Only by using talent can we embody and exert its value, and the full play of the role of talent needs correct incentives. On the one hand, we should overcome the tendency to pay attention only to the introduction and cultivation and not to use the incentive. On the other hand, we should overcome the tendency to pay attention only to the use and not to pay attention to the cultivation. After the introduction of talents, the process of using talents is also a process of training and training. We should pay attention to the coordination relationship between talent training, use and incentive, and maximize the potential of talent. The three is to deal with the relationship between material investment and environmental construction. The essential material input is the basic guarantee for the construction of the talent team. The excellent environment has an important influence on the training and development of the talents. The environmental construction includes the campus culture, the policy environment, the work and the living environment, which are the important factors to attract the talents and retain the talents. The world famous universities have a strong academic atmosphere and a loose policy environment, which condense the top talents in the world. We should not only increase the reform of management policies such as talent cultivation, use and incentive, but also create a good policy environment, and create a good policy environment. The microcosmic angle creates a strong atmosphere of “respecting labor, respecting knowledge, respecting talents, respecting creation” and creating a humane environment and safety, comfortable work and living environment conducive to the development of talents.

The four is to deal with the relationship between the provincial level team and the system team. The radio and television universities carry out the province of overall planning, classification management, division of labor and cooperation, the city and county system, the school based province and the city, the county radio and Television University is a unified and cooperative whole. The school based Provincial Department is responsible for the system of teaching guidance and management. The functions of the center, the learning resource center, the teaching support service center and other functions play an important role in coordinating the coordination and guidance. Therefore, in the team building, we should not only pay attention to the work of the team construction at the provincial level in the school based department, but also pay attention to the construction of the system team, form the overall joint force of the system team construction, and improve the overall quality and ability of the system team. The five is to deal with the relationship between full-time teachers and part-time teachers.

The form and characteristics of radio and television universities have determined the need to employ a large number of part-time teachers. Taking Zhejiang Radio and Television University as an example, as of October 2012, there are 4636 teachers and staff members in the system of radio and TV University, including 3164 full-time teachers, 2147 part-time teachers and direct part-time teachers. It is an important force in the talent team of radio and television universities to provide teaching, teaching guidance and support services. For this reason, we should pay attention to the development planning of full-time teachers, and pay attention to the development plan of part-time teachers. Two teams of vocational teachers and part-time teachers go hand in hand to improve and integrate each other and seek common development.

3. THINKING ABOUT PERSISTING IN THE PARTY MANAGEMENT OF TALENT AND PROMOTING THE CONSTRUCTION OF TALENT TEAM

At a time when the development of higher education is paying more and more attention to the construction of connotation, at a time when the whole people are learning and lifelong learning is on the upsurge, how to adhere to the foundation of the party management of talents? It is an important and urgent task to realize the new breakthrough in the construction of talent team in Radio and TV University. It is necessary to take various countermeasures to promote the construction of talent team.

(a) Set up Scientific Talent View, perfect work pattern and form work Force Establish the new concept of talent work, firmly establish the concept that talent resource is the first resource, adhere to the people-oriented, strengthen the construction of teachers ethics, “we should insist on the scientific development of service as the fundamental starting point and foothold of talent work,” It is the fundamental task of personnel work to give full play to the role of all kinds of talents. “We should improve the unified leadership, organization, and personnel departments of the party committees and take the lead in taking the lead in the overall work, and the departments concerned and the cities and counties of RTVU perform their respective duties, cooperate closely, and complement each other with their advantages. Through establishing a leading group for talent work, strengthening the macro guidance and overall coordination of talent work, forming the greatest joint force of talent work, and further implementing the strategy of strengthening talent schools.

(b) Optimizing the allocation of Talent Resources by Open thinking The characteristics of multi-level and multi-form running schools and distance open

education in Radio and TV University decide that the allocation of teachers is more complicated.

Optimizing the allocation of human resources is the first problem to be solved in the construction of the contingent of qualified personnel in RTVU. The talent disposition of the radio and television university should focus on the construction of the teaching staff. Only by open thinking, scientific planning, rational layout, as well as the introduction and cultivation of the system, quantity and quality, current and long term and so on, can we effectively promote the rational allocation of human resources. We will improve the efficiency of personnel allocation. We should take the curriculum construction as the core, combine the internal training and external introduction, increase the strength of introducing high level and high quality personnel, and improve the overall quality of the teachers. It is necessary to establish the sharing platform of teachers resources and promote the sharing of high quality teachers resources in RTVU system. It is necessary to establish a mechanism for the flow of talents, to encourage non-teaching personnel with teacher titles and teacher qualifications to concurrently undertake teaching work, and at the same time to select excellent teachers to fill up the management and technical teams according to the needs of their posts. Form a virtuous circle of post communication mechanism. We must adhere to the combination of special and high attention to the role of part-time teams in the development of schools. We should make full use of social resources and establish a visiting scholar system and a visiting professor system.

(c) Constantly optimizing the various mechanisms for the Construction of the contingent of talents One is to constantly innovate the talent training mechanism. In close combination with the needs of economic and social development and talent development, we should strengthen the training of talents, and change the training of talents from “one-off training” to “lifelong education”.

In terms of training objectives, the core is to improve the knowledge structure, enhance the ability to innovate and improve the comprehensive quality. In the training object, we should take the training of high-level talents, scarce talents and young talents as the strategic focus. To strengthen the training of outstanding talents, to strengthen the training of scarce talents, to focus on the cultivation of backbone talents, and to train reserve talents ahead of time; in terms of training methods, we should actively broaden the training channels, adhere to the combination of on-the-job training and separation, and study for degrees through on-the-job studies. In terms of daily management, we should adhere to dynamic management, strict assessment and contract management, and scientifically formulate training plans for ensuring measures, and pay close attention to implementation.

The second is to improve the introduction mechanism of talents, to further improve the system of open recruitment in schools, to form an open selection, equal competition, preferential support, and the introduction of talent in contract management, to make good talents open and fair and fair. The emphasis of talent introduction should be placed on high-level personnel to give them relevant policy support. To establish an incentive mechanism that is consistent with the requirements of talent treatment and cause, with the necessary and rational structure of the team, to create a good environment and atmosphere, and to make efforts to bring about the effect of the introduction of a full bloom.

The third is to constantly improve the selection mechanism of talents. Break the restrictions of the rules and regulations and the constraints of the customary forces such as seniority and seniority, embody the principles of public, equality, competition, and selection, not to choose the talents, to change the identity management as the post management, to realize the transformation from "static use" to "dynamic person", and to use "good people" to "good people". The transition from "closed door horse" to "open horse racing" has been transformed from "closed door horse" to "open horse racing", creating conditions for outstanding talents to emerge, forming a competitive and orderly talent development trend.

The fourth is to constantly improve the incentive mechanism of personnel, deepen the reform of the personnel system and improve the employment system of posts, and gradually form the situation that personnel can be able to come out, the job is capable and the treatment can be high energy low. Through the reform of the performance salary, the way of combining the job and the performance and salary, the distribution of income to the key posts and the important contributors is made. Tilt, stimulate the sense of achievement, attach importance to spiritual encouragement, enhance sense of pride and sense of responsibility. Form a good atmosphere for talents to be gathered in the cause and spirit to encourage talents.

The fifth is to reform the personnel evaluation mechanism. According to the different types and levels of the post to formulate different assessment standards and assessment requirements, the implementation of different assessment methods, the gradual implementation of the process from the process management to the goal management, from the annual assessment to the employment assessment change, from the simple quantity evaluation to more emphasis on quality evaluation change, morality, knowledge, knowledge. At the same time, the assessment criteria and the index system of the ability elements should be made up together. At the same time, we should fully introduce the peer evaluation mechanism, pay attention to the socially recognized evaluation factors, and establish a scientific and socialized evaluation mechanism based on the ability and performance oriented and scientific socialization.

The sixth is to innovate the management mechanism of talents. The work of talent management should adhere to the scientific and legal system, eliminate the random phenomenon in the management of talents, change the closed personnel management mode, realize the "heavy examination and approval" to "heavy supervision", from "heavy micro" to "heavy macro", from "heavy policy" to "heavy legal system", from "heavy restriction" to "Heavy service" change, improve management level.

4. GIVE FULL PLAY TO AND MAKE GOOD USE OF THE ADVANTAGES OF THE SYSTEM TEAM AND THE RESOURCES OF PART-TIME TEACHERS

In order to plan the construction of the whole province radio and TV university system, we should strengthen the training and guidance of the system team through business discussion, training, hanging down and so on. It is necessary to promote the level of the whole province TVU team through the teaching teachers of the provincial radio and TV University, the new show selection and the talent training project. Taiwan, set up a resource sharing mechanism for the team, and develop and utilize the resources of the team at different levels. We should attach great importance to the important role of part-time teachers in the construction of radio and television universities. By using the open mode of teacher selection, through flexible flow, talent leasing and other mechanisms, multi-channel, high starting point selection of universities, large and medium-sized enterprises, scientific research institutes and other personnel to take the long-term employment of teachers, curriculum teachers, technical support services. In order to make full use of social resources and alumni resources, to make full use of social resources and alumni resources, through visiting scholars, visiting professors, honorary professors, and other forms of visiting professors at provincial radio and television universities, colleges and universities, experts from both provinces and universities, scholars and honorary professors, invited from the front line of practice. Theory, and practice, can not only teach, but also carry out all kinds of personnel involved in scientific research.

5. STRENGTHEN THE CONSTRUCTION OF CAMPUS CULTURE, AND FURTHER OPTIMIZE THE GROWTH ENVIRONMENT OF TALENTS

To carry out the principle of party management, the Party committee should create a good campus culture atmosphere from the macro perspective and strategic height. One is to create a good policy environment, make

all kinds of talents comfortable, truly realize the fair and open policy environment; two, to create a good human environment. Make full use of the new types of new schools. The media, the in-depth publicity of outstanding talent and the effectiveness of the work of talent, the formation of respect for labor, respect for knowledge, respect for talent, respect for the good atmosphere of creation, through culture to guide people, to condense people; three is to create a good working life environment. To create a human based, a safe, comfortable work, living environment. It is necessary to optimize the growth environment of talents who are left behind by their careers, left behind by their feelings, and treated by others, so as to enhance their sense of belonging and belonging.

CONCLUSION

At a time when the development of higher education is paying more and more attention to the construction of connotation, at a time when the whole people are learning and lifelong learning is on the upsurge, how to adhere to the foundation of the party management of talents? It is an important and urgent task to realize the new breakthrough

in the construction of talent team in Radio and TV University. It is necessary to take various countermeasures to promote the construction of talent team.

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