

Research on the Impact of Technological Talent Loss in High tech Enterprises on the Construction of Enterprise Talent Teams

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Abstract: Talent is a key factor driving profit growth and the core capital of enterprises. Therefore, attracting and retaining talent is crucial for enterprises. However, against the backdrop of a shortage of talent, a large-scale wave of talent mobility has emerged. The consequence is that talent flows frequently between enterprises, accelerating the turnover of talent, resulting in a proportional loss of funds and resources, which affects the survival and development of the enterprise. Therefore, this article studies the impact of technological talent loss in high-tech enterprises on the construction of enterprise talent teams. High tech enterprises in different industries have different industry life cycles, and the impact on core talent loss in high-tech enterprises is also different. Brain drain has no benefits for business operations, whether in the short or long term. So the inability to retain, utilize, and motivate talents has become a common challenge faced by domestic high-tech enterprises. However, in order for enterprises to retain outstanding talents, it is necessary to improve the overall satisfaction of employees.

Keywords: High tech enterprise technology, Brain drain, Talent team, The impact of construction.

1. Introduction

With the intensification of global economic integration, the independent consciousness of talents in high-tech enterprises has been enhanced, and the flow of talents has become a craze. High-tech enterprises have the characteristics of high investment, high income and high risk, and the mobility of personnel affects the development of enterprises to varying degrees. Therefore, studying the causes of talent flow in high-tech enterprises and finding appropriate countermeasures will help enterprises attract talents, stabilize talents, make good use of talents and promote the development of high-tech enterprises [1]. Talent is the key factor to promote profit growth and the core capital of enterprises. Therefore, attracting and retaining talents is very important for enterprises. However, under the background of the shortage of talents, a large-scale wave of talent flow has been born. The result is the frequent flow of talents among enterprises, which accelerates the turnover of enterprise talents, and the result is inevitably the loss of enterprise funds and resources in the same proportion, which affects the survival and development of enterprises [2]. Core talents hold key intangible resources, rich technical experience in the industry, a large number of customer resources, and relationship resources that have a great impact on business. These resources build the core competitiveness of high-tech enterprises that cannot be copied. At present, the market competition is very fierce. Once the core talents of high-tech enterprises leave their jobs, these key intangible resources will also go with them, which often directly affects the survival and sustainable development of enterprises. Therefore, the government can properly tilt to the underdeveloped areas in resource allocation, correctly handle the relationship between the government management functions and the talent team of the enterprise team, change the single mode of single-handedly arranged by the government in the past, establish the status of the enterprise team in the underdeveloped areas, and appropriately tilt the policy [3-4]. Brain drain has no benefit

to enterprise management in the short term or long term, and the turnover replacement cost caused by brain drain will erode the profit of enterprises and cause the profit of enterprises to decline. Therefore, it has become a common problem for domestic high-tech enterprises to keep talents, use them badly and motivate them. However, in order to retain outstanding talents, enterprises need to improve the overall satisfaction of employees. At the same time, it is also necessary to reduce the turnover rate of employees and master the hidden factors of employee turnover, so as to achieve the maximum benefit of sustainable operation and development of enterprises. How to control the serious brain drain and give full play to the utility value of talents has become an urgent problem for these enterprises.

2. The Impact of Talent Loss in High tech Enterprises on the Construction of Talent Teams in Enterprises

2.1. Employee personal factors

The level of enterprise management is backward, and many high-tech enterprises place much more emphasis on equipment than on talent during their development process. Although possessing modern technological equipment, it has weakened human management. The achievement of work is also difficult to measure, making the establishment of its value evaluation system complex and uncertain. The construction of the talent team in this enterprise involves the determination of individual labor achievements and team achievements, as well as the correlation between compensation and performance[5]. High tech enterprises in different industries have different industry life cycles, and the impact on the core talent loss of high-tech enterprises is also different, that is, the core talent loss is related to the specific industrial environment in which high-tech enterprises are located. In order to understand the current situation and reasons for employee turnover in the enterprise team, a resignation survey was conducted on Company A in 2022.

2000 questionnaires were distributed, 825 were collected, and 746 were effectively collected, with an effective recovery rate

of 37.3%. The results show that in 2022, the employee turnover situation of Company A is shown in Figure 1.

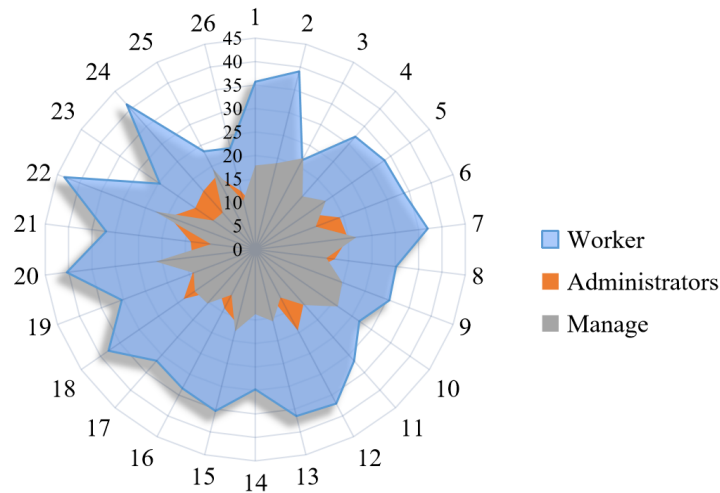


Figure 1. Turnover rate of employees at all levels in 2022

The talent team of high-tech enterprises is generally young, with high quality, rich personality, and strong autonomy. They attach great importance to the development of their own abilities to better realize their own value. Young people in the construction of talent teams in enterprises do not have stable interpersonal relationships and stable families like middle-aged and elderly people, and their loyalty to the enterprise is not as high as that of old employees[6].

2.2. Personal factors of core talents

Since the implementation of the enrollment expansion strategy plan in China, the employment pressure on college students has been unprecedented and the contradictions have become increasingly prominent. In today's rapidly developing technology, it is not advisable to simply limit the outflow of human capital. The reasonable flow of talent has become a necessity of the times, and the accumulation of high-level human capital cannot be separated from talent exchange and cooperation. At present, China's society is still in a moderately prosperous stage, and there is a considerable gap between the per capita living standards and the level of social development compared to developed countries. Without incorporating the talent team construction plan of the enterprise team into talent management, we can't see our own development prospects

and promotion opportunities, and gradually lose interest and passion in work, so talent will naturally drain [7]. It can be seen that the lack of talent team building in enterprises has led to the separation of talent development from company development. The supply and demand ratio in the labor market is negatively correlated with the core talent turnover rate. The smaller the supply and demand ratio of core talents in the labor market, the higher the core talent turnover rate; The larger the supply and demand ratio, the lower the core talent turnover rate. The global reconfiguration of talent team construction in enterprises, and the trend of talent flow in high-tech enterprises is from underdeveloped countries to developed countries, and from underdeveloped regions to developed regions[8-9].

2.3. Enterprise's own factors

There are many high-tech enterprises, because of the influence of many factors, such as business philosophy, high-tech enterprise culture, principles and policies, which lead to the disharmony between the interests of high-tech enterprises and the interests of core talents, and the goals of high-tech enterprises and core talents. The details of the enterprise's own factors are shown in Figure 2.

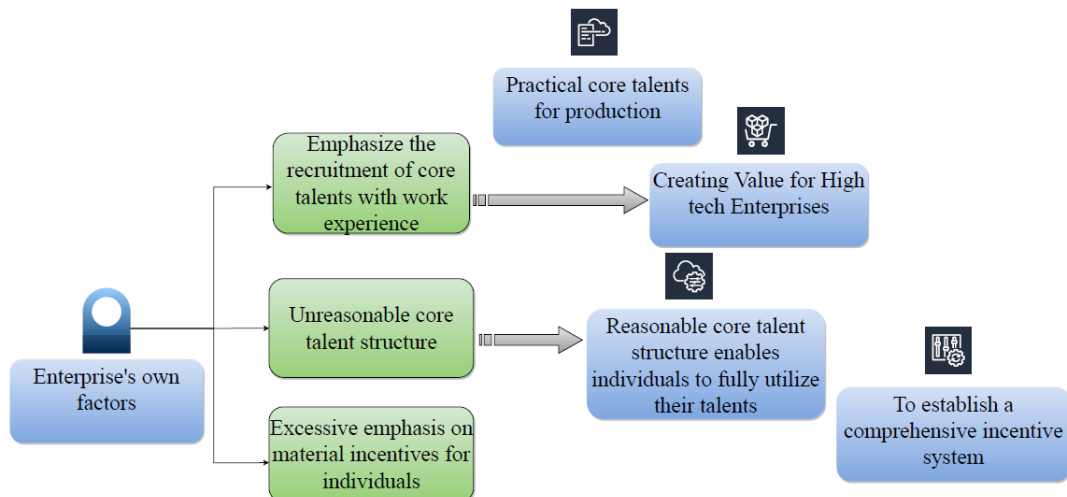


Figure 2. Enterprise's own factors

2.3.1. Emphasis on recruiting core talents with work experience.

The vast majority of high-tech enterprises require applicants to have corresponding work experience and relevant work background when recruiting core talents. Some enterprise talent teams fail to link contribution to income in salary distribution, and the impact of performance on salary is minimal, resulting in many contradictions. If these contradictions are not resolved in a timely manner, core talents may switch jobs due to dissatisfaction.

2.3.2. The structure of core talents is unreasonable.

A reasonable core talent structure can give full play to the advantages of human resources. Did not play an incentive role, affecting the enthusiasm of talents. When recruiting core talents, most high-tech enterprises require candidates to have corresponding work experience and relevant work background, emphasizing that newly recruited core talents can work immediately without much training and create value for high-tech enterprises.

2.3.3. Pay too much attention to personal material incentives.

Opportunities for education and training, personal development prospects, participation in decision-making, greater empowerment, and challenging work are more influential factors that motivate core talents. For core employees in the construction of enterprise talent teams, salary is not only a material need, but also a need for self-satisfaction and self-esteem. A single salary system lacks motivation and self-satisfaction for talents, and the problems that exist in long-term development are constantly highlighted.

3. Strategies for the Construction of Talent Teams in High-tech Enterprises Due to Talent Loss

3.1. Selecting suitable core talents during recruitment

When selecting employees, enterprises should not only pay attention to the professional and technical abilities of candidates, but also examine their professional interests, attitudes to work and moral responsibility, which determines the future work performance of core talents and their loyalty to the enterprise [10]. Enterprises should retain talents, while requiring employees to be loyal to the company, they should also provide opportunities for growth and development. Through training and continuing education, employees can improve their skills and continuously adapt to the needs of enterprise development. There are several ways to meet the needs of enterprise talent development and learning in organizations: providing opportunities for higher level education such as on-the-job training and continuing education, which can improve the skills of enterprise talents. Most employees seek new jobs in order to earn higher salaries than before, and it has been proven that many resignators can significantly increase their salaries by changing jobs. However, in terms of welfare benefits, their impact varies depending on factors such as level and education, with welfare benefits having the greatest impact on highly educated employees[11]. More and more companies are realizing that improper selection of personnel for important positions can bring huge losses to enterprises. Therefore, scientific recruitment is the first step in managing core talents.

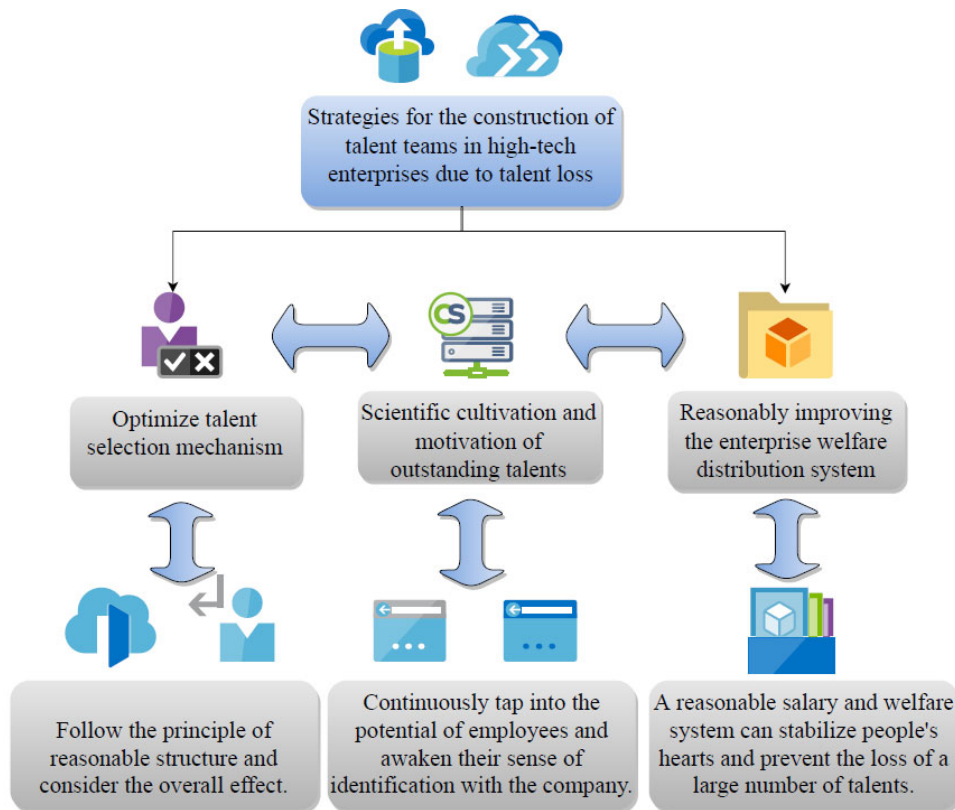


Figure 3. Countermeasures for brain drain in high-tech enterprises and talent team construction in enterprises.

3.2. Establish a reasonable core talent structure

Corporate culture is a powerful internal driving force for enterprise development, and excellent corporate culture plays an important role in enterprises. Corporate culture is a kind of "adhesive", which can unite employees closely, enhance the cohesion of enterprises and improve the competitiveness of enterprises at the same time. Effectively arrange the use of core talents at different levels, create complementary effects of core talents, maximize the advantages of human resources, and then reduce labor costs [12]. In particular, the self-development of technical talents urgently needs systematic professional training and related training. I hope to improve my working ability by constantly absorbing new knowledge, new technology and new experience, which is conducive to my future development. Through the above analysis, the establishment of a reasonable core talent structure can get the coping strategies as shown in Figure 3.

Enterprise managers should first do "no doubt about employing people, no doubt about using people", give talents corresponding autonomy, create good conditions for their work, and coordinate and solve problems arising from employees' work in a timely and active manner, instead of arbitrarily giving orders or doing everything. Some enterprises unilaterally pursue high education and refuse to employ non-masters and doctors, resulting in a large number of talents doing some very primary work, which will lead to a waste of talents over time, so talents at different levels should be arranged. If these employees want to gain more room for development, they have to choose job-hopping and find another job in other enterprises. However, employees with higher academic qualifications or higher grades have more promotion opportunities because of their academic advantages or being on a relatively high platform, which makes it easier for them to display their talents and get the respect and favor of their superiors.

4. Conclusions

The construction of corporate culture cannot be separated from the participation of employees, as it determines the value orientation, psychological trends, and thinking patterns of enterprise employees. High tech enterprises should establish an open, just, fair, and unified corporate culture, and create a comfortable working atmosphere for their teams. Strengthen communication and exchange between core management, branch management, and grassroots employees through high-tech, conduct regular surveys on employee satisfaction, actively respond to employee needs within the actual payment capacity of the enterprise, and mobilize their work enthusiasm. Enterprises should not only recruit talents from the market, but also continuously replenish their energy while allowing employees to release energy for the enterprise. They should provide channels for the promotion and growth of outstanding talents and create an environment conducive to talent growth. Only by correctly recognizing the important role of human resources in construction enterprises, can competition among

employees become a benign competition. It is necessary to strengthen the personality cultivation of team members, cultivate a team atmosphere of unity and mutual assistance, and integrate outstanding talents and ordinary employees into this friendly and mutual assistance atmosphere to jointly achieve enterprise goals. Only by taking active and effective measures to cope with the increasingly complex human resource environment can the human resource management of construction enterprises enter a healthy development track, and enable the enterprise to remain invincible in the upcoming competition and development.

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