

The Logic and Path of Talent Aggregation for New Quality Productive Forces in Underdeveloped Areas Guided by Party Building

-- A practice sample based on the Ecological Development Area of Northern Guangdong

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Abstract: New quality productive forces are an intrinsic requirement and a key focus for promoting high-quality development, with a high-level talent team being the critical element for their formation. For underdeveloped areas such as the Ecological Development Area of Northern Guangdong, constrained by economic potential differences and shortcomings in public services, relying solely on market mechanisms makes it difficult to effectively break the "Matthew Effect" of talent flow. These areas face a structural contradiction between the development of new quality productive forces and insufficient talent supply. Based on the institutional advantage of the Party managing talent, this paper takes the practical exploration of Qingyuan City as a sample. From the three dimensions of theoretical logic, realistic dilemmas, and practical paths, it deeply analyzes how Party building guidance reconstructs the talent aggregation ecology in underdeveloped areas through political absorption, organizational embedding, and service integration. The study concludes that Party building guidance can transcend market failures and, by constructing a coupling mechanism of "Party Building + Industry + Talent," transform organizational advantages into a talent dividend, providing a feasible "asymmetric catch-up" path for underdeveloped areas to develop new quality productive forces according to local conditions.

Keywords: Party Building Guidance, New Quality Productive Forces, Talent Aggregation, Underdeveloped Areas, Ecological Development Area of Northern Guangdong.

1. Introduction

1.1. Research Background and Problem Statement

Currently, China's economic development has shifted from a stage of high-speed growth to a stage of high-quality development. General Secretary Xi Jinping creatively proposed the concept of "new quality productive forces," emphasizing the need to "lead industrial innovation with scientific and technological innovation, and actively cultivate and develop new quality productive forces." New quality productive forces take the leap in the optimization and combination of laborers, means of labor, and subjects of labor as their basic connotation. Among these, high-quality laborers who master strategic emerging technologies and possess innovative capabilities are the primary element of new quality productive forces. However, in China's vast economic landscape, the problem of unbalanced and inadequate regional development remains prominent. Resource elements are highly concentrated in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA), while the underdeveloped areas surrounding the GBA, such as the Ecological Development Area of Northern Guangdong, face the dual pressure of industrial transformation and upgrading and a shortage of talent resources while shouldering the heavy responsibility of being an ecological barrier.

Under the laws of the market economy, capital and talent often exhibit "wealth-seeking" characteristics, flowing towards regions with high rates of return. This leads

underdeveloped areas, in their pursuit of new quality productive forces, to easily fall into a vicious cycle of "weak industry leading to few talents, and few talents leading to weaker industry." How to break this deadlock? The traditional model relying solely on financial subsidies or administrative orders has diminishing utility; a new dynamic mechanism must be found. As the highest political leadership force, the Communist Party of China (CPC), with its strong organizational mobilization ability, political leadership ability, and social integration ability, provides a unique "Chinese solution" to solve this structural problem.

As the city in Northern Guangdong closest to the central cities of the GBA, Qingyuan City serves as both a provincial ecological development area and a main battlefield for undertaking orderly industrial transfer. Its practice of exploring talent team construction guided by Party building to serve the development of new quality productive forces under the background of the "High-Quality Development Project for Hundreds of Counties, Thousands of Towns, and Ten Thousands of Villages" (hereafter referred to as the "Hundreds, Thousands, and Ten Thousands Project") has strong typical sample significance. This paper aims to explore: In the context of relatively weak market mechanisms, how can underdeveloped areas leverage the institutional advantages of Party building guidance to construct a new logic for talent aggregation that supports the development of new quality productive forces?

1.2. Core Concept Definition and Theoretical Basis

(1) Characteristics of Talent Demand for New Quality Productive Forces

New quality productive forces differ from traditional productive forces; their demand for talent is characterized by "high knowledge density, high innovation level, and high composite ability." It requires not only "high-grade, precision, and advanced" scientists at the forefront of technology but also a large number of outstanding engineers and highly skilled talents (craftsmen of great powers) capable of transforming scientific and technological achievements into actual productive forces. For underdeveloped areas like Qingyuan, developing new quality productive forces does not mean competing homogeneously with the GBA in all fields, but rather positioning talent needs differentially based on local resource endowments (such as green energy, modern agriculture, and new materials).

(2) The Political Economy Logic of Party Building Leading Talent Aggregation

"The Party managing talent" is the fundamental principle of China's talent work. From the perspective of political economy, Party building guidance is essentially a "non-market resource allocation correction mechanism." Through its coordination ability across departments, levels, and ownerships, the Party organization can reduce the transaction costs of matching talent with industry. By providing "non-material incentives" such as political honor, social status, and emotional belonging, it compensates for the lack of material incentives in underdeveloped areas, thereby correcting the problem of unidirectional talent outflow caused by market failure to a certain extent.

2. Theoretical Logic: The Internal Fit between Party Building Guidance and Talent Aggregation for New Quality Productive Forces

For underdeveloped areas to achieve a leap in new quality productive forces, the power system of talent aggregation must be reconstructed. In this system, Party building guidance is not only a political guarantee but also the core driving force. Its internal logic is reflected in three levels: political absorption, organizational reconstruction, and value guidance.

2.1. Logic of Political Absorption: Power Reshaping Beyond the "Economic Man" Hypothesis

Western talent flow theories are mostly based on "Push-Pull Theory" and "Human Capital Theory," viewing talent as "rational economic men" pursuing the maximization of economic interests. However, in the context of developing new quality productive forces, talent innovation activities often have characteristics of long cycles, high risks, and strong positive externalities. Simple financial incentives struggle to fully cover innovation costs and psychological expectations.

Party building guidance, through its powerful political absorption function, integrates national strategies and regional development missions with personal career ideals. In underdeveloped areas, Party organizations reinforce talent's identification with "matters of national significance" through carriers like "Three Meetings and One Lesson" (Sanhu Yike)

and thematic education. For ecological function zones like Qingyuan, guiding talent through Party building and endowing those participating in rural revitalization and green development with high political honor (such as "Most Beautiful Scientific and Technological Workers," "Party Member Pioneer Posts") provides spiritual incentives. This effectively stimulates the endogenous motivation of talent, enabling them to transcend short-term economic considerations and achieve the unity of self-value and social value through struggle in arduous environments, following the logic of "persistence due to faith" [1].

2.2. Logic of Organizational Reconstruction: Resource Integration Breaking "Fragmentation"

The formation of new quality productive forces often crosses the boundaries of a single enterprise or industry, showing a trend of integrated development (such as "Agriculture + Technology," "Manufacturing + Service"). However, underdeveloped areas often suffer from rigid administrative barriers and a disconnect between industry, academia, and research. Talent is scattered across the "isolated islands" of universities, research institutes, and enterprises, making it difficult to form synergy.

The organizational structure of the Party is rigorous, extending vertically to the bottom and horizontally to the edges. Through innovative forms such as "Industrial Chain Party Building" and "Alliance Party Building," Party organizations can effectively integrate resources scattered inside and outside the system. For example, in the process of promoting the integration of Guangzhou and Qingyuan, a cross-regional Party building joint conference system broke administrative restrictions on talent flow. By establishing a Party building co-construction mechanism between colleges in the Provincial Vocational Education City and enterprises in local high-tech zones, the Party organization acts as a "super liaison," reducing the trust and communication costs of school-enterprise cooperation and promoting the organic connection of the education chain and talent chain with the industrial chain and innovation chain.

2.3. Logic of Value Guidance: Constructing an Ecology where "Nearer Brings Pleasure, Distant Comes"

Environment is the container for talent aggregation. For high-level talent, besides the hard environment (salary, facilities), the soft environment (cultural atmosphere, service efficiency, social respect) is increasingly becoming key to choosing a location. Underdeveloped areas struggle to catch up with developed areas in hard environment in the short term, but there is much that can be done in creating a soft environment.

The core of Party building guidance lies in "serving the people," which extends to "serving talent" in talent work. Party organizations create a social atmosphere that respects knowledge and talent through activities such as "Double Reporting" (Party members reporting to community organizations) and Party member volunteer services. More importantly, the optimization of government style and social conduct driven by a correct Party style can build a clean, efficient business environment and talent development environment. This talent ecology with "red warmth" constitutes a differentiated competitive advantage for

underdeveloped areas.

3. Realistic Dilemmas: Analysis of Hindering Factors for Talent Aggregation in the Ecological Development Area of Northern Guangdong

Although Party building guidance provides a theoretical solution, in practical operation, the Ecological Development Area of Northern Guangdong, represented by Qingyuan, still faces profound structural contradictions when docking with the development of new quality productive forces.

3.1. Supply-Demand Mismatch under the "Siphon Effect"

As the first tier surrounding the GBA, Qingyuan enjoys the convenience of "Integrating into the Pearl River Delta and the Bay Area," but it also directly bears the powerful "Siphon Effect" from core cities like Guangzhou and Shenzhen.

- **Quantitative shortage:** Relevant surveys show that Qingyuan City has a severe shortage of high-level leading talents in strategic emerging industries such as intelligent manufacturing and new materials. The full-time equivalent of R&D personnel per 10,000 workers is far below the Pearl River Delta average.
- **Structural imbalance:** On one hand, although the Provincial Vocational Education City is located in Qingyuan, delivering a large number of graduates annually, the relatively low level of local industry causes many graduates to "fly southeast" to the core area of the Pearl River Delta, creating a resource inversion phenomenon of "local cultivation, non-local use." On the other hand, traditional labor-intensive industries have a large demand for migrant workers, while high-skilled craftsmen adapted to digital and intelligent transformation are "hard to find" [2].

3.2. Constraints on Industrial Level and Lack of Platforms

Talent follows industry, and industry thrives because of talent. The carrier of new quality productive forces is high-level industrial platforms. Currently, the Ecological Development Area of Northern Guangdong is constrained by ecological red lines, with restrictions on industrial land indicators and energy consumption indicators, making it difficult to undertake heavy chemical or large-scale manufacturing projects on a large scale[6].

Existing industrial parks (such as various industrial parks and industrial transfer parks) are mostly at the middle and low end of the industrial chain, focusing on processing and manufacturing, with missing R&D links. The lack of high-level innovation platforms such as national key laboratories and new R&D institutions results in high-level talents being "unable to be introduced" and "unable to be retained." Many PhDs and experts visit but find a lack of experimental conditions and team support for high-end research, eventually leaving with regret. This status quo of "having scenery but no platform" is a fatal flaw restricting the aggregation of talent for new quality productive forces.

3.3. Market Mechanism Failure and Service Shortcomings

Under market mechanisms, compensation packages are the weather vane for talent flow. Constrained by local fiscal strength and corporate profitability, salary levels in underdeveloped areas generally lack competitiveness. More critical is the gap in public service supply; the scarcity of high-end service resources in education, medical care, and culture becomes a "stumbling block" preventing talent from settling down with their families.

In addition, although various regions have issued new talent policies, there is still a "temperature difference" in the "last mile" of policy implementation. Some grassroots Party organizations tend to "emphasize introduction, neglect use, and neglect service" in talent work. Party building work and business work are "two separate skins," failing to truly solve "critical small matters" for talent in housing, children's schooling, and spouse employment through Party building means, leading to a weak sense of belonging among talents.

4. Mechanism Reconstruction: The "Qingyuan Sample" of Talent Aggregation for New Quality Productive Forces Guided by Party Building

Faced with the above dilemmas, Qingyuan City has in recent years adhered to the principle of the Party managing talent, combined with the "Hundreds, Thousands, and Ten Thousands Project" and the Guang-Qing Integration Strategy, exploring a mechanism for talent aggregation guided by Party building with distinct local characteristics.

4.1. Vertical Connection: Constructing the Power Axis of "Secretaries Grasping Talent"

Qingyuan City reinforces the political responsibility of "top leaders" grasping the "primary resource," establishing a responsibility list for secretaries at the city, county, and town levels to grasp talent work.

- **Political Height of Top-level Design:** The Municipal Party Committee established a Leading Group for Talent Work to regularly study the talent layout in the field of new quality productive forces specially, incorporating talent work into the performance appraisal system, thereby increasing the weight of talent work in overall work.
- **Penetration of the Organizational System:** Relying on the "Grid + Informatization" system, the tentacles of Party managing talent are extended to the grassroots level. For example, at the township level, relying on the Party-Mass Service Center, "Rural Revitalization Talent Stations" are established, with the town Party committee secretary serving as the station master to coordinate town-wide talent resources. At the enterprise end, Party organizations are promoted in non-public enterprises above a designated size, and Party building instructors are dispatched, achieving the resonance of "Party building entering the articles of association" and "strengthening enterprises with talent."

4.2. Horizontal Integration: Creating a "Party Building + Industrial Chain" Talent Attraction Magnet

Targeting the disconnect between industry and talent, Qingyuan explored the model of "Party organizations built on the industrial chain, talent gathered on the industrial chain."

- **Substantial Operation of Industrial Chain Party Building Alliances:** Centering on leading industries such as new materials, biomedicine, and intelligent manufacturing, industrial chain Party committees are formed. These committees play the role of "matchmaker," regularly holding supply-demand docking meetings to precisely match the resources of colleges in the Provincial Vocational Education City with the employment needs of enterprises in the parks. For example, through "order-based training" and "modern apprenticeship," students enter enterprises upon entering school, and Party member backbone teachers lead teams into enterprises for tackling key problems, achieving a seamless connection between talent training and industrial needs.
- **Platform Mechanism for Flexible Talent Introduction:** Not seeking ownership, but seeking utility. Relying on the temporary Party committee of the Guang-Qing Counterpart Assistance Command, a collaboration model of "Guangzhou Incubation + Qingyuan Industrialization" and "Guangzhou R&D + Qingyuan Production" was established. By setting up "Migratory Bird Talent Workstations" and "Offshore Innovation Centers," experts and professors from the GBA use weekends or holidays to provide technical guidance in Qingyuan. The Party organization is responsible for providing full-process logistical support and political care, successfully circumventing institutional obstacles such as household registration and social security [3].

4.3. Deep Embedding: Activating the Endogenous Momentum of the "Wild Goose Effect"

The development of new quality productive forces requires not only "external introduction" but also "internal cultivation." Qingyuan activates the local talent stock by implementing the "Head Goose Project" and "Green Seedling Plan."

- **"Head Goose" Leading Rural Revitalization:** In the "Hundreds, Thousands, and Ten Thousands Project," outstanding village Party organization secretaries, college students returning home to start businesses, and leaders in becoming rich are selected into the "Head Goose" pool. Through academic qualification improvement plans and skill training classes, Party organizations cultivate them into "New Farmers" who understand both agricultural technology and e-commerce operations. Under the guidance of Party organizations, these "Head Geese" have become core forces driving farmers to increase income and promoting agricultural modernization by leading cooperatives and promoting new varieties.
- **The Red Furnace of Vocational Education:** Relying on the unique resource advantages of the Provincial Vocational Education City, the Party committees of various higher vocational colleges deepen the "Party

Building + Skills" education model, integrating the spirit of craftsmanship and model workers into ideological and political education. By establishing "Party Member Skill Master Studios," the exemplary leading role of Party member teachers in technological innovation is unleashed, cultivating a large number of high-quality technical and skilled talents who are "willing to go down, able to stay, and useful," providing solid "waist" support for Qingyuan's manufacturing sector.

5. Path Optimization: Strategic Choices for Further Enhancing the Efficacy of Party Building Guidance

Based on the Qingyuan sample and looking to the future, for underdeveloped areas to further empower talent aggregation for new quality productive forces through Party building guidance, continuous efforts are needed in the following three dimensions.

5.1. Deepening the "Two-way Embedding" Mechanism, Promoting Industry-Talent Integration from "Physical Reaction" to "Chemical Reaction"

Current industry-talent integration often remains at the level of project cooperation and has not yet formed a deeply bundled community of interest.

- **Organizational Embedding:** It is recommended to further promote the construction of "Functional Party Branches." In cross-regional and cross-industry industry-university-research cooperation projects, break affiliation relationships to establish temporary Party branches or joint Party branches. Academic leaders or project leaders serve as Party branch secretaries, transforming the political advantage of Party organizations into organizational power for overcoming technical difficulties, realizing that wherever key technological breakthroughs are needed, the Party's flag is planted.
- **Decision-making Embedding:** In state-owned enterprises and non-public technology enterprises with established Party organizations, implement "Two-way Entry, Cross-Appointment." Absorb high-level technical talents into the Party organization leadership team, and simultaneously recommend Party organization team members to enter the enterprise management layer. This ensures that when enterprises formulate technical routes and talent plans, they can fully implement the Party's principles and policies while making Party building work closer to the front line of scientific research and production.

5.2. Strengthening the "Full-Cycle" Service System, Promoting Talent Ecology Transformation from "Policy Depression" to "Service Highland"

Underdeveloped areas cannot sustain "policy subsidy wars" for long and must shift to relying on high-quality Party building services to retain people.

- **Upgraded Version of Party Member Leading Cadres Contacting and Serving Experts:** Not just holiday greetings, but establishing a normalized

"Ideological Exchange + Problem Solving" mechanism. Each leading cadre contacts several leading talents in the field of new quality productive forces, regularly holding "Breakfast Meetings" and "Discussion Meetings" to understand the thoughts, urgencies, and difficulties of talents through face-to-face ideological collisions.

- **Creating a "Red Steward" One-Stop Service Platform:** Integrate the functions of organization, human resources and social security, education, public security, and other departments to establish a Party-Mass Talent Service Center. Relying on digital government construction, implement "Code-based Handling" for talent services. Simultaneously, leverage the grid governance advantages of community Party organizations to provide customized housing, medical, and children's education services for talents. Especially for needs such as social networking, dating, and mental health focused on by young talents, mass organizations like the Youth League Committee and Women's Federation (under the leadership of the Party organization) provide precise services to build a "Talent Community" with a human touch [4].

5.3. Exploring the "Enclave Party Building" Model, Promoting Regional Synergy from "One-way Assistance" to "Two-way Win-Win"

Leveraging GBA resources requires breaking through the barriers of administrative divisions.

- **Constructing "Reverse Enclave" Party Building Positions:** Encourage counties (cities, districts) in Qingyuan to establish "Sci-Tech Innovation Enclaves" or "R&D Centers" in resource-rich areas like Guangzhou and Shenzhen. Establish Party organizations synchronously in these enclaves, managed by the dispatching Party organization, allowing R&D talents in big cities to feel the care from their hometown Party organizations, realizing "working in the GBA, contributing to Qingyuan."
- **Deepening the Talent Co-cultivation Mechanism in the Guang-Qing Junction Area:** Relying on the National Urban-Rural Integrated Development Pilot Zone (Guang-Qing Junction Area), explore the establishment of systems for mutual recognition of talent qualifications, mutual evaluation of professional titles, and interoperability of housing provident funds between Guangzhou and Qingyuan. Organization departments of both places can jointly carry out cadre exchange postings and joint talent training. In particular, utilize Guangzhou's university resources to open "Advanced Seminars on New

Quality Productive Forces" for Qingyuan. Through Party school co-construction and teacher sharing, quickly improve the modernization construction capabilities and professional literacy of local cadres in Qingyuan [5].

6. Conclusion

The wave of new quality productive forces has brought opportunities for "changing lanes and overtaking" to underdeveloped areas, as well as severe challenges in talent competition. Qingyuan City's practice shows that in the stage where market mechanisms are not yet perfect, Party building guidance is not an empty slogan but tangible productive force and competitiveness.

Through the clarification of logic and the exploration of paths, we see that: Party building guidance solves the motivation problem of "innovation for whom" through political absorption; solves the resource integration problem of "who innovates" through organizational reconstruction; and solves the ecological retention problem of "where to innovate" through value guidance. For the vast number of underdeveloped areas, only by adhering to the principle of the Party managing talent, constantly innovating the carriers and methods of Party building work, and transforming the Party's political and organizational advantages into talent development advantages, can they truly gather talents from all over the world and use them. This provides an endless intellectual engine for the blossoming of new quality productive forces and accelerates the race on the track of high-quality development.

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