

The Innovation Research of Scientific Talent Cultivating Mechanism and Scientific Research Evaluation System

Wusheng Tang¹, Tiantian Xu², Zhanguo Li^{*3}

1. Professor, Scientific Research Administrative Dept deputy director, Changchun University
2. Postgraduate, Mechanical Engineer College of Changchun University
3. Corresponding author: Professor, Vice President, Changchun University of Technology

Abstract—In this paper, relying on universities, enterprises, government, financial institutions, University of science and Technology Industrial Park and other linkage established collaborative innovation training system. On the other hand, expounds the affirmation and Inspiration of a scientific research evaluation system of scientific research personnel, stimulate the research motive, plays a positive role in promoting the promotion of scientific research the results of the output.

Index Terms—Scientific talent; Scientific achievements; Evaluation system

I. INTRODUCTION

Premier Keqiang Li openly raised about “Public Entrepreneurship, Multitude Innovation” on the Summer Davos Forum in the September 2014, when he proposed the new wave of “Public entrepreneurship” and new situation of “Multitude innovation” and “Everyone innovation” on the 9.6 million square kilometers of land. Since then, he frequently put forward to the “Public entrepreneurship, Multitude innovation” on various formal occasions that the First World Internet Conference, Executive meetings of the state council, Government work report and so on. General Secretary Jinping Xi proposed that we would give high priority to the technical innovation and blew the horn of building a world technology superpower at a new historical staring point of development in our country on the national technical innovation conference on May 30th, 2016.

Innovation is not only the soul of a nation’s progress, but the endless power of a country’s prosperity. Practice has proven that only if we be good at innovating, dare to innovate and have the courage to innovate, we can gain continuous new process, new breakthroughs and new achievements in various industries and fields. Innovation includes innovation thoughts, innovation mechanism, innovation system, innovation effort and other aspects. As an important carrier cell of community, the university undertakes the basic functions of talent cultivation, scientific research and social services and shoulder social functions of cultural inheritance, spread the positive energy and constantly blaze new trails. University is one of the important soils of innovative thinking and creating

knowledge. Although the university plays many roles, its fundamental take is the talent cultivating which can be realized from two ways that are teaching and scientific research. And enhancing teaching quality and talent cultivating level, exploring the mechanism of cultivating innovative talent, improving the scientific evaluation system, these important measures are necessary ways to achieve the fundamental task.

II. INNOVATION SCIENTIFIC TALENT CULTIVATING MECHANISM

Higher education has realized stride-over type developing and entered the era of mass higher education with china’s colleges through the “211 project”, “985 project” construction continuously. The report at 18th Party Congress established innovation-driven development strategy and put forward a clear aim: We should pay more attention to the coordinative innovation, improve the educational quality continually, promote the talent cultivating level, give full play to the role of universities, research institutions, enterprise, government, social organizations and so on and advance the construction of innovative talent cultivating mechanism. The efficiently convergence of innovation resources and elements come into being “collaborative innovation” which break through the barrier of Innovation Subject and realize the depth cooperation by releasing the innovation elements of talents, capital, information and technology. Collaborative Innovation is the Innovation Networks. Modes of multiple subject collaborative interaction, which keys are forming universities, enterprise, research institutions at the core and forming the state-owned financial institutions, intermediary organizations, Innovation Platforms, non-profit organizations at subsidiary elements by the depth cooperation and resource integration of knowledge creation entities and technological innovation subjects forming system superposition of non-linear utility collaborative innovation model. “collaborative innovation” is the new paradigm^[1] of the technology Innovation, which promotes enterprises, universities, research institutions to take full advantages technology and industrialization by guidance of the state will and mechanism arrangement. In order to establish innovating system for talent cultivating of

universities, enterprises and government linkage mechanism, we need to strengthen the integration and utilization of dominant discipline crossing, excellent resources fusion and advanced talents. University Science Park sets the paradigm for the university scientific talent innovation cultivating. University Science Park is based on the university. The main task of it is the commercialization of research findings, high-tech business incubation and innovation and entrepreneurship talent cultivating forming innovation scientific talent cultivating organization of the close integration of production and research. University Science Park is, in essence, the organization and pattern of collaborative innovation of university, enterprise and government, it is comprehensive technology platform of high-tech Industrialization, and it integrate the innovation element and cultivate high-level innovation and entrepreneurship talent as its core functionality.

The main parts of scientific research talent in universities include front-line teachers, key laboratories and research base platform of scientific research talents. Most of these staff has a number of positions, how to focus on scientific research and innovation, on the one hand researchers' interests decide this question, on the other hand if there is a scientific innovation talent cultivating mechanism as guarantee. In order to mobilize the enthusiasm of scientific research and innovation, we should stimulate the scientific research talent innovation potential, encourage and deepen the scientific research power, promote scientific research talent innovative thinking, apply the knowledge and get good results. Establishing scientific and rational innovative talent cultivating mechanism, building workspace configuration of high quality resources, setting-up the people-oriented management, creating happy scientific research environment, ruling out the worries of life and others aspects and improving the humanistic care and the scientific research talent work happiness can make scientific research talent get the sense of honor and the best respect of society. In order to attract talents, remain talents and cultivate top-notch innovative talents, we need to establish Policy environment of adapting and stimulating innovation, advocate to give different reward scientific research and technology backbone and teams bearing the key research items and play an important role on performance innovation, engaging talents and leading directions.

III. EXPLORING THE SCIENTIFIC RESEARCH EVALUATION SYSTEM

It is the university that is multiple functions for talent cultivation, scientific research and service society. According to their own development stage, universities respectively defined as generative-instructional, teaching-research and research-oriented^[2]. No matter what kind of level positioning universities, teaching is the premise of the basic work of universities and the life for the universities, scientific research is the source of the development of universities' academic stating, scientific research and academic atmosphere directly influences the

quality of education and the level of talents. It is vital for science researchers who engage in the scientific research work to play the initiative and activeness. Scientific incentive mechanism determines whether it can attract and stabilize talents. A set of scientific research evaluation system is not only the key to the healthy development of the scientific research work, but also the guide of the scientific research work in universities^[3].

Scientific research evaluation is a value judgment for the scientific research input, scientific research output and scientific research talent who gets the scientific research achievements in scientific research process. Scientific research evaluation is an important part of scientific research management work, a set of scientific evaluation system is the solid safeguard of orderly and healthy development scientific research work, the scientific and accurate evolution of the scientific achievements, and the fully respect and encourage of scientific researchers. Only by making an objective and fair evaluation of the work and achievements obtained by scientific research talents, can we show the importance and certain of an organization for the talents. In order to achieve better results, we should arouse the enthusiasm and stimulate interest of scientific researchers in scientific research. It is important for university innovation, talent cultivating, improving the level of scientific research of teachers in universities and promoting the academic status of universities to make the scientific research objective, righteous and scientific. University scientific research evaluation system is the baton that measures teacher's scientific research contribution and guides them to engage in scientific research.

Scientific research evaluation results generally become professional title appraisal, allowance, annual appraisal, and the main basis of all kinds of awards recommendation. When we formulate scientific research evaluation system, we should consider the coordination and balance of the teaching evaluation in university, educational research, technology assessment, discipline evaluation, and other evaluation system^[4]. Scientific research is endless, the development of academics are real-time. Only by constantly optimization evaluation mechanism, can we make a scientific evaluation. If you want to raise and encourage scientific researcher's motivation and maximize inspire their motive force of the invention, the evaluation system should be objectively reflected the scientific researcher's job performance and fully affirmed the scientific researcher's achievement. Scientific researcher's potential of exploring science and innovation which plays an important role for encouraging the advanced and motivating junior^[5]. The fair evaluation of scientific research talents' achievement embodies the administrator's respect for the talent. The talents who get fully respect have good mood to work, they can create a higher level of achievement, and cultivate more excellent talents. Only in this way can we drive the virtuous circle of scientific research work.

The construction of scientific research evaluation system need to set up the correct scientific research evaluation guiding ideology and reasonable index system

at the same time, we should highlight the guiding role of scientific research evaluation and choose the appropriate research evaluation methods. When we construct the scientific research evaluation system, we should fully consider the multiplicity of evaluation factors and emphasize the differences of it. We give different weights of evaluation according to the different factors of orientation and the size of the incentive effect. In order to set up the scientific and standardized scientific research evaluation system, we make sure the kind of the evaluation factors objective and reasonable. The reasonable scientific research evaluation system is the guarantee of scientific research work that obtains objective evaluation. The correct evaluation results can provide scientific and reliable basis for the development of scientific research and promote the fast and sound development of scientific research and management^[6].

FOUNDATION ITEM

“Twelfth five-year” social science research project of Jilin province department of education. Jilin university science and technology achievements transformation restriction factor and countermeasure research.

Jilin educational, scientific and cultural cooperative [2015] No. 225

REFERENCES

- [1] "Collaborative Innovation" of the new theory basis: "The general theory of system module and its practical significance. China How Net. 2014-10-24.
- [2] Li Su. Evaluation model of university's scientific research study [J]. Science and technology progress and countermeasures. 2006 (11): 134-135.
- [3] Wenhui Li. Type connotation under the innovation system of university scientific research evaluation index research [J]. Science and technology & innovation. 2009 (4): 36 37.
- [4] Yang Li. Social sciences management in universities and achievement evaluation research [J]. Science and technology management research. 2007 (3): 183-185.
- [5] Xiai Zhang. University scientific research performance evaluation method research [J]. Science and technology management research. 2007 (9) : 146-148.
- [6] Peng Lan, Huijun Tang. Construct the university interior scientific research evaluation system Heilongjiang province higher education research, 2005 (2): 68-70.