

A Brief Discussion on the Cultivation of Complex Labor Talents in the Context of the Development of Artificial Intelligence

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Abstract: With the development of society and the progress of science and technology, complex labor accounts for an increasing proportion in all walks of life. In order to adapt to this trend, the talent training of colleges and universities needs to pay attention to the cultivation of complex labor ability, so as to improve the employment competitiveness of students and meet the needs of social development. Talent training is a continuous process, and it also runs through the work, so the enterprise is also an important training place. This paper will discuss the relationship between talent training and complex labor in colleges and universities. In addition, the dimension of labor value density is introduced into enterprise training, and the enterprise stage strategy of complex labor talent training is further discussed.

Keywords: Artificial intelligence; Complex labor; Complex labor capacity; Talent training

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The emergence of artificial intelligence marks the leap from the information age to the intelligent age, and intelligent computing as a kind of high-performance computing is the foundation for the rapid development of artificial intelligence, so that it is driven by information to replace the physical calculation and even partial decision-making of human mental work. With the theoretical and technical architecture of intelligent computing, a complex system with internal subsystems will be increasingly formed, which will promote the rapid development of artificial intelligence. In this context, some of the capabilities of workers will inevitably be replaced by more cost-effective AI, and the end result is an increasing proportion of people engaged in complex labor.

1. The Relationship between Talent Training and Complex Labor

The so-called complex labor refers to the work that requires workers to have a high level of knowledge, skills and innovation ability, and to be able to solve complex problems and cope with complex environments. Work such as work in the field of life and health, pathological diagnosis and new drug research and development are all complex labor categories. With the development of artificial intelligence technology, relying on innovative fusion technologies such as AI high-performance computing for RNA structure prediction, pathological diagnosis, and new drug research and development are new development trends, and the application and practice of AI innovative technology in the field of life and health will accelerate life and health science research and improve the efficiency of some complex labor in this category. In the context of such technological development, more new requirements have been put forward for talent training.

1.1 The Importance of Cultivating Students' Complex Labor Ability

Students with complex labor ability are able to stand out in the fierce competition for employment. They are able to adapt quickly to the work environment, solve problems at work, and cope with various challenges. Therefore, cultivating students' complex labor ability, especially comprehensive ability and innovative thinking ability, is an important way to improve their employment

competitiveness.

1.2 The Relationship between Talent Training and Labor Value Density

The importance of talent training for enterprises is self-evident. Talent is an important asset of an enterprise and the key to its innovation and sustainable development.

Labor value density is an important indicator to measure the labor efficiency of employees. A high labor value density means that employees can create more value per unit of time, and vice versa, it means that employees are less efficient. For enterprises, assessing the labor value density of employees can help to better manage and optimize human resources. High-density labor-valued people tend to be people with a wealth of knowledge and experience in both depth and breadth. They can not only complete tasks independently, but also lead the team and even move the business forward. And this kind of high-density labor value talents often need to go through systematic and continuous training.

Therefore, there is a close relationship between talent training and labor value density. Effective training can not only improve the knowledge and skills of employees, but also improve their labor efficiency, thereby increasing the value of the enterprise.

2. Characteristics of Cultivating Complex Labor Talents at the Current Stage

In the era of knowledge economy in the 21st century, cultivating talents with comprehensive ability and innovative thinking ability has become an important mission of colleges and universities. In recent years, although colleges and universities have made some achievements in talent training, there are still some problems. It is mainly manifested in the following aspects:

2.1 Lack of comprehensive ability: While mastering professional knowledge, students lack other necessary skills and qualities, such as critical thinking, teamwork, etc.

2.2 Lack of innovative thinking ability: Many students tend to follow traditional methods and ideas when solving problems, and lack a sense of innovation.

2.3 Lack of practical experience: Due to the lack of close connection between colleges and universities, enterprises and social practice, students often lack practical experience and find it difficult to apply theoretical knowledge to practice.

On the other hand, in the process of enterprise training, more emphasis is placed on the training of vocational skills and professional knowledge. But for knowledge workers, it is more important to cultivate their learning ability and problem-solving skills than simply increasing their knowledge. That's because knowledge workers often face complex and unique problems that require strong problem-solving and innovation.

3. Exploring measures to strengthen the cultivation of complex labor capacity

3.1 Reform the Curriculum System

Establish an interdisciplinary curriculum system: Through the establishment of interdisciplinary courses, students can think about problems from multiple perspectives and improve their comprehensive ability and innovative thinking ability. At the same time, colleges and universities should incorporate the cultivation of complex labor ability into the curriculum system, and cultivate students' knowledge level, skills and innovation ability by setting up relevant courses. At the same time, attention should be paid to the updating and optimization of curriculum content to meet the needs of social development. For example, the application of the OBE concept to higher education can also help to cultivate students' self-directed learning ability and lifelong learning habits.

With the progress of science and technology and the development of society, education will pay more attention to the cultivation of practical ability and the shaping of innovative spirit. At the same time, with the rapid development of artificial intelligence, big data and other technologies, higher education will pay more attention to the application of these new technologies and the integration of teaching, so as to cultivate more complex labor talents.

3.2 Strengthen Practical Teaching

An important way to cultivate students' complex labor ability is practical teaching. Through internships, experiments, project practice, etc., students are taught to apply theoretical knowledge to practice. Only by allowing students to acquire knowledge and skills in practice can they truly improve their ability to deal with complex problems.

3.3 Strengthen the Construction of Teachers

Teachers are the key factor in cultivating students' complex labor ability. Colleges and universities should strengthen the construction of teaching staff, improve the professional quality and teaching ability of teachers, so that they can better guide students to carry out the cultivation of complex labor ability. At the same time, teachers should be encouraged to participate in scientific research and social practice to improve their practical ability and social experience.

3.4 Strengthen school-enterprise Cooperation

School-enterprise cooperation is an effective way to cultivate students' complex labor ability. Colleges and universities should establish close cooperative relations with enterprises, jointly formulate talent training programs and curriculum, and provide more practical opportunities and employment opportunities for students. At the same time, enterprises should be invited to participate in teaching and research activities, so as to better integrate the needs of enterprises with the teaching of universities. Relying on the school's scientific research advantages and enterprise industrialization experience, it undertakes R&D and skilled personnel training and reserves.

3.5 Develop a systematic talent training plan for enterprises

Enterprises should develop a systematic talent training plan according to their own characteristics and needs. This includes clarifying the training objectives, designing reasonable courses and training content, and selecting appropriate training methods. At the same time, enterprises should encourage employees to continue to learn and improve their own abilities and qualities.

3.6 Pay attention to employees' personal development and career planning

Employees' enthusiasm and creativity are a manifestation of internal drive, which is often positively related to personal development and career planning. Enterprises should not only provide employees with a good career development platform and promotion opportunities, but also pay attention to the mental health and quality of life of employees to help them better realize their potential.

3.7 Establish a sound performance evaluation and incentive mechanism

This not only helps to fairly evaluate the labor value intensity of employees, but also motivates employees to work and study harder, thereby improving the overall performance of the enterprise.

4. Conclusion

With the development of society and the progress of science and technology, the possibility of simple labor being replaced by machines will increase, and the proportion of complex labor will increase. As an important base for talent training, colleges and universities must adapt to this trend and pay attention to cultivating students' complex labor ability. Through measures such as reforming the curriculum system, strengthening practical teaching, strengthening the construction of the teaching staff and strengthening school-enterprise cooperation, we can effectively improve the complex labor ability of students, enhance their employability competitiveness and meet the needs of social development. At the same time, enterprises have strengthened measures to entrust the training of talents, such as the joint training of graduate students by schools and enterprises. At the same time, enterprises need to strengthen the performance and salary management of talents, pay attention to the utility of technology, and give certain technology equity incentives and other measures. The government needs to guide and coordinate the efforts of government, industry, academia, research and financial resources to promote the healthy development of resources and the transformation of achievements.

In future research, we look forward to seeing more in-depth discussions on talent development and labor value intensity.

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