

# Research on the Sharing Mechanism of High Level Talents in the Guangdong Pearl River Delta Region

Jinming He<sup>1</sup>, Siyu Pan<sup>2</sup>

1.School of Management, Guangzhou College of Technology and Business, Foshan, Guangdong 528138

2.School of Management, Guangzhou College of TechnologyBusiness, Foshan, Guangdong 528138

**Abstract:** Through the literature review and cases, this study analyzes the current situation and existing problems of the high-level talent sharing mechanism in the Guangdong Pearl River Delta Region, as well as its construction path and implementation methods. The study found that there are the following problems and challenges in the establishment and implementation of the talent sharing mechanism in the Guangdong Pearl River Delta Region: for example, how to effectively establish and manage the talent sharing platform, realize the efficient use of shared resources, protect intellectual property rights and maintain fair competition. This paper also discusses the basic concepts and forms of talent sharing mechanism, as well as the main forms and research status. Finally, this paper makes practical suggestions for the design, implementation and evaluation of the talent sharing mechanism in the Greater Delta Region.

**Key words:** Guangdong Pearl River Delta Region; high-level talent; talent sharing mechanism

## 1. Introduction

### 1.1 Research background and significance

The Guangdong Pearl River Delta Region has an important strategic position in the world. Due to its unique geographical environment and political and economic system, there are a series of problems in the introduction, flow and sharing of talents between Guangdong, Hong Kong and Macao, which hinder the development and regional competitiveness of the Delta Region. Therefore, it is necessary to conduct in-depth research on high-level talent sharing mechanism and put forward effective solutions. This paper studies the high-level talent sharing mechanism in the Guangdong Pearl River Delta Region to support its development, promote talent flow and utilization, enhance competitiveness and development level, and provide reference for talent sharing in other regions.

### 1.2 Research status and progress at home and abroad.

The advantages and disadvantages of talent development exist in the three regions of Beijing, Tianjin and Hebei. How to promote the cooperation and flow of talents in the region, realize the sharing of talent resources, and form a long-term, stable and efficient collaborative talent sharing mechanism is of great practical significance (Shijiazhuang municipal party committee party school team,2017 & Su,2017). While exploring the talent sharing mechanism, Wuhan City Circle also put forward the analysis of the problems in talent sharing and corresponding suggestions from the four aspects of policy system, economic foundation, information construction and cultural environment, so as to promote the establishment of the science and technology talent sharing mechanism in Wuhan City Circle (Pan Qian, 2011).In some industries, there are also attempts to share talents, for example, higher vocational colleges take school-enterprise cooperation as a platform, and "school-enterprise co-construction and dual employment" as the main form to establish a talent sharing mechanism, providing new ideas for the construction of "dual teachers" team. (Chen, 2015)□

In the process of exploring the talent sharing mechanism, we can also see some difficulties and problems. Tong Linjie (2013) pointed out that there are problems in the construction of understanding and system. For example, the construction of the talent sharing mechanism in the Bohai Rim region has some problems in understanding, system and operation□

In future studies, it is necessary to further explore the realization path and application effect of talent sharing mechanism, and it is also necessary to pay attention to the differences and sustainability of talent sharing mechanism in different backgrounds (Tang, 2020). In addition, with the development of digital technology, the research of talent sharing mechanism is facing new challenges, and innovative strategies are needed to promote the development and application of the mechanism.

### 1.3 Study content and methods

This paper mainly studies the sharing mechanism of high-level talents in the Guangdong Pearl River Delta Region. The main contents include: current situation and problems, construction path and implementation method, application effect and economic and social impact, and literature review and case analysis. Through the analysis of literature and practice cases, it provides a reference for the construction of high-level talent sharing mechanism.

## 2. Basic concepts and forms of talent sharing mechanism

### 2.1 Basic meaning of the talent-sharing mechanism

Talent sharing mechanism refers to the realization of the sharing and flow of human resources through certain systems and mechanisms, and promotes the rational allocation and efficient utilization of talents (Guo, 2006). Its basic meaning is to realize the sharing and flow of human resources among different organizations, regions and industries through common platforms and mechanisms, so as to promote the rational allocation and efficient utilization of talents. The forms of talent sharing mechanism can include joint training, talent exchange, talent co-recruitment, talent recruitment, talent flow and other forms.

## 2.2 Main forms of talent sharing

Guo Qingsong (2006) summarized the forms of talent sharing as: Entrustment Sharing Mode, Borrowing Sharing Mode, Purchase Sharing Mode, Project-type Sharing Mode, Migratory Bird Sharing Mode, etc. On this basis, subsequent scholars put forward more diversified talent sharing modes, including: Pang Li (2017) and Su Jingxiao (2017), who proposed the mode of "Group Talent Sharing"; Xing Mingqiang (2016) proposed the mode of "Co-creation Talent Sharing"; Liu Zhui (2017) pointed out that the talent sharing mode can also be classified according to the "Talent service mode, talent service object, service content" and other aspects; Tang (2020) proposed the "Embedded Talent Sharing" mode and the "Independent Talent Sharing" mode. These modes of talent sharing are also gradually recognized and accepted by the academic circles.

## 3. Current situation of the high-level talent sharing mechanism in the Guangdong Pearl River Delta Region

### 3.1 Current distribution status of high-level talents in the Guangdong Pearl River Delta Region

According to the 2022 statistical receipt, the talents in the Guangdong Pearl River Delta Region account for 60.07%, which has advantages compared with the Yangtze River Delta and Beijing-Tianjin-Hebei regions. Among them, the talents with 985/211 degrees accounted for 35.86% of the bachelor's degree, and the situation is encouraging. However, the proportion of talents with master's degree or above is lower than that of the other two urban agglomerations, among which Beijing, Tianjin and Hebei has the largest number of master's degree talents, 27.48% and 1.74%.

The gathering of these high-level talents has provided a strong support for the scientific and technological innovation and economic development in the Greater Delta Region. However, there are still some obstacles and difficulties in the flow of high-level talents in the Greater Delta Region. For high-level talents, the differences in salary levels, social security benefits, housing and other conditions between different cities in the Guangdong Pearl River Delta Region are also one of the factors restricting the flow of talents. In addition, in terms of policy, there are also differences among cities in the Greater Delta Region, and policies need to be better coordinated and unified to promote the development of talent sharing.

### 3.2 Problems and challenges existing in the high-level talent sharing mechanism in the Guangdong Pearl River Delta Region

There are still some problems and challenges in the construction and implementation of the high-level talent sharing mechanism in the Guangdong Pearl River Delta Region. It mainly includes the following aspects:

1. Imperfect system. Policies and systems support the construction of a talent sharing mechanism, and the policy differences in the Greater Delta Region need to be coordinated and unified. Supporting measures such as tax revenue, housing and social security will enhance the attractiveness and feasibility of talent sharing.

2. Information asymmetry. Information asymmetry is a common problem in the flow of talents. The main reason is that the information communication between cities is not smooth, and it is difficult for high-level talents to fully understand the advantages of other cities. Therefore, it is necessary to build information sharing platforms and channels to promote talent exchange and mutual assistance.

3. Unfavorable social environment. Women and other vulnerable groups are affected by the social environment, which may restrict the flow and development of talents. Therefore, when constructing the talent sharing mechanism, it is necessary to take into account the needs of different groups, create a good talent environment, and promote the flow and development.

4. Intellectual property rights protection. In talent sharing, it is crucial to ensure intellectual property protection. Differences in laws and regulations in different cities may lead to risks, so the talent sharing mechanism needs to strengthen the awareness and means of intellectual property protection to protect the intellectual property rights of talents.

5. Talent training and introduction. In the talent sharing mechanism, talent training and introduction are the key issues. The mechanism for training and introducing high-level talents in the Guangdong Pearl River Delta Region is not yet perfect, so the training and introduction should be strengthened to improve the quantity and quality of talent sharing.

## 4. Construction of a high-level talent sharing mechanism in the Guangdong Pearl River Delta Region

### 4.1 Design of talent sharing mechanism

In order to solve the problems and challenges of the high-level talent sharing mechanism in the Guangdong Pearl River Delta Region, it needs to be designed from the following aspects:

1. System design. It is necessary to improve policies and systems, promote the flow and sharing of high-level talents in the Delta Region, and coordinate and unify policies and systems, so as to promote the establishment and implementation of the talent sharing mechanism.

2. Information sharing. Establish an information sharing platform to promote communication and mutual assistance, and protect talent privacy and intellectual property rights.

3. Social environment creation. Create a good talent ecology, promote the flow and development. Considering the characteristics and needs of various groups, we will implement targeted policies to enhance the attractiveness and feasibility of talent sharing.

4. Intellectual property rights protection. Strengthen the awareness and measures of intellectual property rights protection to ensure the protection of intellectual property rights of talents. We will strengthen ipr exchanges and cooperation and promote shared innovation.

5. Talent training and introduction. Strengthen talent training and introduction, improve the quality and ability. Promote talent exchange and cooperation, and optimize the allocation and utilization of talents.

#### 4.2. Implementation of the talent-sharing mechanism

The implementation of the talent sharing mechanism requires multi-party cooperation, including the government, enterprises, universities, etc. The government should promote the policy and system construction, enterprises need to establish a talent sharing platform, colleges and universities should train and introduce talents, and strengthen the cooperation with the government and enterprises. At the same time, we should pay attention to the needs and rights and interests of talents, and create a good environment to promote the flow and development of talents.

#### 4.3 Evaluation of talent sharing mechanism

The evaluation of the high-level talent sharing mechanism in the Greater Delta Region can be conducted from the following aspects:

1. Talent to share the quantity and quality. The actual effect of the talent sharing mechanism can be evaluated by counting the quantity and quality of talent sharing.

2. Coordination and unification of policies and systems. The coordination and unity of policies and systems can be evaluated by investigating and analyzing the policies and systems of different cities.

3. The effect of information sharing. The effect of information sharing can be evaluated by counting the quantity and quality of information sharing.

4. Improvement of the social environment. The improvement degree of the social environment can be evaluated by investigating and analyzing the feedback and feelings of talents.

5. Effect of intellectual property rights protection. The effect of intellectual property protection can be evaluated by counting the quantity and quality of intellectual property protection.

6. The effect of talent training and introduction. The effect of talent training and introduction can be evaluated by counting the quantity and quality of talent training and introduction.

The above indicators can be considered comprehensively to evaluate the actual effect and problems of the high-level talent sharing mechanism in the Guangdong Pearl River Delta Region to provide reference for subsequent improvement.

## 5. Conclusion and outlook

### 5.1 Main Study Conclusions

The construction and implementation of the talent sharing mechanism is a complex process that requires the cooperation of various parties, covering the government, enterprises and universities. In the process of realizing the Greater Delta Region, it is faced with problems such as imperfect system, information asymmetry, poor social environment, insufficient intellectual property protection and insufficient talent training and introduction. The solutions include: policy improvement, system design, information sharing, creating a good social environment, strengthening intellectual property protection and talent training and introduction, to continuously improve the talent sharing mechanism, promote the flow of high-level talents in the Greater Delta Region, and provide strong support for regional scientific and technological innovation and economic development.

### 5.2 Research falls in outlook

This study is limited by human and physical resources, unable to further analyze how to balance the urban compensation, social security, housing and other conditions to promote the flow and sharing of talents, and lack of exploring specific talent training and introduction measures and effects to improve the quality and efficiency of talent sharing. In the future, the construction and implementation of the high-level talent sharing mechanism in the Guangdong Pearl River Delta Region needs to strengthen the coordination of policies and systems, information sharing and intellectual property protection, so as to create a good ecological environment for talents and promote the flow and development of talents. At the same time, it is necessary to pay attention to talent training and introduction, improve the quality and ability of talents, enhance innovation and competitiveness, and provide strong support for the scientific and technological innovation and economic development of the Guangdong Pearl River Delta Region.

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