Study on the Factors and Path of Talent Integration Policy in Yangtze River Delta

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Abstract: The cause of talent integration development in the Yangtze River Delta is becoming increasingly mature, and the overall allocation of talent team in the region establishment and optimization of integration needs the guidance and support of relevant policy mechanisms. Based on the policy diffusion theory, the talent integration diffusion path is interpreted and sorted out, the analysis framework of the talent integration policy diffusion problem is constructed from the three dimensions of economic factors, geographical factors and urban scale, and the 26 Yangtze River Delta city cases are studied by using a clear set qualitative comparative analysis method.,The result shows that, there are two configuration paths: "aggressive" and "optimized hand" of talent integration policy. Local governments adoption of integration policies is influenced by per capita GDP, national independent innovation demonstration zones, geographical location, city level, and business environment ranking.

Keywords: Talent Integration; Policy Diffusion; Clear Set Qualitative Comparative Analysis; Configuration Path

1. The formulation of the problem

In 2019, the outline of the Yangtze River Delta Regional Integrated Development Plan (hereinafter referred to as "the Plan") was officially issued, marking the Yangtze River Delta region into a more efficient and higher quality development stage, which also puts forward higher development requirements on the integrated and collaborative development, innovation capacity and competitiveness of the Yangtze River Delta[1]. As an important growth pole of China's economic development, the Yangtze River Delta region has a counterpart talent team as a source of vitality for sustained economic prosperity upward. Although the Yangtze River Delta has gathered a large number of talent resources at present, the disparity of public supporting infrastructure between regions, the barriers of administrative regional restrictions, and the highly competitive talent introduction plan have caused the development dilemma of the Matthew effect and siphon effect, weakening the integrated talent policy of Synergistic development[1].The construction and cultivation of talents are inseparable from the support wizard of talent policy, and with the fierce staging of the "people grabbing war" in recent years, the changes in the laws of the flow and gathering and spreading of talent resources have become the focus of research by the governments and academia of each region. Even so, while responding positively to the Plan, not all governments of the Yangtze River Delta cities have introduced corresponding localized policies, and the attitude of local governments towards the introduction of talent integration policies is worthy of consideration, while exploring It is worthwhile to explore the factors influencing the introduction of integration policies in order to understand more deeply the significance and driving effect of integration policies on the development of each province and city.

In the current research on talent integration policy, we found that scholars generally focus on specific talents by combing the past literature, such as Li Xiyuan[2], Gu Chengwei[3], Wang Z.Y[4] and other scholars focus on evaluating the effectiveness of high-tech talent and overseas talent introduction policies and the orderliness of the operation of the policy system, or

[1] Central People's Government of the People's Republic of China. The State Council of the Central Committee of the Communist Party of China issued “the Outline of the Yangtze River Delta Regional Integrated Development Plan”.[EB/OL]. http://www.gov.cn/zhengce/2019-12/01/content_5457442.htm.2022-6-8.

studying the initiatives proposed for a city's integration into the talent integration, such as Song Zhen[4], Yang Yuting[5], or studies on the path of talent integration and synergistic development, such as Zhou Desheng[6],Zhang YL[7].This paper uses QCA qualitative comparative analysis method to deeply explore the rich implications behind the attitudes and actions of 26 cities in the Yangtze River Delta on the national policy "Outline of the Yangtze River Delta Regional Integrated Development Plan" (the "Outline"), specifically whether the government at this level adopts and introduces the corresponding lower-level policies for the issuance of higher-level policies. The study also analyzes the conditions and paths of integration policy diffusion in the 26 cities of the Yangtze River Delta using fsQCA software, and concludes with research findings and suggested initiatives for the integrated development of talents in the Yangtze River Delta.

2. Analytical Framework and Research Sample

2.1 Research Methodology

The QCA qualitative comparative analysis method is a research method based on the Boolean algebraic rule and set theory, which was proposed by Charles C. Ragin in 1987 and is oriented to the comparative analysis of multiple cases[8], by discerning sufficient necessary subset relationships between conditional variables and outcomes, exploring causal relationships among multiple variables and histotypic factors affecting outcomes[9]. In this study, both the antecedent conditions and outcomes were determined by "yes" or "no" criteria, which are typical dichotomous variables and meet the dichotomous quantitative criteria of csQCA, so this research method was adopted.

2.2 Research framework

Some scholars have made research results on policy diffusion and its influencing factors, and analyzed policy diffusion from individual factors, institutional factors, and economic factors, such as the overall economic condition of the local government's region, the size and rank of the city, and so on. In addition, creating a policy ecology suitable for the development of talents is also not negligible for the cultivation and construction of talents. The achievements made by the Yangtze River Delta city cluster in independent innovation have provided a strong environment for the long-term development of talents' career, and the impact of becoming a national demonstration zone of independent innovation on the integration policy of talents and business environment factors cannot be ignored. Thus, whether or not the Yangtze River Delta integrated development policy (YI) is introduced as the outcome variable, per capita GDP (PGDP), becoming a national innovation demonstration zone (NID), geographic location (GEO), city rank (CL), and business environment rank (BE) are selected as condition variables to represent the economic base, city location, size rank, and other condition factors of the city. The following table shows the assignment criteria and results of each variable.

Table 1 Assignment criteria and assignment results of variables

Variable name and code	Assignment criteria	Assignment
Release of Yangtze River Delta Integrated Development Policy(YI)	Whether to release the Yangtze River Delta integrated development policy	1/0
GDP per capita(PGDP)	Whether the GDP per capita is above the average value of GDP in the province	1/0
Becoming a National Innovation Demonstration Zone(NID)	Whether to become a national independent innovation demonstration zone	1/0
Geographic Location(GEO)	Whether the geographical location is within 300 km from Shanghai	1/0
City Level(CL)	Is the city ranked as a second-tier city or above	1/0
Business Environment Ranking(BE)	Whether the business environment ranking is within the top 50 in China	1/0

2.3 Necessity analysis

Based on the QCA analysis steps, necessity analysis needs to be performed separately for each single factor before analyzing the combination of conditions that produce the results. In the single-factor necessity analysis, according to Larkin's definition, factors with consistency greater than 0.9 are necessary conditions for events to occur, and factors with consistency greater than 0.8 are sufficient conditions for events to occur[11]. To exclude it in the subsequent study, according to the results of our derived analysis, there is no such conditional variable, so it can be assumed that whether or not the 26 cities in the Yangtze River Delta have an integration policy is caused by multiple factors.

QCA provides complex, intermediate, and simple solutions for the conditional path combination analysis, and given that the simple solution does not consider the logical residuals, the complex solution needs to consider both the "simple" counterfactual assumption and the "difficult" counterfactual assumption application, the intermediate The intermediate solution is in between, so the intermediate solution is chosen as the result of the analysis. Table 9 shows the combinations of conditional paths with the highest coverage rate.

Table 2 Analytical results of the combination of intermediate solution conditions

Combination of conditions	Raw coverage	Unique coverage	Consistency
~NID*~GEO*~CL*~BE	0.272727	0.181818	1
PGDP*NID*CL*BE	0.363636	0.0454546	1
PGDP*GEO*CL*BE	0.454545	0	1
Solution coverage		0.909091	
Solution consistency		1	

Note: "*" means that different conditions exist at the same time, "~" means that the conditions do not exist.

3. Research results

As can be seen from Table 4, the consistency and coverage of solutions in the three conditional configurations are greater than 0.8, indicating that the study results satisfy the analytical requirements and have a high degree of explanation. According to the operation rules of Boolean algebra, the combination PGDP*NID*CL*BE and the combination PGDP*GEO*CL*BE can be simplified as PGDP*CL*BE. thus, the two generation paths of integration policy diffusion are (1) ~NID*~GEO*~CL*~BE (2) PGDP*CL*BE. the above two grouping paths can fully reflect The above two paths can fully reflect the intrinsic influence variables of the attitudes of the 26 cities in the Yangtze River Delta towards the integration

policy release, from which two typical patterns of talent integration development policy diffusion can be discovered. In this paper, we can summarize them into two types: "post-aggressive" and "strong-optimized. In other words, Anhui cities, such as Maanshan, Tongling and Anqing, which are ranked as national innovation demonstration zones, geographic location, city ranking and business environment, have shown active and enthusiastic style in the introduction of integration policies, but Anhui Province is not as attractive as Shanghai, Jiangsu and Zhejiang in terms of talent attraction.In order to reduce the risk and integrate into the integration process more steadily, Anhui Province has been relying on the supply-side reform in recent years to transform and upgrade the high-tech industries such as new energy vehicles and integrated circuits, and at the same time, it has taken the initiative to learn from the advanced management mechanism and business environment of the other three places, so as to create a good service for the introduction of talents and their long-term development. The long-term development of talent to create a good service supply environment. On the other hand, Shanghai, Nanjing, Suzhou, Hangzhou, Ningbo and other strong cities with high per capita GDP, city ranking and business environment are keeping the momentum of competing for the first place in the introduction of integrated development policies. Under the increasingly mature situation, it still takes the initiative to respond to the superior development policy and give more high-quality support to the cause of talent integration in the Yangtze River Delta.

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