



Chapter 7

Frontier Topics in Human Resources and Talent Development

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In December 2024, China held multiple high-profile and professional academic forums centered on human resource management and talent development. These forums brought together elites from various sectors, including government officials, corporate executives, university scholars, and researchers, to jointly discuss industry hotspots, share innovative achievements and practical experiences, and effectively promote the theoretical development and practical application of human resource management both in China and globally.

The 21st China Human Resource Management New Year Report Conference: Talent-Driven Innovation, Empowering New Quality Productive Forces.

On December 14, 2024, the 21st China Human Resource Management New Year Report Conference was successfully held at Renmin University of China. Hosted by the School of Labor and Human Resources of Renmin University of China, the conference attracted more than 300 representatives from government agencies, well-known enterprises, universities, and other sectors. With the theme of “Talent-Driven Innovation, Empowering New Quality Productive Forces,” the conference deeply explored innovative strategies for talent

management in the context of the new era.

Ou Xiaoli, president of the China Human Resources Development Research Association, pointed out that amid the unprecedented changes of the century, human resource management needs to deeply understand the impact of new quality productive forces, focus on the matching of talent with the needs of emerging industries, utilize new technologies to optimize the allocation of human resources, and cultivate interdisciplinary talents adaptable to the new economic landscape. Zhao Jingxin, Deputy Director of the Ministry of Veterans Affairs, emphasized that veterans, as a unique talent pool, face the crucial issue of needing optimized allocation and efficient development of their human resources, necessitating the absorption of advanced management experiences to promote the high-quality development of the veteran population.

The forum also released several research findings, including the human resource management system standards and quantitative assessment methods of China National Nuclear Corporation, Professor Peng Jianfeng of Renmin University of China's research on the cognitive revolution of management in the era of AI intelligence,

22. Reference: <http://slhr.ruc.edu.cn/zthd/ndzt/zgrlzyglxnbgh/89583a4e441c435dac41aedacab7457.htm>

and Professor Yang Lixiong's discussion on Chinese-style modernization and social security reform. During the roundtable discussion, experts focused on the “integration path of talent management and new quality productive forces,” emphasizing the expansion of the definition of talent in the future and the importance of enterprises in encouraging talent's proactive engagement, establishing fault-tolerant mechanisms, and data-driven management.

New Era Forum on Strengthening the Country with Talent 2024: Deepening Integrated Reform, Stimulating Talent Vitality.

On December 20, the New Era Forum on Strengthening the Country with Talent 2024 was successfully held at the Yifu Hall of Renmin University of China. Hosted by the Beijing Municipal Party Committee Talent Work Leading Group Office and Renmin University of China, the forum focused on the theme of “Deepening Integrated Reform and Stimulating Talent Vitality,” aiming to deeply implement the New Era Strategy of Strengthening the Country with Talent and create a talent forum brand with international influence.

Lin Shangli, president of Renmin University of China, pointed out that the forum is an active initiative to deeply implement the New Era Strategy of Strengthening the Country with Talent, requiring a focus on reform and innovation, strengthening talent cultivation, deepening

comprehensive cooperation, and injecting talent vitality into the high-quality development of the capital. He Xian, president of the China Talent Research Association, emphasized that deepening the reform of the talent development system and mechanism is the key to mobilizing the enthusiasm of scientific and technological talents, requiring the creation of a relaxed and free research environment, exploring flexible and diverse performance appraisal methods, and forming a stable and reasonable compensation system.

During the keynote speech session, Lu Jianhua, Academician of the Chinese Academy of Sciences, analyzed the current situation and challenges of China's talent development, suggesting the creation of a youth “training ground” for scientific and technological talents and the improvement of the evaluation system. Niu Weihong, former Deputy Director of the Office of the Central Talent Work Coordination Group, pointed out that comprehensively promoting the integrated reform of the education, science and technology, and talent system and mechanism is the key to improving the effectiveness of the national innovation system, requiring multi-party coordination to implement reform tasks. Yao Song, president of the Beijing Branch of the Tsinghua University Entrepreneurs Association, shared his experience of transforming from a researcher to an entrepreneur, calling for the creation of a

favorable entrepreneurial ecosystem.

The forum released several important research results. Professor Su Zhongxing of the School of Labor and Human Resources of Renmin University of China released the “Research Report on the New Era Strategy of Strengthening the Country with Talent,” constructing an index of the strategy of strengthening the country with talent and analyzing regional competitiveness and proposing suggestions to strengthen the strategic design of globalized talent. Zhang Tianyang, director of the Beijing Human Resources Research Center, released the “Beijing Human Resources Statistical Report (2023)” and the “Beijing Talent Development Report (2024),” demonstrating the growth of the total talent pool in Beijing, the improvement of efficiency, and the gathering of industrial talents.

On the afternoon of the same day, the forum organized three seminar topics: “Integrated Reform of Education, Science and Technology, and Talent,” “Talent Introduction and Cultivation from a Global Perspective,” and “Classification Evaluation and Innovation Incentive for Scientific and Technological Talents.” Many experts and scholars conducted in-depth dialogues and discussions around each topic, providing multi-dimensional perspectives and suggestions for talent development. At the same time, the China Talent Research Think Tank Alliance was officially established at the forum, integrating resources from all

parties to promote the theoretical research and practical development of the strategy of strengthening the country with talent.

The 3rd China Talent and Innovation Summit Forum: Focusing on the Integration of Education, Science & Technology, and Talent

On December 29, the 3rd China Talent and Innovation Summit Forum was grandly held at the Shenzhen Talent Institute. This forum was jointly hosted by the School of Labor and Human Resources of Renmin University of China, Shenzhen Talent Group, and other institutions, bringing together more than 200 experts, scholars, and representatives from the talent sector from governments, enterprises, and universities. With the theme of “Integration of Education, Science and Technology, and Talent with Policy Innovation,” the participants jointly explored hot topics in the field of talent strategy and governance.

Zhao Zhong, dean of the School of Labor and Human Resources of Renmin University of China, pointed out that education, science and technology, and talent innovation are the core drivers of national development, and Shenzhen, as a frontier of reform and opening up, provides strong talent support for innovative development. Xu Weilin, Academician of the Chinese Academy of Engineering, emphasized that the coordinated integration of education, science and technology, and talent is the key to cultivating high-quality

talent, requiring close integration with enterprise needs to promote the integration of industry, academia, and research. Yu Shuhong, Academician of the Chinese Academy of Sciences, proposed that innovative research is the engine of scientific and technological progress, requiring the cultivation of high-quality talent to support the development of strategic emerging industries and future industries.

The forum released the “Report on the Construction of Global Capacity Centers and Policy Recommendations,” the “Global City Talent Stickiness Index Report,” and the “Research Report on the Long-term Innovation Mechanism for Young Scientific and Technological Talents,” providing a theoretical basis and practical guidance for the implementation of the global talent strategy. During the roundtable discussion, experts conducted in-depth exchanges on policy innovation and practical exploration of the integration of education, science and

technology, and talent, emphasizing the synergistic role of government and the market, as well as the establishment and optimization of the evaluation mechanism.

In summary, the three academic forums in the field of human resource management in China in 2024, focusing on talent-driven, innovative development, and the integration of education, science and technology, and talent, provided important intellectual support for the theory and practice of human resource management in China. Through the release of multiple research results, sharing of practical experiences, and discussion of cutting-edge issues, it not only promoted academic exchanges and the collision of ideas, but also laid a solid foundation for the implementation of the New Era Strategy of Strengthening the Country with Talent. In the future, China will continue to deepen the reform of the talent development system and mechanism, optimize the allocation of human resources, and provide strong talent guarantee for high-quality development.