

Grassroots Party Building in Universities Promotes the Growth of Young Scientific and Technological Talents

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Abstract

The young scientific and technological talents represent the backbone of the teachers' team in the universities since they are considered the force of development the scientific and technological innovation, globally. The young talents have an important support for the self-reliance and self-improvement of high-level technology. Critically, the current life challenges and difficulties that face the talented youth of the university are summarized and scrutinized. As well the significance and compulsion of the talented and gifted youth development in colleges and universities are determined by the "party management personnel". The practical path of the construction teachers' teams in the universities' grassroots party was explored, especially for the youth. The grassroots party organizations have promoted the political and organizational advantages of the party including four aspects: (1) ideological construction, (2) organizational construction, (3) institutional construction, and (4) cultural construction. The party's building system is interwoven into the construction of the teachers' team which affords additional authoritative and potent political

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security for the growth of talented youths.

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1. INTRODUCTION

Young scientific and technological talents are the backbone of university teaching staff and the key force for the country to accomplish high-level scientific and technological self-reliance^[1]. Their growth and expansion are crucial to the future of higher education and subsequently, the country's destiny. At the conference of China Central Talent Work, it was pointed out that "to create a large-scale team of scientific and technological talents, familiar with various technological aspects, the following items should be implemented: (1) cultivating strong national strategic talent on young scientific and technological talents (hereinafter referred to as "young talents"), (2) provide young talents extra trust and self-confidence, (3) offer them inconceivable powerful support, (4) encourage young talents to be leaders and protagonist"^[2].

Permanently, the Universities Party committees obey the federal and unified leadership of the Party in the governance as well as development of colleges and universities, giving the party committees their due in the selection process, besides training and employing high-level talents. Meanwhile, following the amalgamation of political standards and performance orientation, employees excellent talented human resources into motivated by colleges and universities. Ultimately, affords a strong political guarantee for the rapid development and scientific administration of colleges and universities.

As the specific home of the daily work of young talents, the grassroots party organizations play an indispensable role in their motivated-growth process, give full permission to the political and organizational of grassroots party governments, assimilate the party building system into the improvement of college teachers qualifications and skills, fortify the ideological guidance of young talents, and provide them with better conditions for growth and deep thinking. Thus, to stimulate more innovative potential and vitality of young talents^[3,4], boost them to contribute to the construction of their country scientifically, technological innovation as well as economic development.

2. Realistic dilemma confronting the development of emerging young talents in colleges and universities

2.1 Convergence of young talents leads to serious 'internal intensified competition

Colleges and universities are imperative platforms to promote scientific and technological innovation, train top-notch talents, and are progressively becoming targets for top-tier young talents looking for excellent employment opportunities^[5,6]. Compared with other governments, colleges and universities are considered the optimal

places for young talents, especially high-end young ones. For instance, applications on talented scientific research projects and patents, high-level paper publication, innovation of novel ideas and techniques, etc., are all confronted with the distinction of elimination, and young talents often have to work hard to stand out from their peers and get more support and resources which leads to huge competitive pressure between young talents. Then, considering, that young talents are in the initial stage of their career and have relatively little scientific research experience, it is frequently difficult to have excellent results in a short time. However, there is still a phenomenon of "seniority" in the allocation of resources in some colleges and universities, as well as there is no superior scenery for young talents in the apportionment of funds, the acquisitions of laboratory apparatus, experiment and motivation era, research project approval and other aspects, consequently makes it impossible for young talents to acquire guaranteed financial support the early stage of employment, subsequently it is difficult for them to start real applied scientific research.

2.2 Difficulty and confusion for young talents to integrate into the scientific research teams

Frequently, young talents confront a series of challenges after joining colleges and universities. It is considered one of the painful periods for the integration and development of young talent innovation teams. Since young talents often come from various regions and have variable cultural backgrounds, they usually need to adapt firstly to a new working environment at the beginning of their career^[7]. Usually, during the transition period, the young talents become unfamiliar with their new teachers, colleagues and partners, thus this period is escorted by a narrow social quote, which makes the integration of young talents into the new teams more difficult and highly sensitive. Despite having some research experience in the doctoral and post-doctoral levels, genius youth are still "noobs" in figuring out new opportunities and occupations. Undoubtedly, establishing their own research inclinations and integrating into the corresponding research team is a process fraught with uncertainty and strain for them. During this period, young talents are often confused and bewildered since their research progress is not as strong as predicted, which has a detrimental influence on their career.

2.3 Talent mechanism needs to be evaluated and improved

The government has always given high priority to the mechanism for evaluating scientific and technological standards. For instance, in November 2022, the Chinese Ministry of Science and Technology as well as eight departments jointly issued the "Work Plan on Carrying out the Pilot Reform of Scientific and Technological Talent Evaluation" and proposed the overcome the tendency of "only papers, only professional titles, only academic qualifications, only awards for talent evaluation system. However, because the assessment indicators are difficult to quantify, the provision has not entirely achieved its purpose of "breaking" in the actual implementation process^[8]. On the contrary, the academic assessment demand for young talents is escalating, and they

must deal with a growing variety of evaluation criteria and requirements. Furthermore, young talents are currently subjected to the year-end assessment constraints of universities from the commencement of their employment. Compared with their senior teachers, young talents have low research experience and academic reputation, making it difficult for them to carry out experimental work, write and publish papers besides apply for scientific research projects. Usually, the assessment of scientific research attainments usually depends on quantitative pointers such as the number of the following parameters: published papers, approved projects, and applied patents. Sometimes the evaluation process and assessment objects become the main key for young talents to miss their chance to have a professional career.

2.4 Young talents accumulate their strength under the pressure of life

Local governments and universities can secure the fundamental necessities of young talents' lives inside the universities and the institutions, but owing to the constraints of reality, a plethora of young talents will vacillate between the quest for a better exciting life and the pursuit of scientific research ideals. At the beginning of their career, young talents commonly belong to older young people in addition to the salary value is usually not satisfied, marriage, family, and supporting the elderly and children have become realistic problems, which hinder the time, thinking and energy of young talents ^[9]. Furthermore, sometimes scientific research is very monotonous, without satisfactory outcomes and results for a long time, which entails the high concentration and accumulation of scientific research workers for a long time. In many cases, scientific research is even a process of "falsification". The dual burden of pressure of life and work makes it problematic for young talents to fully devote themselves, interfere with their work efficiency, and even "job-hopping" to shift jobs, which adversely affects their interest in science and research motivation.

3. Significance of grassroots party building in colleges and universities in assisting youthful talent development

3.1 The concrete embodiment of the CPC's insistence on putting the people's interests

The fundamental task of the Chinese Communist Party is to serve the public wholeheartedly. Usually, the individual comprehensive ability is somewhat poor at the initial of a young talent's career, the as well as the working environment is relatively unfamiliar, thus grassroots party organizations have the accountability and commitment to assist and care for the initiative scholars ^[10]. Firstly, grassroots party organizations monitor them to launch personal career plans, and illuminate their research progress direction to be easily integrated into research teams, which will help them to better participate in university scientific research and education. Secondly, the Party organization usually offers multiple advantages for the young talents, among them providing platforms and supporting the growth of young talents, creating more space

and opportunities, and conducive to their personal growth, which subsequently can improve the professional sense of belonging and happiness ^[11]. These initiatives are also the concrete embodiment of the Party organization's efforts to tackle the obstacles that young talents face. Everlastingly, The Chinese Communist Party has always prioritized the public's interests and wishes at first consciousness.

3.2 Party building in colleges and universities is an inevitable requirement for leading the high-quality development

Generally, the top priority of grassroots party building is to give the party's political and organizational full services, and lead high-quality development ^[11]. Unquestionably, young talents are the optimism and promise endeavors of grassroots party organizations, and their growth and development are the basis and key to the expansion of colleges, universities and subsequently the country. Young talents will take the initiative to address the demands of national strategic advances, and pay optimal attention to significant projects and critical issues in the national economic construction. To achieve overall improvement of the scientific research ability of grassroots party organizations, some rules must be applied: (1) strengthening the international and domestic exchanges and cooperation, and constantly improving their professional quality and comprehensive ability, (2) improving the scientific research and teaching level of grassroots party organizations. Therefore, to promote high-quality development the grassroots party organizations in colleges and universities must provide a better development environment for young talents, create a more positive academic atmosphere, guide young talents to have more vitality, and actively integrate into the entire process of scientific research and teaching as well other work of the grassroots party organizations.

4. Practical path for grassroots party building in colleges and universities to support the growth of new talents

4.1 Strengthen ideological and political guidance and temper the ideals and beliefs of young talents

The thought on Socialism with Chinese Characteristics for a New Era has been thoroughly studied and implemented. Under the supervision of the Party's innovation theory and novel development conceptions, young talents should be guided to further fortify their principles and convictions, improve their political standing, and fully appreciate the value of scientific and technological innovation. Correctly keep the emphasis on scientific research, while appropriately addressing the rivalry and challenges. Consider the pioneers, trailblazers, and outstanding contributors of their own respective disciplines with excavating their academic narratives and struggle deeds, as role models for upcoming talents. Share with older generation experts and professors their spiritual outlook hardships, happy times and how to overcome their difficulties, and stimulate the feelings and sense of mission of young talents to "serve and strengthen

the country's progress through scientific research"^[12]. Moreover, existing young talents in grassroots party organizations usually have outstanding academic credentials, tenacious scientific research spirit and a persistent sense of social inquiry. Vigorously promoting the recent scientific research and academic situation of these young talents not only has a positive incentive effect on other young talents in the college, but also spreads positive values and moral fashion to the public^[13]. Expand the influence of role models to guide young talents to have a more perceptive awareness of the academic achievements and social impact of their research peers around them as well as enthusiasm passion and excitement for their work.

4.2 Provide the full advantages of organizational construction and build a platform for the exchange young talents

Strengthen and construct the Party organization branches in the faculty and university, encourage young talents to enthusiastically partake in numerous academic exchange activities, augment the cohesion and consistency of the science and technology team, mend the disciplinary literacy and professional level of young talents, and help them to be integrated into the new environment and team as quickly as feasible. Through school-enterprise party building and co-construction, grassroots party organizations strengthen deep connections with enterprises, governments, villages, etc. They also foster comprehensive cooperation between industry, university, academia and research groups, and provide additional avenues for young talents to communicate with students outside the school. As well, as enrich the Party Day and Youth League Day themes, recognize young talents with senior party members, enterprise representatives and other professionals in different fields, share scientific research experience, enrich off-campus opportunities, extend young talent's social circle, and further boost the spirit of cooperation among young teachers. Rendering to the features of the discipline progress of grassroots party organizations and the frontier hot spots of scientific research, the establishment of young party members' commandos and responsibility fields, etc., vocation on young party members to conduct organized and targeted research and breakthroughs in numerous disciplinary eras via the apportionment of graduate students' indicators and the funding of scientific research projects. No doubt, events such as team sharing of experimental space promote the grassroots party organizations to handle youthful talent in a hierarchical manner through phased training.

4.3 Improve the grassroots management system to allay the concerns of young talents

The edifice of the Party organization system at the grassroots level was reinforced, further standardize, improved the internal governance capacity at the grassroots level, and provided more protection for the privileges and interests of young talents^[14]. Conferring to the characteristics and requirement of young talents, a separate effective evaluation standard for young talents should be launched, a special unique evaluation track for their scientific research projects should be set up, the reward values of

scientific research projects and teaching competitions should be amplified. Additionally, young talents should be inclined in terms of experimental equipment and travel exchange to improve the plight of vulnerable groups in scientific research and stimulate the more inherent potential of young talents. Inaugurate a more flexible and convenient mechanism for the exchange of scientific research results, promote cross-cooperation between various disciplines, provide young talents to transform scientific research results into actual products or services, and introduce venture capital to improve the efficiency of the revolution of scientific research results ^[15]. Certainly, with the guarantee of system construction, more welfare benefits for young talents will be strived, such as house purchase subsidies, children's education subsidies, in addition to improving their quality of life. Try to hold a unique activity of "unveiling the list" to recognize and reward the competent and promising. Provide supplementary funding for scientific research projects and teaching reform funds for outstanding young talents, so that more young talents will be brave enough to push themselves to be the leaders and play the lead role, and inject more vitality into the development of the discipline.

4.4 Create a good cultural atmosphere to enhance the growth of young talents

Fortify the internal cultural framework of grassroots party organizations, optimize the working circumstances, create a mechanism for "passing along" scientific research, reduce the cost of scientific research for aspiring talents, promote knowledge inheritance, stabilize the teaching staff, and offer a positive and courageous exploration scientific research atmosphere of unity and harmony. Take the initiative in organizing international high-level academic forums ^[16,17], inviting senior academic scholars and industry experts to conduct lectures and share their knowledge in the university, snowballing opportunities for young talents to communicate with international and domestic first-class experts and scholars on the same platform and presenting their own research results, broadening their international vision, in-depth sympathetic of academic frontier research and expansion trends, and refining their own academic level ^[18,19]. Promote in-depth cooperation in scientific research endeavors. Regularly convey legal tutoring and training, strengthen young talents' consciousness of the rule of law and the construction of teachers' ethics, monitor young talents to establish correct moral concepts of scientific research and education, better understand their legal responsibilities and obligations in scientific research and academic activities and guidance of students, adhere to the integrity of scientific research and academic research, and consider teaching and education to be a lifetime endeavor for teachers. To engage in scientific research and teaching with greater enthusiasm and motivation, and grow into an excellent supervisor with ideals and beliefs, moral sentiments, solid knowledge and benevolence.

5. DISCUSSION

Basically, the main purpose of the current study is to overview the significance of launching Grassroots Party in Chinese Universities and its positive impact on the

viability of the growth of young talents. Firstly, we tackled the challenges and obstacles and secondly discussed how the professors and governments can overcome these complicated issues. Education is considered the most prevalent issue should the countries and governments concerned and give the first priority and effort. For instance, by the optimal standard of education, all avenues and sectors of the countries among them health, technology, industries, economy, communication, society, etc. will be inevitably developed and motivated and vice versa. A top-notch education doesn't just depend on young talents and senior professors, but is mainly based on the governors then professors and lastly students. Firstly, the obstacles are summarized as follows: (1) several young talents don't receive insufficient support from their principal investigators, (2) young talents lack specific skills that leaders want, (3) the young talents suffer from stress, overwork and morale problems, (4) the strain of not achieving good results and jobs requirement. Vitality the physiological case of the young talents since it plays a key role in the success of young talents even under load circumstances.

The Grassroots Party branches should be launched in the universities since can improve the career guidance and programs that help the young talents with entrepreneurship, broadening their career possibilities and boosting their capacity to address myriad issues confronting humans today, offer comprehensive leadership training, including applying for grants, networking, teaching, project management, and effective communication. Frequently, entrepreneurial skills established by STEM researchers improve the translation of breakthrough ideas from academic research. The young talents should be transformative experiences to the next generation of research leaders across both academia and industry. Both sectors should stand to profit from a generation of young talented scholars who are well-versed in research, leadership and a variety of transferable skills. On the other hand, the postdocs who will not end up conducting academic research or other employment demand extensive research abilities. More effort might be put into training the most brilliant young scientists, who would then be rewarded with a fair chance of attaining their career objective of a tenure-track position.

6. CONCLUSION

In this contemporary epoch, the world is undergoing unseen profound changes. The core of cooperation and competition in the international community mainly lies in science and technology. It is imperative to train a plethora of high-quality young talents morally and talent. Notably, youth is the golden age of scientific research, but also the challenging period to ascend the slope. Not only the grassroots party organizations in colleges and universities, but all organizations in society should fully respect and follow the law of growth and development of young talents, attain the effective connection of the four links of "love talent, educate talent, attract talent and employee talent", give young talents more concrete and pragmatic care, support and help on the early growth path, and give full play to their pioneering role in promoting innovation-driven development. Provide inexhaustible driving force for the country's scientific and technological innovation and the construction of independent and sustainable development.

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