

Reform of Salary System in Universities and the Strategy of Strengthening Schools with Talents

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Abstract: The reform of the salary system is a significant change faced by colleges and universities under modern historical conditions. This article summarizes the relationship between the reform of the salary system in universities and the strategy of strengthening the university with talents, analyzes the problems in the current salary system in universities, and proposes a series of reform measures. It is hoped that the optimization of the salary system can attract and retain high-level talents, and promote the implementation of the strategy of strengthening the university with talents.

Keywords: salary system reform, talent strong school strategy, university management, talent introduction and training

Introduction

With the rapid development of higher education, competition among universities is becoming increasingly fierce. It is imperative to implement salary system reform and the strategy of strengthening schools with talents in order to retain high-level talents, improve overall teaching quality, and improve scientific research level. This article will discuss the urgency of salary system reform, the practical problems of university salary system, and reform measures.

1. The urgency of salary system reform

1.1 The current situation of fierce competition for talents in universities

The competition between universities in today's society is becoming increasingly fierce, reflected in academic research and teaching quality, and more importantly, in the competition for outstanding talents. With the accelerated development of globalization and informatization, the demand for talents in universities is becoming increasingly urgent. Excellent talents often have multiple choices, and universities must take effective measures to attract these valuable talent resources.^[1]

1.2 The key role of salary system in attracting and retaining talents

Salary is an important component of employee work return, and reasonable salary benefits are a recognition of their labor achievements for university teachers, as well as an important driving force to motivate them to continue working hard and improve their teaching and research levels. An attractive salary system can greatly help universities stand out in fierce talent competition and stabilize a high-quality teaching staff.

1.3 The close connection between salary system reform and the long-term development of universities

The long-term development of universities cannot be separated from the support of outstanding talents, and the selection of outstanding talents is often influenced by salary and benefits. Therefore, the reform of the salary system is

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related to the overall competitiveness and future development of universities. Universities can combine the reform of their salary system to better stimulate the enthusiasm of teachers, improve their teaching and research levels, and lay a solid foundation for the long-term development of universities. A reasonable salary system also helps to enhance the social reputation of universities and further attract more outstanding talents.

2. The practical problems of the salary system in colleges and universities

2.1 Salary level and lack of competitiveness

The current salary levels of many universities are not in line with the market, and some university teachers have relatively low salaries and lack sufficient competitiveness. Due to the unattractive salary level, universities often find it difficult to attract top talents from outside and face the loss of excellent internal teachers. It has affected the teaching quality of universities, weakened their research capabilities, and constrained their long-term development.

2.2 Disjunction between salary and performance evaluation

In many universities, there is no effective linkage mechanism between salary and performance evaluation. No matter how well teachers perform in teaching and research, their salaries will not change significantly as a result. A disconnected salary system cannot motivate teachers to strive to improve their work performance, but may instead breed a sense of laziness, affecting the overall efficiency of the teaching team.

2.3 Lack of transparency in salary system

The transparency of the salary system is crucial for maintaining the fairness and cohesion of the teaching team. However, there is currently a lack of transparency in the salary system of many universities. Key information such as salary composition, calculation methods, and adjustment rules are often difficult to obtain, leading teachers to question the fairness of the salary system. Harming the right to know of teachers may lead to internal conflicts, stimulate their dissatisfaction, and affect team cohesion. Improving the transparency of the salary system so that every teacher can have a clear understanding of their salary composition and calculation methods is one of the urgent issues to be solved in the current reform of the salary system in universities.^[2]

3. Measures for salary system reform

3.1 To implement dynamic lump sum management of total wages

The core of the dynamic lump sum payroll management model is to dynamically adjust the payroll according to the economic strength of the school, talent development strategy and market conditions. Schools can moderately control their salary expenditures during times of economic pressure, and increase their salary budget appropriately when the economy is in good condition and talent is urgently needed. Dynamic management helps schools allocate resources more reasonably and ensure the flexibility of salary systems. When implementing dynamic lump sum management, schools should establish a decision-making mechanism involving multiple parties, including the finance department, personnel department, and teacher representatives, to jointly discuss and determine the total annual salary. A scientific evaluation system should also be established to monitor the effectiveness of the salary system, ensuring that it meets the school's development strategy and takes into account the actual interests of teachers.

3.2 To implement a system of job appointment and job allowances

The core of the job appointment system and corresponding job allowance system lies in setting clear appointment conditions and allowance standards for each position based on factors such as job responsibilities, job difficulty, and market demand. This approach can ensure that the salary of each position matches its actual value, motivating teachers to fulfill their job responsibilities. When implementing the job appointment and allowance system, attention should be paid to the principles of openness, fairness, and impartiality. Schools should regularly announce the conditions and subsidy standards for job appointments, and accept supervision and feedback from teachers. To ensure the smooth implementation

of the system, schools should also establish a comprehensive assessment mechanism to objectively and comprehensively evaluate the work performance of teachers, and adjust their job allowances accordingly.^[3]

3.3 To improve the welfare benefits for high-level talents

In order to attract and retain high-level talents, universities should provide more attractive competitive salary and welfare benefits, complete scientific research and living facilities, and long-term incentive mechanisms for high-quality talents. And also should ensure that high-level talents receive rewards that match their contributions in school, and create a good working and living environment for them. While improving welfare benefits, schools should also pay attention to spiritual incentives. We can provide more academic exchange and training opportunities for high-level talents, helping them improve their professional competence and broaden their horizons. Universities can also combine methods such as commendation and rewards to recognize the contributions of high-level talents, encourage their creative achievements, enhance their sense of belonging, and enhance their sense of honor.^[4]

3.4 To establish a diversified salary structure

Universities should establish a diversified salary structure to meet the needs of different faculty and staff. In addition to basic salary, various compensation elements such as performance bonuses, project allowances, and research achievement rewards can be introduced. More comprehensive reflection of the work performance of faculty and provide more incentive measures, such as additional allowances and subsidies to faculty and staff who have made outstanding contributions in teaching, scientific research, social services, etc., in recognition of the achievements they have created.

3.5 To establish a salary adjustment mechanism

Salary is not only a reflection of the return on work of faculty and staff, but also an important means to motivate them to continue working hard, improve their professional abilities and performance. With the development and progress of the economy, the salary level of the talent market is also constantly changing. Universities must closely monitor market trends, understand salary trends in relevant fields, adjust their salary levels in a timely manner, and ensure that they maintain an advantage in talent competition. And school can establish a regular salary adjustment mechanism to ensure that salary levels are synchronized with market changes and the career development of faculty and staff. The mechanism can be adjusted based on factors such as market salary survey data, faculty performance evaluation results, and school financial status.^[5]

3.6 To strengthen the correlation between salary and career development

Universities can closely link salaries with the career development of faculty and staff. Provide clear promotion channels and corresponding salary increase opportunities for faculty and staff, and motivate them to continuously improve their professional abilities. Encourage faculty to actively participate in training, learning, and research activities, and improve the overall level of teaching and research.

3.7 To establish a fair salary distribution mechanism

A transparent salary distribution mechanism should be based on objective performance evaluation standards to ensure that salaries match the actual contributions of faculty and staff. Universities should make the salary distribution process as public as possible and accept supervision from faculty and staff. To incentivize and retain key talents in the longer term, universities are also considering introducing mechanisms such as equity incentives. To closely link key talents with the development of the school, share the future growth achievements of the school, stimulate the enthusiasm of key talents, and promote the long-term sustainable development of the school.

4. Conclusion

The reform of salary system is an important means for universities to implement the strategy of strengthening schools with talents. Implementing dynamic lump sum management of total wages, implementing job appointment and allowance systems, and improving the welfare benefits of high-level talents are all very important measures aimed at attracting and

retaining more high-quality talents, ensuring the long-term sustainable development of universities, and providing strong support for their scientific research work. The reform of the salary system needs to be coordinated with the overall development strategy of universities to ensure the effective implementation of various measures.

Conflicts of interest

The author declares no conflicts of interest regarding the publication of this paper.

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