

The Influencing Factors and Model Construction of the Performance of Innovative Talents in Small and Medium-sized Enterprises

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Abstract: The researchers conducted field research on small and medium-sized enterprises and obtained more detailed data. Through descriptive statistical analysis and factor analysis of the survey data by using SPSS software, the researchers found out the influencing factors of innovative talents' work performance, which are: leadership support, economic income, enterprise institutional environment, career development, colleague relationship, government guarantee measures. Based on these five factors, the researcher constructs the performance model of innovative talents in small and medium-sized enterprises.

Keywords: Small and Medium-sized Enterprises, Innovative Talents, Work Performance, Data Control Supervision Model

1 Introduction

In order to accurately understand the current situation of the work performance of innovative talents in the small and medium-sized enterprises and extract the main factors affecting the work performance of innovative talents, based on the interview with the managers of small and medium-sized enterprises and innovative talents, this paper sets up a questionnaire on the work performance of innovative talents, and makes a questionnaire survey on 355 innovative talents in small and medium-sized enterprises. The research results are consistent with the development status and development needs of small and medium-sized enterprises, which is helpful to find out the fundamental factors affecting the work performance of innovative talents, and formulate targeted incentive policies to improve the work enthusiasm of innovative talents; It is helpful to promote the coordinated development of enterprise industry, university and research, and give full play to the important role of innovative talents in the adjustment of economic development mode and economic structure; It helps to realize the scientific, rational and echelon construction of innovative talent structure, and improve the organizational performance and competitiveness of small and medium-sized enterprises.

2 Descriptive Statistical Analysis of Data

2.1 Ways of Cultivating Innovative Talents

Table 1 Ways of Cultivating Innovative Talents

Cultivation Approach	percentage (%)
Dissatisfied with the simplification of training methods	52.6
The training methods are diverse and satisfactory	11.8
The training methods are at a medium level and needs to be improved	35.6

According to the survey data in Table 1, 52.6% of innovative talents think that the talent training methods of enterprises is too single, so they show strong dissatisfaction; 35.6% of innovative talents believe that the training methods are at a medium level and needs to be improved; Only 11.8% of innovative talents believe that the talent training methods of enterprises are diversified to meet their own development needs.

The survey results reflect that most innovative talents are not satisfied with the talent training methods adopted by enterprises. The simplification of talent training methods has seriously affected the improvement of innovative talents' work skills and work performance. Therefore, small and medium-sized enterprises must take various measures to broaden the channels and ways of cultivating innovative talents, provide targeted training measures for innovative talents at different levels, and provide them with opportunities to study at home and abroad, visit excellent enterprises and participate in various training activities [1]. Only in this way can fully stimulate innovative talents to learn continuously and fundamentally ensure the continuous improvement of their work performance level.

2.2 Main Problems in Improving the Work Performance of Innovative talents

Table 2 Main Problems in Performance Improvement

Main problems	percentage (%)
Lack of a systematic and perfect training plan for talents	40.5
Unable to provide a suitable development platform for talents	30.3
Lack of suitable career promotion space for talents	19.2
Unscientific performance appraisal of talents	10.0

The statistical results in Table 2 show that 40.5% of innovative talents believe that the main problem in improving their work performance is the lack of a systematic and perfect training plan, 30.3% of innovative talents believe that it is difficult for enterprises to provide a suitable development platform, 19.2% and 10.0% of innovative talents believe that imperfect promotion space and unscientific performance appraisal are the main problems in their work performance improvement.

The survey results show that there are still many problems in improving the work performance

of innovative talents in small and medium-sized enterprises, especially in the formulation of innovative talent training plan. Due to the lack of a systematic and perfect talent training system in small and medium-sized enterprises, the training of innovative talents is irregular, which affects the exertion of work enthusiasm and the improvement of work performance. Therefore, for small and medium-sized enterprises, the managers must deeply analyze the main problems existing in the performance improvement of innovative talents, and take targeted countermeasures, so as to fundamentally improve the work performance of innovative talents [2].

2.3 Analysis on the Reasons Affecting the Work Performance of Innovative Talents

Table 3 Reasons for Work Performance of Innovative Talents

Main reasons	percentage (%)
Insufficient training funds for talents	20.5
Managers do not pay attention to the training for talents	23.5
Lack of the systematic and perfect incentive mechanism	42.8
Insufficient participation of market forces	13.2

The statistical results in Table 3 show that 42.8% of innovative talents believe that the lack of the systematic and perfect incentive mechanism is the main reason affecting the improvement of their work performance; 23.5% of the innovative talents think that the managers do not pay attention to the training of innovative talents, which affects the improvement of their work performance; 20.5% of innovative talents believe that the main reason affecting their work performance improvement is the lack of enterprise training funds; Another 13.2% of the respondents believed that the lack of market participation affected the improvement of the work performance of innovative talents.

The survey results reflect that there are many reasons affecting the work performance of innovative talents in small and medium-sized enterprises, including internal enterprise system and mechanism, insufficient participation of external forces, management ideas and insufficient funds for enterprise talent training. Therefore, in order to improve the work performance of innovative talents, small and medium-sized enterprises need to find out the reasons and work out the targeted countermeasures [3].

3 Factor Analysis of Survey Data

3.1 Verify the Suitability of Factor Analysis

The data in Table 4 shows that the KMO value of the survey data is 0.788, greater than 0.6, indicating that the survey data has the feasibility of factor analysis; In addition, the significance probability of the data is 0.000, less than 0.01, indicating that there is a strong correlation between the survey data, and the factor analysis of the data has high reliability. Therefore, the data of the questionnaire passed the KMO and Bartlett sphere test, and factor analysis can be carried out.

Table 4 KMO and Bartlett Sphere Inspection

KMO test of sample accuracy		.788
Bartlett sphere test	Approximate chi square	3016.223
	Degree of freedom	780
	Significance probability	.000

3.2 Factor Analysis Results

The principal component analysis method is used for factor analysis of the survey data, and the maximum variance rotation method is selected for factor rotation. Finally, six principal factors are selected according to the standard that the eigenvalue is greater than 1. These six main factors are the main factors affecting the work performance of innovative talents in small and medium-sized enterprises. The results of principal factor analysis are shown in Table 5.

Table 5 Factor Load Matrix after Rotation

Variable	Principal factor					
	1	2	3	4	5	6
A1	.825	-.032	.181	-.023	.068	.044
A2	.791	.132	.017	-.151	-.117	.112
A3	.712	-.086	.024	.033	.203	.088
A4	.657	.015	.093	-.068	-.083	-.143
B1	-.202	.867	.202	.141	-.133	-.093
B2	-.156	.812	.183	.074	-.044	-.116
B3	.033	.756	.164	.161	.212	.283
B4	-.065	.711	.156	.052	-.045	-.076
B5	-.148	.634	.083	.024	.188	.082
C1	.082	.067	.762	-.133	.257	-.228
C2	.058	.079	.675	-.203	.088	.133
C3	.166	.045	.609	.176	.119	.280
C4	.109	.062	.588	.221	.076	.073
C5	.052	.067	.533	.086	.251	.291
D1	-.045	.053	.017	.788	-.087	.077
D2	-.213	.036	.036	.702	-.033	-.086
D3	-.034	.021	.167	.686	.201	.391
D4	.077	.161	-.132	.617	.053	.268
E1	-.232	.034	.098	.067	.833	-.045
E2	-.116	.134	.082	.059	.776	-.134
E3	.085	.156	.078	-.156	.598	.025
F1	-.052	.088	.059	.067	-.043	.855
F2	.072	-.048	.213	.134	.098	.748
F3	.221	.178	.109	-.056	.069	.673
F4	.188	.076	.045	.245	-.291	.596
F5	.232	.045	-.221	-.067	-.087	.523

The specific analysis of these six main factors is as follows:

The main factor 1 includes four items, which are: the expectation of obtaining the trust and authorization of the leader, the supervisor can provide important guidance for career development, the superior leaders can coordinate and solve the problems in the work, the leaders assign work tasks according to the work ability of innovative talents. These four items mainly reflect the important role of leadership in improving the performance of innovative talents. Therefore, this factor is named leadership support.

The main factor 2 includes five items, which are: the salary level of the enterprise can meet the needs of innovative talents, increase the bonus incentive for innovative talents, determine the salary level according to the performance level of innovative talents, provide diversified welfare measures for innovative talents, and provide long-term incentives such as stocks and options for innovative talents. These five items mainly reflect some requirements of innovative talents on economic income such as wage level and welfare level provided by enterprises. Therefore, this factor is named economic income.

The main factor 3 includes five items: enterprises should establish a democratic and fair internal environment, a systematic and perfect performance evaluation system is conducive to accurately measuring the contribution of innovative talents, enterprises should establish a systematic and perfect salary system, a good corporate cultural atmosphere is very important for the development of innovative talents, and enterprises should establish an effective channel for communication between innovative talents and leaders. These five items mainly reflect the impact of internal rules and regulations and environment on the work performance of innovative talents. Therefore, this factor is named enterprise institutional environment.

The main factor 4 includes four items, namely: providing more training and further education opportunities for innovative talents, enterprises should establish a scientific and reasonable internal promotion system, combine the development of innovative talents with the long-term development of enterprises, and timely promote and reuse capable innovative talents. These four items mainly reflect the demand of innovative talents for career development, so this factor is named career development.

The main factor 5 includes three items: the enterprise has a good team cooperation atmosphere, Innovative talents can get strong cooperation from colleagues in the department, and colleagues in other departments play an important role in promoting the work. These three items mainly reflect the role of the relationship between colleagues in improving the work performance of innovative talents. Therefore, this factor is named colleague relationship.

The main factor 6 includes five items: the government should increase policy support for innovative talents, continuously improve the local social security system, improve the local infrastructure construction level, give more financial support to enterprises, and subsidize innovative talents for further study. These five items mainly reflect the impact of government guarantee measures on the work performance of innovative talents. Therefore, this factor is named government guarantee measures.

4 Construction of Performance Model of Innovative Talents in Small and Medium-sized Enterprises

Based on the results of the above factor analysis, the performance model of innovative talents in small and medium-sized enterprises is constructed (Fig. 1).

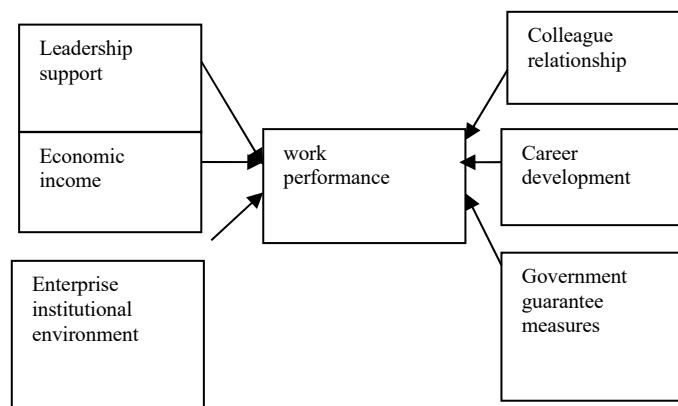


Figure1 Performance model of innovative talents in small and medium-sized enterprises

In the performance model of innovative talents in small and medium-sized enterprises, economic income and career development are the most core and basic factors; Leadership support and colleague relationship belong to the second level; The most peripheral are the enterprise institutional environment and government guarantee measures, which mainly provide the institutional and environmental support for the improvement of the performance of innovative talents in small and medium-sized enterprises.

5 Conclusion

This paper analyzes the current situation of innovative talent training in small and medium-sized enterprises and the main factors affecting the work performance of innovative talents, and constructs an performance model for innovative talents in small and medium-sized enterprises based on leadership support, colleague relationship, economic income, career development, enterprise institutional environment and government guarantee measures. According to the model, in order to effectively improve the performance level of innovative talents, small and medium-sized enterprises should take targeted measures from these five aspects. It is necessary to provide innovative talents with higher wages, bonuses and other economic income and good career promotion space, which is the basis for improving their work enthusiasm and work performance; Leaders and colleagues must provide necessary support for the development of innovative talents; Enterprises must focus on creating a good internal institutional environment, and government departments must also play an active role in providing necessary safeguards [4]. Only in this way can truly improve the work performance of innovative talents and promote the long-term development of enterprises.

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