

Research on the Impact of Talent Flow on Policy Innovation and Diffusion

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Abstract: In the research on the impact of talent flow on policy innovation and diffusion, there is still a lack of research models suitable for China. Address this issue, this paper adopts literature analysis method. After analyzing the research paradigms of the papers and comparing them, it is found that most of the papers construct research frameworks and models based on the American political system, and the conclusions obtained are greatly different from the actual needs of China. Based on this cognition, this paper tries to design a research model reflecting China's national conditions.

1. Introduction

Our country is huge in size and population, and small risks in administrative work can easily lead to huge losses. Because of this special national condition, the decision-making departments often adopt the implementation mechanism of "pilot-promotion" to control the risks caused by policy innovation at the lowest level. Thus, the policy promotion model of "innovation-diffusion" was formed. Based on the practical needs, domestic and foreign scholars have also carried out in-depth research on policy innovation and diffusion in China. However, a review of relevant conclusions shows that most research were conducted under the political system of the United States, so the applicability of research results is low. In response to this issue, this paper will extract and analyze the recent literature, and then grasp the research trend and advanced achievements. On this basis, this paper tries to put forward a new perspective to study the diffusion effect of policy innovation.

2. Related research domestic and abroad

2.1 Research on policy innovation and diffusion

With the rapid development of science and technology, great changes have taken place in the way of production and life, and the governance effectiveness of traditional policies has gradually declined. Innovation and diffusion of governance policies meet the new requirements of the new era have become a necessity. In this context, academics has also carried out in-depth research on policy innovation and diffusion.

Firstly, some scholars studied the necessity of policy innovation and the inevitability of policy diffusion. Frederick J. Boehmke and his coworkers (2019) tracked and collected 728 policy data from the National Policy Innovation and Communication (SPID) database to deduce the development path of diffusion network. After analysis, it is found that innovation policy has the potential of self-diffusion. Which means, such policies will be spread if there is no obstacles [1].

Other scholars studied the factors that hinder policy innovation and diffusion. Muhammad Usman and his coworkers (2020) believe that policy innovation will cause unrest among public servants and bring some negative effects on their welfare. The study collected survey data from 401 public servants. The research conclusion proves that policy innovation can cause anxiety among public professionals, which indicating that the public management system is resistant to policy innovation [2].

Some scholars also study policy innovation and diffusion path. Weng Lien (2014) used structural equation model to calculate 86 groups of local government data to get the key factors affecting

government innovation. The study found that local governments have a strong desire to eliminate regional governance differences. When they find their own relative deficiencies with neighbor administrative, they will actively improve or change the traditional way of work. The introduction of innovative personnel is the main means for local governments to make up for their own shortcomings [3].

2.2 Research on the impact of personnel mobility on policy innovation and diffusion

In terms of domestic research, Xie Xuemei and Liu Siyu (2013) studied the collaborative innovation between regions within the same metropolitan areas. The research on talent mobility shows that the cost of talent mobility within metropolitan areas is extremely low, and the diffusion of policy innovation is significantly higher than that of other regions. It can be seen that talent flow is positively correlated with policy diffusion [4]. Niu Xin, Chen Xiangdong (2013) Creating urban innovation gravity Model based on Newton gravity Model. After analyzing the data of 287 province-level cities, the study concluded that "intra-city innovation is more obvious than inter-city innovation". The research also discusses the important role of talent flow in policy innovation, and puts forward policy suggestions to encourage innovation diffusion by promoting talent flow between cities [5]. Wu Xuezheng (2016) studied the innovation and diffusion of information policies by using provincial government data. Research shows that Jiangsu, Guangdong and other provincial departments with high talent mobility and high administrative autonomy have better performance in innovation and diffusion. However, Tibet and Ningxia autonomous Regions, with poor talent mobility and low administrative autonomy, show lower innovation and diffusion [6].

In terms of foreign research, Alex Jingwei He, Liang Ma (2019) studied specific strategies of advocating and promoting mobile medical payment innovation by private enterprises in China. This paper proves that talent flow plays a key role in policy innovation and diffusion [7]. Hongtao Yi and Wenna Chen (2020) uses AGENT network diffusion model to analyze panel data sets of more than 400 Florida cities from 2005 to 2010. Studies have found that personnel mobility has a positive impact on bridging policy loopholes, cities can innovate and spread climate policies by improving management recruitment processes [8].

2.3 Research on the influence mechanism of personnel mobility on policy innovation and diffusion

It has been proved in effect studies that talent flow is positively correlated with policy innovation and diffusion. Further research on their influence mechanism is helpful for practical application.

In terms of domestic research, Xiang Xiyao and Cai Hong (2011) made statistical findings after constructing information flow network model, and found that personnel exchange can be a more convenient way of information exchange for local governments, which can promote innovation and innovation diffusion [9]. Yu Jianxing and Huang Biao (2015) studied the applicability of local government innovation diffusion. The results show that local governments are not active in the diffusion of policy innovation, but they are not resistant to the learning and imitation of other local governments. In practice, some local governments will provide talent support for major projects. It can be seen that talent flow between local governments often lags behind [10].

In terms of foreign research, Frances Stokes Berry (2019) designed the agency network diffusion (AND) model, which clearly simulated how the leadership transfer network potentially guided the diffusion of performance innovation. Research results show that the leadership transfer network guides performance innovation between the locations where leaders serve, especially when the institutional environments of different locations are similar [11]. Manuel P. Teodoro (2020) found in his research that entrepreneurs, after realizing their own needs for new policies, would invest lobbying resources to influence policy formulation. It was also pointed out that leaders who were promoted to their current positions from other departments were more likely to initiate innovation than those who were promoted within department [12].

3. Literature review

Based on the existing literature, the research state can be summarized as three parts.

Firstly, based on the American political system, the research paradigm of policy innovation and diffusion is constructed. The research of Manuel P. Teodoro and his coworkers indicates that entrepreneurs, after realizing their own needs for new policies, would invest lobbying resources to influence policy design. The research of Muhammad Usman and his coworkers shows that policy innovation will create anxiety among public servants, and the public management system is naturally resistant to policy innovation. It can be seen from the above conclusions that the enterprise sector of the United States is the main demander of innovation policies. However, the government is resistant to policy innovation.

Secondly, the positive impact of personnel mobility on policy innovation, especially policy diffusion, is demonstrated through empirical analysis. The research finds that the flow of talents is the main means of diffusion policy, which has a strong practical significance. This conclusion can be proved from both quantitative and qualitative perspectives.

Thirdly, it is found that the difference between domestic political system and American political system leads to the impact of talent flow on China's policy diffusion different from that of the United States and other Western countries. Therefore, the analysis model of talent flow's influence on China's policy innovation and diffusion should be redesigned based on China's national conditions, cannot be just copied from United States.

4. Research conclusions

Based on literature analysis, after analyzes the research paradigm, content and conclusions of each paper. This paper proposed redesigned innovation-diffusion efficiency model:

Innovation and diffusion efficiency = innovative talent/conservative factor

In this model, talents are regarded as the carrier of innovation factors. Increasing the proportion of innovative talents will inevitably weaken the proportion of conservative factors, so innovation-diffusion efficiency can be improved. China's political system and tax distribution system are different from that of the United States. High authorities will design macro-control on innovation policies and talent allocation. However, the existing research has not designed a research model related to this, so it may become a new research perspective that use game model to explain the impact of talent flow on policy innovation and diffusion.

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