

Research on Employment Quality Development of Talent Ecosystem in Tobacco Industry

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Objectives: According to the swift development of talent ecosystem in Tobacco Industry, talent ecosystem is gradually becoming the most important energy in global competition. This research focuses on the development of talent employment quality in the process of improving the quality of organizational talents and talent ecosystem in Tobacco Industry. In view of the problems of employment quality development in China, a reasonable structure for the employment quality development in Tobacco Industry should be constructed to realize the green and healthy development of the talent ecosystem.

Key words: Tobacco Industry; Employment Quality Development; Talent Ecosystem; Employability Skills
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At present, the situation of the tobacco industry is becoming more and more complex. Although the tobacco industry is one of the important economic industries, it is facing internal and external pressure and competition because of its particularity. Internally, the tobacco industry is facing competition, transformation and upgrading, which need for continuous reform and innovation, in order to further development. Externally, the tobacco industry faces global economic downturn, tobacco control and antitrust issues. Tobacco control's center is to control the tobacco company conduct.¹ Although Tobacco Regulatory Science is a comparatively young domain, the tobacco product marketplace is continuously developing.²

As one of the world's largest tobacco producer and consumer, China has a huge development potential and takes an important role in tobacco regulatory science. The 2020 China Tobacco working conference stressed that the tobacco industry should grasp the construction of high-quality cadres and talents in the pace of high-quality development, and maintain the remarkable achievements of reform and development while seeking progress in a stable way. The competition in the new era is the competition for talents. The most important task of the tobacco industry is to promote the reform and progress of the tobacco enterprises by constructing the talent management ecosystem, perfecting the talent development mechanism, and training personnel from various aspects.

If an organization wants to develop, it needs a certain quantity and quality of

talents. With enough high-tech talent, the development of the organization has a foundation. With high-quality personnel, the development of the organization is possible. The rational use of talents will make the development of the organization long-term. Many organizations have a headache in talent management. They spend a lot of resources to introduce talents, but it is difficult to retain talents, especially high-quality talents. When faced with external shocks, high-quality talents are most likely to be lost. This is a problem in the construction of talent ecosystem. Once the problem of talent ecosystem arises, the organization is facing internal crisis. Therefore, it is necessary to understand the necessity of establishing a reasonable and stable talent ecosystem in Tobacco industry.

With the continuous development of China's economy and society, the talent competition in talent ecosystem is becoming increasingly fierce, and the development of employment quality has attracted more and more attention in Tobacco industry. The career development is defined as a set of similar jobs that can be found in different industries or institutions. Employability skills development is a competency training system based on professional classification and professional qualification standards of a certain society. Through exploring the employability skills, psychological potential and systematic training, employees meet the requirements of job positions and adapt to the future social development. With the continuous development of the talent ecosystem, the problems in the employment quality development are gradually exposed to the public's vision in China. Inevitably, it is necessary to adjust the training mode and reconstruct the development structure of employability skills.

METHODS

In sight of economically and politically developments, a majority of talent turnover should be considered into the employment quality development in talent ecosystem.

Talent Ecosystem

Human activities are only part of the world, so human activities cannot be divorced from the laws of nature. Talent ecosystem refers to an organic complex system consisting of all kinds of talent groups and their living environment (including natural environment, social environment, economic environment, political environment and scientific and technological environment) in a specific region and time³. It includes the ecosystem outside talents and the ecosystem inside talents.

As the natural ecosystem, the talents at different locations in the talent ecosystem also have a complex relationship of interdependence, interaction, competition and interdependence. There are very complex relationships among the elements of human resources ecosystem, including knowledge, ability, experience and lessons, and the transfer of labor results between upper and lower talent groups. The government, enterprises, talent market and training institutions also provide support and services.

It is well known that the more complex the natural ecosystem is, the more quickly it can adapt to sudden changes in the environment in the face of external shocks. All kinds of talents in the organization learn from each other, share abundant resources, and gradually form a certain scale of ecological relationship. The group relationship between the same type of talents is becoming closer and closer, and the collaboration between different types of talents is becoming more reasonable. The talent ecosystem is becoming more and more complex and rich. The ecology is richer and the external environment is more suitable. With the development of competition and the elimination of the fittest, it is gradually screened out the talents who can adapt to the current environment.

With the change of talent environment, if the talent ecosystem cannot adapt to the change of environment, it will cause the flow of talent turnover, thus breaking the original talent balance. The characteristics of talent ecosystem are as following:

(1) Integrity. Talent ecosystem is an inseparable organic complex whose components are indispensable. In order to maintain the integrity of the whole ecosystem, the adjustment and change of each component should be carried out simultaneously. Otherwise, there will be partial disharmony and the whole ecological chain will be broken.

(2) Liquidity. The talent ecosystem is not a static state. It constantly communicates with the outside world and transmits information. It constantly improves itself in order to adapt to the development and needs of society in time. As all known, talent is not unchanged and there are inflows and outflows, but basically it is in a state of dynamic balance for the ecosystem to constantly "exchange blood" and keep pace with the times⁴.

(3) Stability. As mentioned, the reason why ecosystems are called systems is that it is not unchanged. Some people come in and others go out, but they always tend to be balanced. They should not have big gaps or be overly saturated.

Employment Quality Development

The concept of employment first appeared in Britain in the early twentieth century. It was first proposed by British Economist Beveridge in 1909. Employability refers to the ability of an individual to obtain and maintain a job. In the late 1980s, some scholars in the United States revised the concept, believing that employment is a dynamic process of obtaining initial employment, maintaining employment and re-selection, and obtaining new jobs. While emphasizing the employee employability, they joined the macro-aspects of employment market and national economic policy, and explained the overall concept of employment competency more comprehensively. In 2005, the Education and Employment Commission of the United States once again defined the concept of employability. Employability refers to the ability to obtain and maintain work. Employability skills include not only the ability to find a job in a narrow sense, but also the ability to continue to complete the work and achieve good career development.

When people talk about high-quality employment, they usually think that it means a "good job". That is to say, a decent job, not only has a high salary, but also good benefits and good treatment. But this understanding is one-

sided. Some researchers believe that job satisfaction can be used to generalize the employment quality.⁵ According to the main viewpoints of different scholars, it is proposed that the employment quality should include four basic contents: reasonable salary and compensation, skills and training, working conditions, work and family, and gender equality.⁶ The innovative talents cultivation and life-long education establish a sustainable ecological environment.⁷ High-quality employment mainly refers to people's full employment opportunities and fair working treatment, healthy competitive environment and harmonious interpersonal relationships. High-quality employment is not only the continuous expansion of social employment scale, but also requires the continuous improvement of employment quality, so as to improve the stability, rationality and expectation of employment in tobacco industry.

Measures

For making a comprehensive analysis of high-tech talent development environment in tobacco industry, this paper investigates 24,350 high-tech talents from tobacco companies in China using questionnaire. There are 3 structural variables and 13 constituent factors from enterprises, governments, universities and research institutions (see Table 1). After the questionnaire Reliability (Table 1) and Validity analysis, the questionnaire data analysis and results show the status of Talent Development Environment in tobacco industry. The Cronbach 'Alpha values of all variables are above 0.85 which indicates good credibility reasonable contents. In the validity analysis, the Bartlett value is 3980.174, $df = 78$, $sig = 0.000$, and KMO is $0.866 > 0.7$, which show correlation of the survey. The structural effects of the data were investigated by the principal component analysis. The analysis results demonstrate that 75.934% is the explanation of variance, and the loading coefficients of all factors are above 0.55. Therefore, it can be concluded that the data of this questionnaire have good structural validity.

Table 1
Talent Development Environment Questionnaire Reliability Analysis

Factor Number	Factor Name	Component Number	Constituent Element	Deleted Cronbach 'Alpha Values	Cronbach 'Alpha
F ₁	Enterprise Support	X ₁	You can get the financial support needed for scientific research in your work	0.894	0.912
		X ₂	You can get the human support needed for scientific research at work	0.889	
		X ₃	You can get the experimental instruments and equipment needed for research in your work	0.895	
		X ₄	You can timely obtain talent policy information such as projects, awards, talent qualification recognition, tax reduction and exemption from governments	0.890	
		X ₅	Your organization can provide you with good conditions for talent development	0.895	
		X ₆	You are satisfied with the current professional and technical titles of talents and job evaluation system	0.906	
F ₂	Governmental Support	X ₇	You are satisfied with the intellectual property protection of current talents	0.905	0.923
		X ₈	You are satisfied with the current incentive policies and measures for talents	0.907	
		X ₉	You are satisfied with the current talent achievement evaluation and reward system	0.907	
		X ₁₀	You are satisfied with the support of the government for industry-university/institute project	0.904	
		X ₁₁	You are satisfied with the current industry-university/institute cooperation training model in tobacco industry	0.806	
F ₃	Support from Universities and Research Institutes	X ₁₂	You can obtain scientific research information of universities or research institutions in your work	0.770	0.857
		X ₁₃	You can get the opportunity to conduct academic exchanges with universities or research institutions	0.822	

Data Analysis

Talent Development Environment from Enterprises The questionnaire survey system investigates the current situation of the development environment for talents provided by enterprises in China (Table 2). Tobacco employees have the highest degree of satisfaction to obtain the government's science and technology projects, awards, science and

technology qualification recognition, tax reduction and other science and technology policy information in time, and the lowest degree of satisfaction to the tobacco enterprises that can provide you with good development conditions, which indicates that the tobacco enterprise has done more prominent in policy guidance and ignored the development quality environment.

Table 2
Talent Development Environment in Tobacco Industry from Enterprises

Items \ Options	1 Strongly disagree	2 Disagree	3 Average	4 Agree	5 Strongly agree
You can get the financial support needed for scientific research in your work	5.31%	9.47%	16.45%	33.65%	35.12%
You can get the human support needed for scientific research at work	6.52%	6.44%	12.47%	44.41%	30.16%
You can get the experimental instruments and equipment needed for research in your work	4.17%	7.61%	14.53%	39.45%	34.24%
You can timely obtain policy information such as projects, awards, qualification recognition, tax reduction from governments.	3.92%	9.82%	11.93%	38.62%	35.71%
Your organization can provide you with good conditions for career development	7.19%	6.98%	16.63%	37.17%	32.03%

Talent Development Environment from Government Table 3 illustrated that talents in tobacco industry are satisfied with the current talent incentive policy, but they are not satisfied with the current professional title and job evaluation system. At present, the policy of supporting talents in China is mainly tax relief and so on. However, the research carried out by talents has some problems, such as long R&D cycle, high R&D risk, short product life and so on. The government should do more work for

talents in risk prevention and control, policy guarantee and so on. It can be seen that the government needs to proceed from the reality in terms of professional and technical titles and job evaluation system, truly understand the actual needs of talents, and play a major role in the development of talents. The most important thing is to establish corresponding laws and regulations, preferential support policies, and provide certain incentive policies.

Table 3
Talent Development Environment in Tobacco Industry from Government

Items \ Options	1 Strongly disagree	2 Disagree	3 Average	4 Agree	5 Strongly agree
You are satisfied with the current professional and technical titles of talents and job evaluation system	7.13%	9.46%	16.25%	35.14%	32.02%
You are satisfied with the intellectual property protection of current talents	6.73%	10.10%	10.21%	42.81%	30.15%
You are satisfied with the current incentive policies and measures for talents	7.15%	7.70%	14.31%	37.36%	33.48%
You are satisfied with the current talent achievement evaluation and reward system	4.37%	10.01%	11.47%	41.49%	32.66%
You are satisfied with the support of the government industry-university/institution project	6.75%	10.02%	13.94%	37.45%	31.84%

Talent Development Environment from Universities and Research Institutions The universities and scientific research institutions are the carriers of knowledge, but they are not aware of the market economy and lack of the collection and research of market requirement information. It can be seen from Table 4 that talents are more satisfied with obtaining research information of universities or research

institutions in their work, but they are not satisfied with the cooperative development environment between industry and university or research institution. Professionals in universities and scientific research institutions often ignore the actual needs of the market and the future development direction, and are more inclined to theoretical research. They do not have the channel to understand practical application, so it is low in the conversion rate of scientific research achievements.

Table 4
Talent Development Environment in Tobacco Industry from Universities/ Research Institutions

Items \ Options	1 Strongly disagree	2 Disagree	3 Average	4 Agree	5 Strongly agree
You are satisfied with the current industry-university/institute cooperation training model for talents	5.56%	9.87%	13.94%	37.14%	33.49%
You can obtain scientific research information of universities or research institutions in your work	6.55%	6.39%	9.88%	49.06%	28.12%
You can get the opportunity to conduct academic exchanges with universities or research institutions	5.58%	5.1%	15.68%	35.52%	38.12%

RESULTS

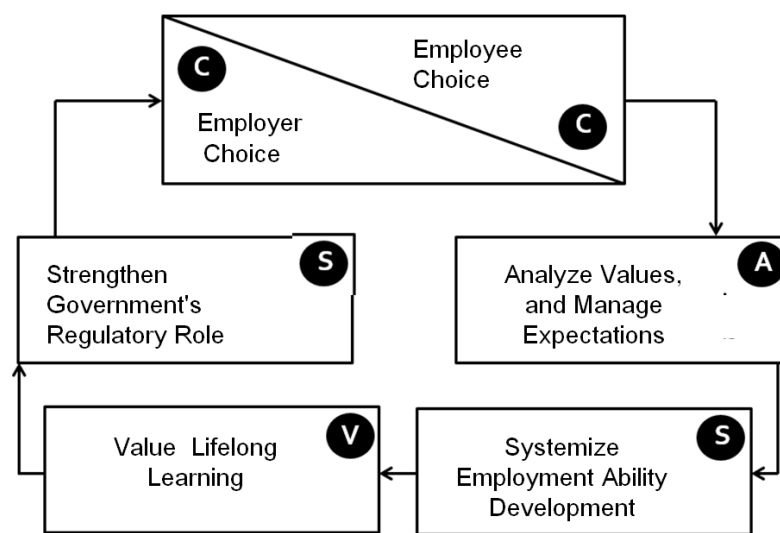
Establish Good Talent Ecosystem

In the talent ecosystem, human is the core of the ecosystem. All kinds of talents form a talent community, which accepts the environmental impact in the ecosystem and interacts with each other in the current political, economic and social environment. Not only every factor in the system affects the environment, but also the environment reacts on the talents. Talents also interact and influence each other. Because the talent base is too large in China, the talent allocation cannot be in place in time. It is necessary to establish a perfect talent allocation mechanism in advance in tobacco industry.

To maintain a good and stable talent ecosystem, it is necessary to maintain a reasonable and moderate flow of talent. Too frequent talent flow will lead to brain drain, fierce competition and difficult to develop steadily; too slow talent flow will lead to idleness, redundancy, overstaffed institutions, internal chaos and other issues.

As managers, on the one hand, they should be fully prepared for the changes of the external environment; on the other hand, they should maintain the stability and suitability of the ecosystem and train high-quality talents to cope with the possible changes in the future (as referred Table 5).

Table 5
The Suggestions to Employment Quality Development (CASVS)



Analyze Values and Manage Expectations

Self-awareness is the basis of career planning and the key factor that plays a decisive role in employment. At the same time, research shows that the clarity of personal values has an impact on the employability in tobacco industry- the clearer their values, the easier the process of career planning, and the stronger their employability.

Change ideas and lower expectations. Correct employment concept is the first step for talents to successfully work in tobacco industry. Professional talents should fully understand the current situation, liberate themselves from the traditional employment concept, actively participate in market competition, correctly understand themselves, objectively judge the situation, establish modern employment concept, and strive to achieve full employment.

Systemize Employment Ability Development

On the basis of effective planning, the development system of employment ability should be established, and a sound development system of employment ability should be in line with the economic and social development, so as to ensure the stable development and operation of the economy and society. Employment ability training system is an open system. Through modern technology, establishing shared resources and implementing modern educational technology and means, talents can easily use all kinds of shared educational resources when participating in training in tobacco industry.

At the same time, with the development of employment ability training, the employment ability training system should be further improved in tobacco industry. On the one hand, in view of the talents' urgent desire to seek jobs, it should strengthen the guidance of their career development. On the other hand, in order to improve the working enthusiasm, it should also pay attention to the development of their employment ability and help them guide their own development of employment ability. The pertinence of vocational ability development is also reflected in the modularization. With the development of society, people of different

groups should establish employment ability development system, such as unemployed people, disabled people, women and so on, to establish different employment ability development system. In this way, the development of employment ability can be carried out for different groups and occupations, and the effectiveness and extensiveness of the employment ability development can also be increased in tobacco industry.

Value the Concept of Lifelong Learning

Lifelong learning is what often calls "never too old to learn". The renewal speed of the times is accelerating. It requires us to establish the concept of lifelong learning. As the concept of education and people's needs are constantly updated, firmly establishing the concept of lifelong education and training has gradually become the consensus of society. In China's tobacco industry, with the increasing demands of the society on the professional competence of talents, talents should establish the concept of lifelong education and lifelong learning, make full use of modern means and resources, pay attention to development and constantly improve their professional competence, and make use of all kinds of schools and educational resources, public cultural facilities and recessive educational resources to enhance their awareness of self-development of professional competence and enhance their profession, in order to adapt to the rapid transformation of social and professional environment.

It should establish a multi-level and dynamic concept of "lifelong" employment in tobacco industry. From a long-term perspective, talents should first grasp the employment opportunities and improve skills in technology, interpersonal and management in practice.

Strengthen the Government's Regulatory Role

Government should strengthen macro-control, improve the legal system, establish legal provisions related to professional competence, and increase investment. The provincial and municipal governments should also take measures according to local conditions. According to different employment environment and employment background, local government should differentiate regions to carry out employment ability development, give classified

guidance, increase the propaganda efforts of provinces and municipalities, and strive to let every talent in the tobacco enterprise talent ecosystem understand and participate in the process of employment ability development.

Governments at all levels may organize tobacco enterprise talents to participate in activities related to the development of professional competence and fully mobilize the enthusiasm of tobacco enterprise talents. At the same time, tobacco enterprises can also take appropriate incentives, such as material incentives and other means to promote individuals to actively participate in employment ability development and training. In addition to the government's increasing investment in funds, it should also mobilize all sectors of society to spontaneously provide financial support and pay attention to the process of developing employment competence in the talent ecosystem of tobacco industry.

CONCLUSION

The demand for high-level talent is increasing under the high-quality development of the tobacco industry. Therefore, it is of great significance for the development of tobacco enterprises and industry to discuss the demand for talents and analyze the influencing factors of talents satisfaction. China's tobacco industry is now faced with internal and external problems, especially the problem of talents. In the final stage, the competition among enterprises is still the competition of talents. It is necessary to strengthen the reform of the corresponding talent ecosystem, establish an appropriate award and evaluation mechanism, and strengthen the staff's training, so that more multiple talents make efforts to enhance the vitality of the tobacco enterprises. It is very important for the further development of tobacco industry to speed up the construction of talent ecosystem in tobacco industry. Therefore, the human resources management of tobacco industry, as an important competitiveness of enterprises, should be promoted to the strategic level of top-level design.

How to manage and cultivate the talent team and how to apply it to the specific work

organization process is particularly important. The author takes the tobacco industry high-tech talents as the research objectives, unifies the present talent structure, analyzes the problems of tobacco enterprise talent construction, and seeks the reasonable solution strategy. It provides a theoretical reference for improving the construction of the talent team in tobacco industry. While providing organizational guarantee and personnel support for the high-quality development of tobacco industry, it can also better promote the role of high-quality talents. Therefore, it is an important content to promote the high-quality development of enterprises and realize the advanced quality construction of tobacco talents.

From the perspective of talent ecosystem, this paper probes into the development and research of talent employment quality in talent ecosystem, analyses the problems of talent employment quality at present, and expounds the relevant important factors affecting talent employment in talent ecosystem of tobacco industry. The research shows that in recent years, China's employment quality in tobacco industry has improved significantly, mainly in the development of employment positions, the expansion of employment scale, the continuous optimization of employment structure, the improvement of wage level, the increase of coverage of social security and welfare benefits, and the improvement of labour relations. On this basis, authors put forward countermeasures and suggestions for the development of talent employment quality. The CASVS model is suggested to be used including match employee and employer choices, analyze values and manage expectations, systemize employment ability development, value the concept of lifelong learning, and strengthen the government's regulatory role.

DISCUSSION

Study Limitations

The study has some restrictions on sampling method and sample number that possibly resulted in selection bias. In consequence, larger number and wider group is suggested to the future researchers.

Conflicts of Interest Disclosure Statement

This research declare no fund by any organization related to tobacco production

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