



Academia, Salary or Family, Talent Mobility in and across China

Feng Zhen*

School of Statistics, Renmin University of China, Beijing, China – zhen@ruc.edu.cn

Abstract: Statistics shows that Chinese government spend quite a lot of fund to support talents from all over the world to work for the fast growing country. Some people argue that the fund is in a low efficiency. The government also realised the problem, especially some of the frequent mobility, and plan to build a survey system to understand the reason of talent moving and efficiency of the fund. The analysis of talents mobility helps standardize the system of human resources management, boost tap full potential of high-end talents, and reduce the costs of personnel administration. Based on the first roll survey of high-end talents mobility organized by the government in 2013, we studied the factors influencing decision-making policy of talents mobility and times of staff transfer among colleges and universities, or between academy and non-academy. The empirical results suggest that external factors such as family or personal affairs have the most powerful influence, while the pursuit of better academic capability and academic atmosphere or even higher salaries have less influence. The platform, development and atmosphere of academia have not been regarded as the priority during the allocation of human resources in current situation. Perceiving the attitudes of HR Office, as well as personal attitudes towards personnel mobility itself directly affect one's decision-making in talents' transfer.

Key words: Talents mobility; survey; decision-making; zero-inflated negative binomial model.