

# Research on the Path of Cultivating Innovation Ability and Legal Consciousness of Talents in Innovative Enterprises

Xin Yan

Jishou University, Zhangjiajie, China

**Abstract:** Under the new economic perspective, talent has become an important factor promoting the development of enterprises, for innovative enterprises, innovation ability of talents is the important performance of enterprise core competitiveness, and in a new round of technological revolution and industrial revolution, how to realize the effective cultivation of talent innovation ability and legal consciousness in innovative enterprises is a problems that enterprises need to solve. Legal consciousness, as the most basic literacy requirements, plays a guiding role in the cultivation of talents. In order to achieve the cultivation of innovation ability of talents, it is necessary to base on the cultivation of talent legal consciousness, to make the enterprise talent on the premise of basic legal literacy, constantly improve its innovation ability, and then promote the efficient development of innovative enterprises.

**Keywords:** Innovative enterprise, Human innovation capacity, Legal consciousness.

## 1. Introduction

With China's social economy stepping into a new era of development, in this situation, higher requirements are put forward for the development of enterprises, especially for innovative enterprises, which more need to further enhance their own innovation ability in order to gain a firm foothold in the fierce market competition. As the main driving force of innovation and development, the innovation ability of talents is an important expression of the core competitiveness of enterprises, which can provide talent guarantee for the development of enterprises. At the same time, the cultivation of legal awareness of enterprise talents can not only regulate the behavior of employees, but also make the development of enterprises conform to the relevant laws and regulations of China. Therefore, for innovative enterprises, when increasing the cultivation of innovative human resources, it is necessary to pay attention to the cultivation of legal awareness of talent, so as to achieve the purpose of high-quality, high innovative talents to promote the efficient development of enterprises. Based on this, under the perspective of new economy, based on the development of innovative enterprises. Based on this, this paper makes in-depth exploration on the cultivation of their talent innovation ability and legal consciousness, in order to realize the efficient development of innovative enterprises.

## 2. The Dilemma of Cultivating the Talent Innovation Ability of Innovative Enterprises

### 2.1. Lack of training environment for the cultivation of talent innovation abilities

For innovative enterprises, the biggest problem lies in the lack of training environment for the cultivation of talent innovation abilities, the reason is that the enterprises do not pay attention to the cultivation of talent innovation ability, do not realize the influence of the environment in which the talents live on their ability to innovate, and simply let talents

development of innovative thinking without encourage the result of innovation, makes the development of innovative enterprises less effective, eventually lead to the formulation of development strategies with certain limitations. The training environment for the cultivation of talent innovation abilities is the significant foundation of talents to promote the innovation efficiency, and if an enterprise does not pay attention to the creation of an innovative environment construction, is lead to talent on the innovation ability is limited. A poor quality environment for cultivating the innovation ability of talents will make them appear unwilling to develop their innovation ability and afraid to do so, which will eventually hinder the development of innovative enterprises.

### 2.2. Lack of new talent power to promote the development of enterprises

In the new economic situation, the scale of innovation-oriented enterprises continues to expand and the business scope which increased the demand for talents, but at present, innovative companies innovative enterprises lack the training of excellent talents and reserve forces while growing in size and business scope. On the one hand, innovative enterprises have a lack of relevant systems and norms in the recruitment of talents, which makes the quality of the recruited personnel uneven. On the other hand, innovative enterprises have an empirical approach to the construction of the reserve talent team. In the selection of personnel with lofty aspirations or rich experience, they usually choose the latter as the talent reserve strength of the enterprises. These phenomena can lead to a serious vicious circle in the development of the talent innovation model of the company, which is not conducive to the absorption of outstanding talents, and thus affects the development of enterprises.

### 2.3. The talent evaluation mechanism is not perfect

For innovative enterprises, the evaluation of the innovation ability of talent is particularly important. However, as far as

the actual situation is concerned, in the evaluation system of innovation ability of talents, there are some problems such as lack of science, single evaluation system and backward evaluation mechanism. It does not combine the talent needs with the development needs of enterprises, and only takes a single index as the way of talent evaluation. However, in the process of formulating the talent evaluation system, the innovation ability of talents is not taken as the main evaluation content, and the main role of talents is not brought into play, which further hinders the cultivation of talents. In addition, in the process of innovative enterprises often only focus on the quantity of innovative talents, but neglect the training quality of innovative talents.

### **3. The Dilemma of Cultivating Legal Consciousness of Innovative Enterprise Talents**

#### **3.1. Low legal awareness of the enterprise managers**

The management of an enterprise is the main body that formulates the development strategy of the enterprise and plays a guiding role in the promotion of the enterprise. At present, most of the innovative enterprise management personnel lack a certain legal consciousness, in the process of formulating the development strategy, only attaches great importance to the economic benefits, but not enough attention to labor protection and signing agreements. This practice will make the enterprises expand their legal risks in the process of operation, and in serious cases, some legal disputes may even arise, thus affecting the credibility of the enterprises.

#### **3.2. Lack of attention to the relevant legal practitioners**

In the concept of some innovative enterprise managers, they think that legal workers are unimportant and cannot help the development of enterprises, so they do not recruit the relevant legal staff comprehensively and this move is bound to make the enterprise in the process of decision-making, can not guarantee whether the decision to meet the provisions of the relevant laws in our country, in the long run, there will be more legal risks, and make the enterprise in legal disputes. Furthermore, as enterprise often need to invest a large amount of money when hiring legal foreign aid workers., some managers lack the strength on hiring legal workers in order to save operating expenses of enterprise, and ignore the importance of legal workers in the enterprise in order to blindly improve economic efficiency, thus making the legal awareness of the enterprise weak.

#### **3.3. Lack of confidence in the rights of business personnel**

The reason for this is that, firstly, most of the personnel are not aware of the importance of legal awareness, and because they do not have a comprehensive understanding of legal theory, they are not the first to think of using legal means to defend their own and the companys' legitimate interests when faced with problems. Secondly, in the general perception of personnel, the power factor will have a negative impact on rights protection. Employees usually have a fear of power, and under the suppression of power can affect the application of legal weapons to protect their own interests. Thirdly, enterprises do not set up a corporate trade union or do not play

the role of a trade union. To protect the rights and interests of employees as the vocation of the enterprise trade unions, most of the enterprises in the enterprise by the leadership team, to a certain extent weakened the functions of the trade unions, so that the trade unions in the protection of rights become a pendulum.

### **4. The Path of Innovative Enterprise Talent Innovation Ability Cultivation**

#### **4.1. Create a good innovation environment and stimulate the innovation ability of talents**

On the one hand, in order to effectively shape the enterprise culture and improve the cohesion of employees, it is necessary to effectively integrate the enterprise culture and talent development goals, achieve close to the development of the times, improve the sense of responsibility of talents and strengthen their confidence. On the other hand, need to optimize the guarantee of the talent service, build high quality innovation environment, strengthen the talent sense of honor, belonging and mission, through the internal communication mechanism to improve the enterprise, reduce lengthy communication links, realize the information contribution between talent and enterprise, build and improve the feedback platform of talents, provide good communication service channel for them, so that talent can put more energy on the improvement of innovation ability.

#### **4.2. Optimize the allocation of human resources and improve the cultivation mode of talent innovation ability**

For innovation-oriented enterprises, they need to actively promote industrial transformation and upgrading, and strive for various resources in the process of innovation and development, so as to realize active innovation attempts. First of all, it is necessary to accelerate the allocation and optimization of human resources and build a fair talent competition mechanism. Give full play to the innovative role of talents in the development of enterprises, take the cultivation of talent innovation capability as the first task, and fundamentally solve the problem of insufficient innovation ability of enterprises. At the same time, we should broaden the recruitment channels of talents, pay attention to the absorption of innovative talents, fill the size of the talent reserve team, and achieve the goal of injecting fresh vitality into the development of enterprises. Secondly, in the cultivation of talent innovation ability, we should build a cultivation mechanism in line with the career planning of talents, further improve the cultivation mode of innovative talents, and create a talent team with excellent quality and strong innovation ability. There are various ways to cultivate the innovative ability of talents, and should be the role of education in comprehensive play, build enterprise education training mechanism, help talents to set up good innovation idea, at the same time, professional lecturers can be hired to combined specific job requirements, and carry out hierarchical training of talent innovation capability, so as to strengthen their professional knowledge and improve the innovation ability of talent.

### **4.3. Improving the talent evaluation system and enhancing the creative ability of talents**

On the one hand, the talent evaluation indicators of innovative enterprises should be flexible and diversified, and the traditional single evaluation method should be transformed into a flexible and diversified evaluation method. Use the way of comprehensive competency assessment can, fully stimulate the innovation initiative motivation of talents. On the other hand, the content of talent evaluation should be timely rectified in combination with the different development stages of enterprises to ensure the dynamic nature of the evaluation. Through the formulation of talent career planning system, the development of talents is tracked in real time, pay attention to their target development and make adjustments to the evaluation system. At the same time, it is also necessary to carry out objective evaluation and assessment of innovative talents based on the personal performance of talents in different stages, so as to realize the cultivation of talent innovation ability.

## **5. Innovative Enterprise Talent Legal Consciousness Training Path**

### **5.1. Strengthen the training of the legal awareness of innovative enterprises**

At present, the law is an important basis for regulating people's behavior. Only by learning legal knowledge and establishing legal awareness can enterprise talents express their own views reasonably and respect each other's rights and obligations in the process of communication with enterprises. Enterprises can organize the study of legal knowledge for their employees, help them understand the current legal stage and social forms, comprehensively cultivate their legal awareness and enable them to grasp legal knowledge to a certain extent. While realizing the popularization of the law, can let the enterprise's talent to improve their own quality, And then their own innovation ability is reasonably presented; The company can invite legal professionals or court staff to explain the legal knowledge, so that the talents of enterprises can fully understand the essence and meaning of legislation and apply this law to solve their own problems; With a range of platforms to promote the law for employees, using legal TV-channels or related Wechat official accounts to broaden the training path of employees' legal awareness, by setting up the questions and answers, ask employees to answer the relevant legal knowledge on Wechat; at the same time, Companies can also develop a series of rewards and punishment to encourage personnel to improve their enthusiasm for learning legal knowledge, enhance the effectiveness of their legal awareness training.

### **5.2. Establishing and regulating corporate legal management system**

For enterprises, the legal management system is not necessarily a purely managerial approach, but requires an effectively combination of enterprise experience and management to reduce the legal risks of enterprise operation and development under the premise of maximizing the application of legal resources. On the one hand, corporate leaders themselves should establish a correct sense of compliance, set up the enterprise compliance department and equip it with a chief compliance legal officer, base on the

relevant legal system of the enterprise, formulate the relatively perfect enterprise compliance system and regulations, strengthen the compliance training and compliance culture construction, fundamentally build a compliance legal management system, then ensure the effectiveness and scientific nature of legal norms in various production and operation links. On the other hand, the internal control system and legal audit procedures of the enterprise should be strengthened, and should deal with the reporting of disciplinary employees in time, establish informant protection and reward system to enhance the trust and support of employees in the legal management system of the enterprise, through the formulation of a number of legal norms to achieve the restrict of bad behavior of personnel, reduce the risk of illegal operation in the operation process and strengthen the importance of the employees to the law.

### **5.3. Learn to use legal means to protect their legitimate rights**

For innovative enterprises, not only to make the enterprise talent correctly realize the law, but also need to help employees to apply legal consciousness in reality. When the enterprise and its internal personnel can caught in legal disputes, they can reasonably use legal means to safeguard the legitimate rights and interests, which can not only can improve the ability of enterprises and employees to apply law, but also make the law penetrate into relevant personnel heart, strengthen its legal concepts. When the enterprise is caught in debt dispute, the personnel can consciously collect favorable and relevant information and use these data to protect the rights and interests of the enterprise and to help the enterprise out; when the construction of compensation and welfare system is unreasonable, and when the labor disputes arise between the enterprise and personnel, the employees can solve the problems and protect their own interests by means of the law. The cultivation of the legal relations between enterprises and talents is an important prerequisite to realize the two-way development of enterprises and talents. Therefore, a tough legal relationship should be established between the two sides, through this relationship, the internal organizational structure of enterprises should be optimized and the efficient development of individuals and enterprises should be realized.

## **6. Conclusion**

To sum up, in the new economic situation, the innovation ability of talents is one of the important factors to promote the development of enterprise, and it is also an important manifestation of the core competitiveness of enterprises. If innovative enterprises want to achieve efficient development, they must pay attention to the cultivation of talent innovation consciousness, the creation of the innovation environment, the optimization of the allocation of talent resources and the improvement of the talent innovation ability evaluation mechanism, as the main driving force to promote the development of innovative enterprises. In addition, in a society ruled by law, the law is an important "weapon" to safeguard their own legitimate interests. The employees of innovative enterprises should establish a good legal concept and protect their legitimate interests with the help of legal means. Cultivating the legal awareness of talents in innovative enterprise can, to a certain extent, protect the legitimate rights of enterprises and promote the development

of enterprises in a legal way.

## References

- [1] Cheng Long, He Ying, Li Dan. Research on the improvement path of innovation ability of talent-driven small and medium-sized enterprises [J].2022.
- [2] Li Xin, Xia Weibo, Wang Pengfei, Xu Jiexin, Liu Haijing. On the significance and measures of cultivating the innovation ability of highly skilled talents [J]. Petroleum Technician, 2021 (04): 1-4.
- [3] Qi T .Evaluation of College Students' Innovation and Entrepreneurial Ability for the Science and Technology Service Industry[J].Pediatric obesity.2021, 16(5).
- [4] Fan Y , Lei C , Zhang Q , et al.System Construction and Development Strategy of Enterprise Staff Education and Training Mode.2021.
- [5] Yao Hepu. Legal risks and preventive measures of enterprise human resource management [J]. Chinese Science and Technology Journal Database (full-text edition) Social Sciences, 2022 (1): 3.
- [6] Liu Li. Influencing factors and improvement paths of the legal awareness of enterprise employees in the new era [J]. Legal system and Society, 2021 (06): 51-52.
- [7] Chen Xiuqin. Qualified personnel must have both professional knowledge and legal awareness [J]. Modern Economic Information, 2021,000 (023): 161-163.
- [8] Xu Z .Research on the Mechanism of Data Visualization Analysis in the Cultivation of Foreign-related Legal Talents. 2021.
- [9] Makhovikov A E .Legal Awareness As A Driver Of The Modern Economic Development[J].2021.