



# Exploration and Reflection on the Construction of Archives Talent Team in the New Era

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**Abstract:** *The innovation and development of information technology indicates that the development of all walks of life has entered a new era. In the context of the new era, archives management is the focus that all staff should think and pay attention to. The archives management in the new era has entered a period of reform and innovation. How to comply with the development trend of the times to carry out archives management and how to build a team of working talents is an urgent problem to be paid attention to at present. This paper provides a reference for the construction of archival talents in the new era by discussing the ways of building archival management talents, building a professional training platform for archival talents, and reforming and improving the archival work system.*

**Keywords:** *archives work in the new era; talent team; build*

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## Preface

Since the 21st century, archives management has gradually changed from the traditional management mode to the information management mode in the new era. The smooth and orderly development of archival work is the premise to ensure the normal work of other departments. The construction of a professional team of archival work in the new era will help to cultivate quality-oriented talents more suitable for this work. Only talents with excellent political quality, ideological quality and professional quality can ensure the standardization, scientization and institutionalization of archival work, improve work efficiency and ensure work quality. The construction of archives talent team will help to better manage and apply archives information and ensure the normal operation of relevant institutions. It helps to promote the efficient completion of archives management. Archives management workers need to build a talent team to adapt to the development of modernization under the requirements of the new era.

### *I. The significance of building archives talent team in the new era*

With the development of the era of knowledge and informatization, China's archives management gradually needs to have the characteristics of digitization and informatization. There are new standards and requirements for relevant archives management staff. Optimizing the team construction of archives talents plays a vital role in the development of archives work. Because the development of information technology requires higher security of archival information resources, archival talents should master higher computer ability through modern science and technology. In the information age with developed network technology, it has brought certain convenience to the archives management. However, all things have a certain double-sided effect, and information technology has also formed a certain challenge and pressure to the archives management. Because the electronic archives information management system of some institutions is not perfect and the security level is low, some criminals use hacker technology to steal information, so as to resell and make huge profits, which has caused great losses to relevant working institutions. Because the network has a certain virtuality, the public security organ will have some difficulties in detecting such criminal events. In addition, the failure of network and computer will cause the loss of electronic data. Therefore, in the new era of informatization, when carrying out archives management with the help of advanced network technology, we need to pay special attention to multiple confidentiality of resource information and improve the staff's high awareness of prevention. Building a talent team for archival work plays an urgent role.

## *II. Measures of building a talent team for archival work*

### a. Analysis on the current situation of archival talents and measures for talent introduction

The reason why the structure of the talent team of archival work is not reasonable is that the relevant departments think that the archival management work is only the storage of materials and do not pay enough attention to it, resulting in the lack of the introduction of professional talents. Usually, some part-time personnel, or those with low educational background and older age, complete the relevant work, there is no standardized and reasonable personnel structure, and there is no corresponding talent introduction mechanism to introduce professional talents. Thus, the informatization development of archives management is limited to a great extent. In addition, the existing staff do not understand the development of archives, which blocks the modern development of archives management in the new era. The positioning of talents by many relevant departments is not accurate enough, which also increases the difficulty of introduction. The introduction of professional talents is the basis of the construction of archives talent team. Therefore, only by introducing talents can we improve the current situation as soon as possible.

Relevant departments can learn from the following ways to efficiently introduce archives management talents. First, the archives management department needs to plan and formulate corresponding plans according to the recruitment requirements to carry out talent introduction. The recruiters must have high ideological and political consciousness, be proficient in modern information technology, and be familiar with the digital archives system. Second, archival talents need to be proficient in the basic knowledge involved in the work, have strong professional ability, and understand other information and knowledge that may be related to the work. Only with clear goals can we introduce professionals efficiently.

### b. Set up incentive policies to retain talents

Relevant institutions should set incentive policies to strengthen the development of archival talents, such as setting up professional title promotion, improving salary and welfare, providing employment security and other policies to encourage staff and ensure the long-term and stability of talents. Especially in some areas with lack of finance, we should establish and improve the incentive system to retain talents fundamentally. In addition, we can strengthen publicity through modern information methods, such as network and news, so as to expand the influence of archival work, so as to deepen people's understanding of archival work. The more stable the working talents are, the more benign the development of archival work can be<sup>[1]</sup>.

To build a good archive talent team, we must constantly improve the incentive system. Through talent incentive, archives management staff can more actively complete the work content. At the same time, certain incentives can help them actively learn advanced management methods, use more modern scientific means to improve their working mode and create a good working environment.

### c. Establish talent competition mechanism by analyzing the current situation of archives work

Many leaders have always believed that as long as there is no loss or leakage in the archives management work, and can meet the filing and secondment work at the same time, the work is easy and not heavy, and there is a great misunderstanding about the work. Coupled with the rapid development of archives management under the leadership of information technology, some leaders do not understand the changes of archives work in the new era, and even some leaders believe that since it is archives management, it is the matter of the archives department, completely ignoring the relevant matters of the work and ignoring it. Therefore, the staff have no backbone in the work process and can not mobilize their enthusiasm to complete the work seriously.

Where there is work, there will be competition. Only when professionals win the pioneer in the competition can they have good development. Therefore, relevant departments should set up a talent competition mechanism to fully tap the potential of staff and build a talent team that can adapt to the background of the new era. For example, excellent staff can be selected by evaluating the ideological and moral character, professional ability, performance, practical ability and contribution ability of talents. When developing the competition mode, we should pay attention to fair, open and fair competition.

## *III. Build a talent training platform for archival work*

### a. Cultivate clear role consciousness and good ideological quality

For a long time, in people's traditional cognition, people often think that the responsibility of archives management is limited. But now, the involvement of information technology continues to promote the role transformation of archivists, and the requirements for all aspects of archivists are constantly improving. Therefore, the role consciousness of Archivists in the new era must be clear. They should be able to adapt to the changes of the times, have the ability to collect, summarize, preserve and use each relevant information, master professional knowledge and skillfully use modern scientific equipment, be able to clarify the characteristics of archives management in the new era, and select correct and effective information to provide professional help for service groups.

To improve the ideological quality of archivists, we should first strengthen ideological education, change their ideas, and then improve the sense of mission and responsibility of archivists. First, let them have the initiative to learn, be good at learning and thinking, and liberate traditional ideas through learning and thinking; Second, we should have a high degree of professionalism and dedication, be able to devote ourselves to our work and complete high-quality archives management with practical actions. Only by cultivating good ideological quality, responsible political concept and correct concept of rule of law, can we correctly grasp the national policies and regulations on archival work, ensure the security of archival information, and make contributions to the construction of socialist economy on the basis of giving full play to the economic benefits of archival work<sup>[2]</sup>.

b. Improve the comprehensive ability of archives talents by creating a platform

Relevant institutions should establish a certain platform for archival talents to learn and grow in accordance with national regulations and in combination with their own actual situation. Through the communication and learning of the platform, we can master the relevant policies and regulations, thoroughly understand the substantive content of the policies, and implement the policies and regulations in our work. While mastering the basic knowledge, principles and methods, we can learn better working skills. Only the personnel of the organization have excellent professional knowledge and strong comprehensive ability, can we better complete the construction of talent team.

In addition, enterprises should strengthen the knowledge level of internal staff through the platform mode, and regularly arrange some talents with good basic knowledge and excellent business ability to go out for study and research, so as to improve the comprehensive strength of archives professionals. At the same time, establish a sharing platform to realize resource sharing and multi field cooperation, so as to achieve the effect of sharing Archival Knowledge and making progress together.

c. Carry out archival talent training activities

Under the background of the new era, archival work is becoming more and more information-based. Therefore, the comprehensive quality of archival staff also needs to be improved. In the past, archival materials were often paper-based, and the technical requirements for staff were not high. However, in today's information modernization, archives management is no longer a simple document sorting and preservation, but also a resource support for the normal and orderly development of other work. It has the importance of inheriting culture and is an important component of enterprise construction and development. Therefore, archivists should have professional theoretical knowledge and be able to skillfully use computers to accurately analyze data, so as to provide a strong guarantee for the development of other work.

Working institutions should carry out education and training activities under the existing management capacity. Education and training of different scales and targeted education and training can be carried out in a planned and hierarchical manner, such as the mode of "master with apprentice", which can help personnel adapt to their jobs as soon as possible and master the work content at the same time. When formulating the training objectives, the prominent objectives must be clear, that is, to improve the information-based archives management ability, the training contents should be innovative, and the training methods should be continuously improved according to the actual situation, so as to comprehensively improve the quality level of archives personnel and ensure that the staff can be fully competent for the work pressure. There are some scientific and technological means that may be difficult, and the working organization must carry out regular training to enable the staff to master them. The training of archives management in the new era should keep pace with the times. Relevant departments should know the importance of the construction of their talent team and give certain policies and funds to support the training. In addition, we can carry out user demand-oriented training mode, carry out personalized and professional service system, build a one-to-one consulting platform, and formulate professional seminars and training courses according to the needs of users. The archives management department should constantly improve its own system, realize the diversification of training forms and the enrichment of practical content, so as to promote the continuous development of archives management.

d. Cultivating innovative consciousness of archival talents

The development of science and technology, the improvement of work efficiency and core competitiveness are inseparable from the support of innovative ideas. Moreover, the innovative consciousness can help the archives management department absorb positive forces. The innovative consciousness of archives talents is the full embodiment of the innovative concept of the archives management department. Innovative ideas contribute to the vigorous development of various undertakings and are the soul of national development. In today's society, the most important factor for the development of productive forces is the innovation of technology and knowledge. With the continuous development of science and technology, archives of different categories and different carriers have diversified characteristics. Therefore, only when archivists continue to

explore, have the courage to innovate, and are good at discovering, analyzing, summarizing and solving problems, can they push through the old and bring forth the new. Only by constantly innovating working methods and working ideas can we obtain new knowledge and have new understanding, so as to turn it into the information required by the society and make it have effective value and effective service ability, so as to improve work efficiency. Only by comprehensively promoting the innovation of archives management can it give full play to its role in the new era.

#### *IV. Establish a sound talent management system for archival work*

In the new era, the archives work needs to be continuously improved in the new environment. The once single and non standardized archives management mode is no longer applicable. The traditional management consciousness limits the construction of archives talents. At present, most working institutions in China have not established a standardized management system to standardize the management of archival talents in the new era. In this way, there is no way to meet the needs of today's society for the construction of talent team. Establishing a perfect talent management system, cultivating a group of staff with high professional quality and strong professional ability, improving archives work and promoting the improvement of work quality can better promote the development of archives management in China. Under the current situation of imperfect archival work system and lack of institutional guarantee, all relevant departments should jointly study and improve feasible policies and systems. The training department should integrate educational resources and build a perfect training system. All relevant departments should actively participate in and jointly promote the improvement and perfection of the archives management system, so as to realize the benign construction of the talent team of archives work. Perfect management mechanism can promote the learning motivation of staff, improve the quality of talent team and realize the construction of talent team with sustainable development. First of all, relevant departments should improve talent evaluation standards, build a wide range of evaluation channels and build a reasonable evaluation method. Make overall plans for the promotion of archives staff. Secondly, set up reasonable reward and punishment methods. According to the management requirements of archivists, reward and punishment methods shall be set and strictly implemented. In the process of implementation, talents should be rewarded and punished timely through actual evaluation standards, so as to drive the enthusiasm of working talents. In addition, constantly optimize the talent structure and management mode, so as to ensure the continuous development of file management.

Archives management plays an important role in the normal operation of working institutions. Whether the Department's understanding of archives management is clear and in place is an important embodiment of whether the archives management system can be effectively implemented. A sound system needs to realize standardized management and unified management. Only by doing these two parts well, can we consider solving the problem of modern management. The higher the standard of planning system, the more effective the implementation of archives management can be guaranteed. In the process of management and work, whether the attitude is rigorous and serious can directly reflect whether the archives management work is meaningful and valuable. It is believed that under the sound talent management system of archives work, relevant institutions can better build the archives talent team and continue to learn in the face of both opportunities and challenges, so as to better realize the development of archives management towards modern informatization.

#### *V. Conclusion*

In the new era, it is inevitable for archivists to reposition their new roles. Among them, the development of technology is the core of improving work efficiency. To develop technology, the construction of talent team is the key. Only by doing a good job in "introducing, educating and retaining talents", can we really build a team of archives talents, so as to improve the scientific development of archives management. Through repeated training and learning, we should constantly improve the professional quality of staff and complete the work from reality. In the process of work, all departments should regularly organize meetings for discussion. Only by pooling wisdom and concerted efforts can we continuously improve the optimization and construction of talent team, so as to ensure that archives work can continuously optimize and achieve higher work quality under the requirements of the new era.

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