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Factors Influencing the Employment Intentions of High-level Talent in Sichuan Province

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Abstract: Based on available survey data and related literature regarding the employment intentions of high-level talent in Sichuan province, the factors influencing employment intentions were policy support, livability degree, social relations, and employment environments. By using the maximum likelihood estimation (MLE) function of structural equation modeling (SEM), the results indicated that these factors, if positive, could significantly enhance intentions to work in Sichuan. The cultural climate seems to have no obvious effect on intentions, but it indeed indirectly enhances their intentions by influencing the employment environments. To this end, provincial government authorities should carry out targeted policy support and campaigns to maximize the likelihood of attracting high-level talent. Efforts should also be made to maximize pull factors and minimize push factors to improve talent services and build a favorable living, working, and cultural environment for talent. Meanwhile, high-level talent should also make full use of the social capital and seize employment opportunities in a timely and accurate manner.

Keywords: intentions to work in Sichuan, employment intentions, high-level talent

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Sichuan is a province with a large population and a booming economy, and it has an urgent need for talent, especially high-level talent, who plays an important role in promoting the core competitiveness of the province. As the province is building the Chengdu-Chongqing economic circle and promoting the dual circulation of domestic and international markets, it is faced with competition in talent acquisition, especially high-level talent. So, what should we do to build the province into a hub with a variety of high-level talent? The best way is to survey the employment intentions of high-level talent and identify the factors that influence their choices. This will help to promote the synergized development of new industrialization, informatization, urbanization and agricultural modernization, coordinated development of rural and urban areas, and common prosperity of five major areas,① enhance the effectiveness of further research on talent, and make the research findings better serve the target of building a modern socialist Sichuan in all respects.

Research Questions

Employment Intentions

The present research on employment intentions is mainly based on prototype matching and psychodynamic theories. Employment behavior, employment competency, and professional values are the basic research perspectives of the prototype matching theory. It focuses on the compatibility between the employee's personal qualities and the occupation engaged, arguing that different personality patterns lead to different employment intentions (Parsons,1909). The psychodynamic theory, however, further integrates the aforementioned three elements and forms a framework to interpret how the hierarchy of needs and human capital theory influence employment intentions, including employment cognition, employment expectation, and employment outcome (Wei, 2015). For individuals, occupations are a path to meet their personal needs, and they will naturally choose occupations that can meet their own needs and preferences (Sun, 2011), so individuals' internal motivation and psychological needs should be considered when their employment intentions are examined.

The research on the factors influencing employment intentions is mainly based on the push-pull theory of population migration and the theories of human capital accumulation and labor mobility. In the push-pull theory, pull factors play a decisive role in attracting labor migration. Specifically, salary scale, living conditions, cultural climate, traffic conditions, and local climate of employment places are all key factors affecting people's employment intentions (Peng, 2009). According to the theories of human capital accumulation and labor mobility, human capital in cities can, to a certain extent, help attract and gather more talent in cities, thus

① Five major areas refer to Chengdu Plain Area, South Sichuan Area, Northeast Sichuan Area, Panxi Economic Zone and Northwest Sichuan Ecological Demonstration Zone.

smoothing channels for the inflow of talent (Rong, 2008). The findings reported here are based on the above theories.

Intention to Work in Sichuan

Thanks to its remarkable achievements in high-level talent services, Sichuan province has become a favored place for young talent to show their talents and fulfill their ambitions (Li, Liu, & Chen, 2011). At the second session of the 12th meeting of the CPC Sichuan Provincial Committee, it was proposed that we should make concrete efforts to promote the synergized development of new industrialization, informatization, urbanization and agricultural modernization, coordinated development of rural and urban areas, and common prosperity of five major areas to coordinate overall situation of Sichuan's modernization drive. The meeting stressed that talent are strong support for our modernization drive. We should invigorate the province through science and education and develop a strong workforce for the modernization drive. We should continue to give high priority to the development of education, build China's self-reliance and strength in science and technology, and rely on talent to pioneer and to propel development. We should speed up work to build a strong educational system, greater scientific and technological strength, and a quality workforce in the province, and continue to create new drivers and advantages for development. In recent years, the province has been taking high-level talent introduction as the focus of its talent team-building strategy and has created a sound employment environment for talent with attentive services throughout the process. First, the province strives to build enabling hardware facilities to attract high-level talent. Second, the province is deeply integrating talent development with that of key industrial chains. There is an urgent need for various types of talent throughout the province. Efforts shall be made to continuously expand the employment channels for high-level talent and attract more high-level talent from different fields and industries to work in Sichuan to foster the quality development of the province.

In terms of policymaking, although the province has made remarkable achievements in high-level talent services, further research is needed to determine which factors, and to what extent these factors may affect employment intentions. Such research will help the province make targeted measures to provide services and guarantees for high-level talented people who have the intention to work in Sichuan province. On this basis, we conducted an empirical analysis of factors influencing the employment intentions of high-level talent in Sichuan province. After analyzing the survey data related to employment intentions, we proposed corresponding hypotheses to examine these factors using the MLE-SEM method. Through literature reviews and empirical analyses, we put forward policy suggestions to promote the employment of high-level talent in Sichuan, hoping to make a useful supplement to the existing theories in this regard.

Research Hypotheses

According to the existing literature, academics at home and abroad mainly studied

employment intentions in such respects as policy support, livability degree, cultural climate, social relations, and employment environments. Their research mainly involves three aspects: factors influencing talent's employment intentions, their effect mechanisms, and their different influences on talent's employment intentions. To further examine the factors influencing the employment intentions of high-level talent in Sichuan province, we put forward the following hypotheses based on the existing literature.

Employment Environment

Employment intentions are closely related to the employment environment, which is the sum of all external factors affecting employment (Liu, Zhang, & Li, 2006). Li Hanlin (2014) considered employment environments as a kind of social environment that could be further divided into macro and micro environments. The macro environment refers to the era and economic background where an individual lives, while the micro environment mainly refers to the family background, residential area, educational institutions, or the employer of an individual. In general, the macro environment is more important than the micro environment (Li, 2014). In terms of the macro employment environment, employees' choice of employment location, to a large extent, depends on whether they can maximize their own interests there, according to the theory of economic man (Gao, 2018). To be specific, salary scale and economic development are among the important factors restricting their choices (Bao, 2012). Development prospect is also a factor affecting their employment intentions (Zhou, 2017). Chen Jing'an and Jing Guangyi (2005) pointed out that knowledge-based employees in China are eager to get high salaries and benefits to change their living conditions. Michael P. Todaro (1969) built a famous model in his research and concluded that expected return is an important factor affecting population migration. He Zhongyu and Zhai Guofang (2015) took the price level as an influencing factor for employees' choice of employment location. In a word, the research objects selected in this paper are applicable to all high-level talent groups, so it will be more meaningful to choose the macro employment environment as the main influencing factor. Based on this, we developed the following hypotheses.

H1: The employment environment has a positive impact on high-level talent's intentions to work in Sichuan.

Because the microemployment environment is the natural and social environment directly related to the development of individuals, we should pay more attention to the political, economic, and cultural factors as well as various social relations in the employment environment. Peng Denghua (2009) considered that such environmental factors do have a complex impact on the development of individuals, so it is better to measure such factors by a comprehensive evaluation approach.

H2: The employment environment plays a mediation role in affecting high-level talent's intentions to work in Sichuan in terms of policy support, livability degree, cultural climate, and

social relations.

H2a: The employment environment plays a mediation role in affecting high-level talent's intentions to work in Sichuan in terms of policy support.

H2b: The employment environment plays a mediation role in affecting high-level talent's intentions to work in Sichuan in terms of the livability degree.

H2c: The employment environment plays a mediation role in affecting high-level talent's intentions to work in Sichuan in terms of the cultural climate.

H2d: The employment environment plays a mediation role in affecting high-level talent's intentions to work in Sichuan in terms of social relations.

Policy Support

Policies and laws have a positive impact on employment intentions and behavior (Keuschnigg & Nielsen, 2004). Li Qian (2019) said in her research that the talent policies of a city, to a certain extent, affect the talent's satisfaction with the city as well as their attitude towards the city and their intentions to stay there. Regional talent policies include excellent talent awards, social security policies, household registration systems, housing rental, purchase subsidies, and entrepreneurship subsidy policies which are important external conditions for the city to attract talent (Li, 2019). Wang Qiaoyu and Li Zhihong (2017) argued that the more intense the employment policies are, and the more complete the salary and welfare systems are, the stronger the employment intentions will be. Among them, the influence of social factors such as policy promotion and social public opinion cannot be ignored (Liao, 2017).

H3: Policy support has a positive impact on high-level talent's intentions to work in Sichuan.

Livability Degree

Comprehensive factors such as the livability degree of a city have a certain influence on employees' choice of employment location. The research of Yolanda K. Kodrzycki (2001) showed that regional livability, such as environment and greening, had a significant impact on employees' choice of employment mobility. Zhou Junyu and Luo Chongyang et al. (2021) analyzed the factors influencing university students' employment intentions and argued that soft environments, such as climate, natural landscape, and environmental pollution, together with hard environments, could be regarded as a combined factor to describe an urban living environment, and these factors were high loading, signifying that environment and climate had a significant influence on employment intentions. In addition, family factors and relatively low working and living pressure were advantages for second and third tier cities to attract talent. Gao Peng (2018) took the slow pace of life as an indicator to measure the livability of a city.

H4: The livability degree has a positive impact on high-level talent's intentions to work in Sichuan.

Cultural Climate

Although different academics define culture differently, it is well-recognized that continuity and normativeness are the most obvious characteristics of culture in the current research. Continuity refers to the stability of cultural traditions and the broad social identity of cultures, while normativeness refers to the objectivity of cultures. Once a culture forms its own traditions, it will become the fundamental and objective external environment for individual development and the most important internal factor affecting and restricting individual development (Hu, 2004). Zhang Tongquan (2008) believed that the humanistic environment was an important aspect for a region to attract talent. Specifically, cultural atmosphere, cultural background, historical accumulation, and cultural similarity were important factors affecting employees' choice of employment location. Peng Denghua (2009) pointed out that a good cultural atmosphere could create a sense of belonging, honor, and freedom. Zhang Jing and Wong PohKam (2008) summarized China's unique cultural climate as the dominance of social resources, proximity to power, and the tendency of collectivism.

H5: The cultural environment has a positive impact on high-level talent's intentions to work in Sichuan.

Social Relations

Most studies showed that social relations have a certain impact on employment intentions. First, people need a sense of belonging. They are more willing to work in the city where they are close to their relatives and friends. Second, the personal relations network is an important factor in determining the flow of talent. More interpersonal communications and employment information means more employment opportunities. Ralph Matthews et al. (2009) pointed out in their research that the broader the social relations of an employee, the more likely the employee will get a desirable job. This includes regional complex, fulfillment of self-value (Ni, 2017), and others.

H6: Social relations have a positive impact on high-level talent's intentions to work in Sichuan.

Research Methodology

Data Sources

All of the data in this paper is from the sampling questionnaires of the "Tianfu Emei Plan" and "Tianfu Qingcheng Plan,"[①] programs spearheaded by the research group for

① "Tianfu Emei Plan" and "Tianfu Qingcheng Plan" are talent introduction programs initiated by the CPC Sichuan Provincial Committee and the People's Government of Sichuan Province to further promote innovation-driven and high-quality development of the province.

Sichuan Provincial High-level Talent Services Development Project of Sichuan Academy of Social Sciences from June to August 2021 for talent selection. Given the differences in economic development among different parts of Sichuan province, the research group, after fully considering relevant factors, distributed 220 questionnaires in the areas of Chengdu, Mianyang, Yibin, Nanchong, Dazhou, and Aba Tibetan and Qiang autonomous prefecture. 205 valid questionnaires were recovered, a rate of 93.18 percent. Only when the recovery rate of a questionnaire survey is above 70 percent can the data be considered adequate for research purposes (Pei, 1999). As our recovery rate was well above 70 percent, data from the questionnaires was determined to be reliable for our research.

After collecting the questionnaires, the research group sorted out and developed operational definitions for the variables mentioned above. The present questionnaire was designed with reference to relevant studies and finalized after several revisions and improvements according to the discussions at five symposiums with experts, scholars, and high-level talent in related fields. The items in the questionnaire were measured using a five-level Likert scale; that is, to measure the attitude of respondents towards each question by five options, namely, "5-Strongly Agree," "4-Agree," "3-Neither Agree nor Disagree," "2-Disagree," "1-Strongly Disagree." Operational definitions, literature sources, and question items for each variable are shown in Table 1.

Research Methods

In confirmatory factor analysis (CFA), the fit index of the structural equation modeling is prone to be affected by the sample size and variable size (Marsh, Hau, & Balla et al., 1998). In general, 100 to 200 test samples are needed in the majority of models, with at least three indicators for each variable (Hou, Wen, & Cheng, 2006). We used the MLE-SEM method for framework analysis. SEM includes two parts, that is, the measurement model and the structural model. The measurement model, also known as the CFA model, reflects the relationship between factors (latent variables) and their measurement indicators. It generally includes two equations, which are defined as the relationship between the exogenous latent variable ξ and the exogenous observed index vector X, and that between the endogenous latent variable η and the endogenous observed index vector Y, respectively. Here are their respective equations:

$$X = \Lambda_X \xi + \delta \quad (1) \quad ; \quad Y = \Lambda_Y \eta + \varepsilon \quad (2)$$

Formula (1) is the equation for the measurement of the exogenous variables, and Formula (2) is that of the endogenous variables. X is a $q \times 1$ vector consisting of q exogenous observation indexes, and Y is a $p \times 1$ vector consisting of p endogenous observation indexes. ξ is an $n \times 1$ vector composed of n exogenous latent variables, and η is an $m \times 1$ vector composed of m endogenous latent variables. Λ_X is the $q \times n$ loading of X on ξ, and Λ_Y is the $p \times m$ loading of Y on

η. δ and ε denote the part that cannot be explained by the latent variables.

The structural model, also known as the latent variable causal model, represents the relationship between latent variables, in which if there is a proposed causal relationship between the exogenous latent variable and the endogenous latent variable, then it can be displayed as follows:

$$\eta = B\eta + \Gamma\xi + \zeta \quad (3)$$

where, η is the endogenous latent variable vector and ξ is the exogenous latent variable vector; B is an $m \times m$ coefficient matrix describing the mutual influence among endogenous latent variables. Γ is an $m \times n$ coefficient matrix describing the influence of the exogenous latent variable ξ on the endogenous latent variable η. ξ is the $m \times 1$ residual vector, which is the part that is not accounted for in the model.

Table 1 Operational Definitions of Variables and Corresponding Sources

Latent variable	Measurement item	Operational definition	Source
Employment environment	Attractive remuneration package	The employment environment has a great impact on the psychology of employees, and affects their employment intentions in a personal approach.	Zeng (2004); Li & Pan (2013); He & Zhai (2015)
	Promising development prospects		
	Low living cost		
Policy support	Preferential treatment of local government	Government policies and systems have a positive impact on people's employment intentions and behavior.	Keuschnigg et al. (2004); Wang & Li (2017); Li (2019)
	Favorable housing policy		
	Sound residency policy		
	Excellent policy publicity		
Livability degree	Favorable climate	The livability of a region has a significant impact on population mobility and people's employment intentions.	Kodrzychi (2001); Zhou, Luo, et al. (2021)
	Fresh air		
	High greening rate		
	Slow pace of life		
Cultural climate	Openness and inclusiveness	Cultural climate has a profound impact on people's employment intentions, which is mainly manifested in such aspects as humanistic spirit, cultural atmosphere, and historical deposit of a region.	Zhang & Wong (2008); Lu & Wang (2007)
	Courtesy and integrity		
	Spirit of fortitude and innovation		
	Well-established historical deposit		

Latent variable	Measurement item	Operational definition	Source
Social relations	Territorial complex	Social relations have a positive impact on employment. The broader social relations an employee has, the more likely he or she is to get a desirable job.	Matthews et al, (2009); Ahmadi et al. (2012); Gao, (2018)
	A certain amount of social capital		
	Closeness to friends and families		
	Fulfillment of self-value		

To examine the research hypotheses, we adopted the MLE-SEM method to build a theoretical model to explore the impact of employment environment, policy support, livability degree, cultural climate, and social relations on the high-level talent's intentions to work in Sichuan and took the employment environment as a mediation variable to measure the actual effect of the factors on the talent's employment intentions. The theoretical model framework is shown in Figure 1.

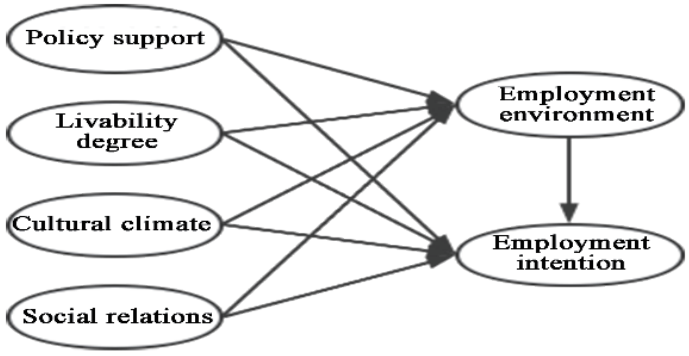

Figure 1. Theoretical Model Framework

Empirical Analysis

Descriptive Statistics of Sample Characteristics

The number of high-level talent surveyed in this study is 205. The breakdown of statistics is as follows. By gender, 125 were male, accounting for 60.98 percent; 80 were female, accounting for 39.02 percent. By age, 47 are under the age of 30, accounting for 22.84 percent; 68 aged 30—39, accounting for 33.17 percent; 52 aged 40—49, accounting for 25.51 percent; 38 aged 50—59, accounting for 18.46 percent. Due to retirement and policy restrictions, talent aged 60 and above is not included in the scope of this study. By academic degrees, 95 have a bachelor's

degree, accounting for 46.34 percent; 64 have a master's degree, accounting for 31.19 percent; 46 have a doctoral degree, accounting for 22.47 percent.

Table 2 Descriptive Statistics of Samples

	Category	Quantity (persons)	Proportion (percent)
Gender	Male	125	60.98
	Female	80	39.02
Age	Under 30	47	22.84
	30-39	68	33.17
	40-49	52	25.51
	50–59	38	18.46
	60 and above	0	0
Degree	Bachelor's degree	95	46.34
	Master's degree	64	31.19
	Doctoral degree	46	22.47
Talent type	Local talent in Sichuan	165	80.31
	Talent outside the province	32	16.04
	Foreign talent	8	3.66
Industry	Healthcare and cultural industry	71	34.82
	Colleges and universities	56	27.34
	Service industry	31	14.96
	Agriculture, animal husbandry, and fishery industry	27	13.13
	Industry	20	9.75
Nature of employer	Universities and scientific research institutes	55	26.85
	State-owned enterprises	18	8.86
	Private enterprises	132	64.29

Data Analysis and Hypothesis Examination

Reliability test

Cronbach's α is on a scale of 0 to 1. If α is smaller than 0.6, it suggests insufficient internal consistency of the items in the scale, and when it reaches 0.7-0.8, it indicates good reliability in the scale. Meanwhile, the composite reliability (CR) shall be above 0.7. The

Cronbach α of all variables in this paper is greater than 0.8, and the composition reliability CR is greater than 0.7, which meets the reliability criteria required for research (Fornell & Larcker, 1981). The reliability test and factor loading results of each item are as follows (see Table 3).

Table 3 Reliability Test and Factor Loading Results

Latent variables	Observed variables	Factor loading	Cronbach's Alpha	CR	AVE
Employment intentions	J1	0.816	0.824	0.836	0.630
	J2	0.797			
	J3	0.768			
Employment environment	H1	0.831	0.820	0.835	0.628
	H2	0.762			
	H3	0.783			
Livability degree	Y1	0.801	0.870	0.861	0.608
	Y2	0.781			
	Y3	0.737			
	Y4	0.799			
Policy support	C1	0.787	0.866	0.870	0.627
	C2	0.787			
	C3	0.803			
	C4	0.789			
Cultural climate	W1	0.828	0.867	0.890	0.670
	W2	0.820			
	W3	0.854			
	W4	0.771			
Social relations	S1	0.770	0.868	0.875	0.636
	S2	0.805			
	S3	0.793			
	S4	0.820			

Validity test

We tested the convergent validity and discriminant validity of the model. In terms of convergent validity, according to Fornell and Larker (1981), when the factor loading of the indicator variable is greater than 0.5, the average variance extracted (AVE) is greater than 0.5, and the reliability is higher than 0.7, the model has convergent validity (Nunnally & Bernstein, 1994). Since all the variables shown in Table 3 conform to the above statement, the model of the research has convergent validity after verification. In

terms of discriminant validity, according to Hair (2010), the best practice is to compare the correlation coefficient between AVE and the two constructs. If the AVE of the two constructs is larger than the squared correlation coefficient, it indicates that there is good discriminant validity between the two constructs (Wu, 2020). Based on this, we tested whether the square root of the AVE of each variable is greater than the correlation coefficient among variables to investigate whether there exists discriminant validity. Table 4 shows that our model has discriminant validity.

Table 4 Discriminant Validity

	Social relations	Cultural climate	Livability degree	Policy support	Employment environment	Employment intentions
Social relations	0.797					
Cultural climate	0.541	0.819				
Livability degree	0.363	0.487	0.780			
Policy support	0.331	0.329	0.402	0.792		
Employment environment	0.403	0.505	0.503	0.329	0.792	
Employment intentions	0.513	0.525	0.49	0.206	0.507	0.794

Note. The values on the diagonal line are the square root of the AVE of each latent variable, and the rest are the correlation coefficients among variables.

Test for Goodness-of-Fit

The Goodness-of-Fit indicators of the present model are shown in Table 5. By comparing the test indicators of the recommended values, we found that all the fit values are within the scope of recommended values.

Table 5 Goodness-of-Fit Values of Structural Equation Modeling

Goodness-of-Fit indicators	Recommended value	Goodness-of-Fit value
X^2	The smaller, the better	171.271
X^2/df	<3.0	0.883
GFI	>0.9	0.933
AGFI	>0.8	0.913
RMSEA	<0.08	0.000
NNFI	>0.9	0.931
IFI	>0.9	1.010
CFI	>0.9	1.000

Path analysis and hypothesis examination

The present model was based on the modification of MLE-SEM (see Figure 2), and then we conducted path analysis (see Table 5) and hypothesis examination of the model.

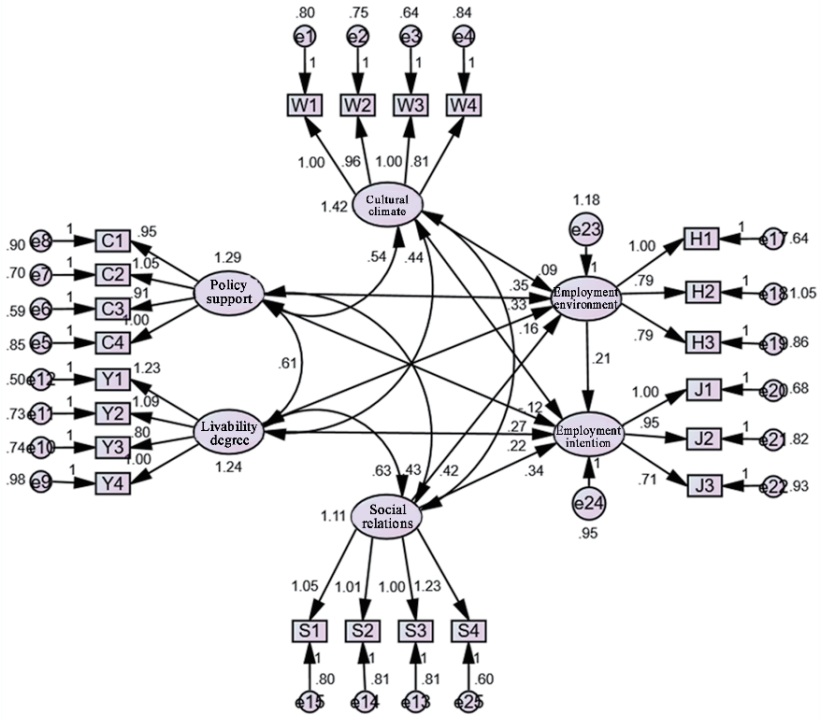

Figure 2. Diagram of the Structural Equation Model

Table 6 Path Analysis and Hypothesis Examination Results

Path relationship	Path coefficient	T value
Employment environment > employment intentions	0.213	2.427※※
Policy support > employment intentions	0.268	2.555※※※
Livability degree > employment intentions	0.341	1.992※
Cultural climate > employment intentions	-0.125	-1.474※
Social relations > employment intentions	0.222	3.180※※

Note. Statistical significance ※ (p<0.05), ※※ (p<0.01), and ※※※ (p<0.001).

According to Table 6, the hypothesis examination results are as follows:

Assuming that H1 is true, then the employment environment has a positive impact on high-level talent's intentions to work in Sichuan.

Assuming that H3 is true, then policy support has a positive impact on high-level talent's

intentions to work in Sichuan.

Assuming that H4 is true, then the livability degree has a positive impact on high-level talent's intentions to work in Sichuan.

Assuming that H5 is not true, then the cultural climate has no positive impact on high-level talent's intentions to work in Sichuan.

Assuming that H6 is true, then social relations have a positive impact on high-level talent's intentions to work in Sichuan.

Mediation effect test

Bootstrapping was adopted in this paper to test the mediation effect. Enfron (1982) pointed out that when the observed data are independent, and the observed variables fit the normal distribution, Bootstrapping should be used to test the mediation effect. If the 95 percent confidence interval (CI) does not include zero, the mediation effect can be considered significant (Zhao, Lynch, & Chen, 2010). The mediation effect test results are shown in the following table:

Table 7 Mediation Effect Test

Hypothesis	Mediation path	Indirect effect coefficient	Two-tailed P-value	95 percent confidence interval		Mediation effect
				Upper-tailed test	Lower-tailed test	
H2a	Social relations → employment environment → employment intentions	0.028	0.157	-0.013	0.120	Not supported
H2b	Policy support→ employment environment → employment intentions	0.075※※	0.009	0.011	0.195	Supported
H2c	Livability degree→ employment environment → employment intentions	0.019	0.140	-0.012	0.197	Not supported
H2d	Cultural climate → employment environment → employment intentions	0.069※	0.045	0.010	0.096	Supported

Note. Statistical significance ※ ($p<0.05$), ※※ ($p<0.01$), and ※※※ ($p<0.001$).

According to Table 7, the mediation effect test results are as follows:

H2a is not supported, indicating that the employment environment does not play a mediation role in affecting high-level talent's intentions to work in Sichuan through social relations.

H2b is supported, indicating that the employment environment plays a mediation role in affecting high-level talent's intentions to work in Sichuan through policy support.

H2c is not supported, indicating that the employment environment does not play a mediation role in affecting high-level talent's intentions to work in Sichuan through the livability degree.

H2d is supported, indicating that the employment environment plays a mediation role in

affecting high-level talent's intentions to work in Sichuan through cultural climate.

Conclusions and Suggestions

Based on the survey data regarding high-level talent's intentions to work in Sichuan, we analyzed the factors influencing their employment intentions by using the MLE-SEM method. The results showed that livability degree was the most important factor affecting talent's employment choices in Sichuan, accounting for 31.4 percent, followed by policy support at 26.8 percent, social relations at 22.2 percent, and employment environment at 21.3 percent. Another finding was that the direct path coefficient of the influence of cultural climate on employment intentions showed no statistical significance, but the path coefficient of the employment environment did, indicating that the cultural climate mainly affected high-level talent's intentions to work in Sichuan through the employment environment.

According to the push-pull theory of population migration, the flow of the population is jointly determined by the push forces of the original place and the pull forces of the destination place. Therefore, to attract more talent, Sichuan province should properly deal with the push forces of the original places where the talent stay and continuously strengthen its pull forces and attractiveness. It should be noted that, restricted by some realistic situations, the present research may have shortcomings in information acquisition, and the conclusion is only based on the existing samples. Here are some suggestions in this regard:

First, the livability degree is an important factor affecting high-level talent's intentions to work in Sichuan. As people are paying more attention to wellness and high-quality life, regional livability has gradually become an important factor affecting talent's intentions to work in Sichuan. Under the same conditions, the higher the degree of livability, the stronger the intentions of high-level talent to work in Sichuan. Therefore, the province should pay more attention to providing a comfortable living environment for talent, which is the basic condition for the province to attract high-level talent. As for Sichuan province, this is a pull factor. The province should further improve the livability of the city. In addition, life security, as the bottom link of livability, is a key element to retaining talent. Only by providing life-related services, such as housing security, spouse placement, child education, and medical care can we truly remove the worries of high-level talent. Housing services mainly include housing security services, introducing preferential policies for high-level talent to purchase housing, providing the talent with quality apartments, and urging employers to provide housing and rent subsidies for high-level talent. Housing price is an important advantage of our province to attract high-level talent. We should make full use of this advantage to attract talent. For local talent, a particular focus should be placed on improving their housing conditions and providing them with personalized services such as information acquisition and reasonable suggestions. For spouse placement, the province should assist employers in arranging work

and handling social security for the spouses of high-level talent and paying living allowances to unemployed spouses according to regulations. Green channels should be opened to facilitate spouse employment, provide them with appropriate jobs, and streamline the procedure for the spouses to start businesses. For child education, competent authorities should work together with education departments to publicize relevant education policies and organize promotion meetings on enrollment consultation for high-level talent and their families and follow up on the transferring and promotion process of their child(ren).

Second, policy support has a positive impact on high-level talent's intentions to work in Sichuan. The greater the policy support, the stronger the intentions of high-level talent to work in Sichuan. Sichuan province has been striving to attract more high-level talent to enrich its talent reserve and to give full play to their roles in scientific and technological innovation, industrial structure optimization, and stimulating economic and social development. Therefore, to attract high-level talent to work in Sichuan, we should first provide high-quality innovation and entrepreneurship and provide them with an enabling environment to show their talents in their respective fields. Here are some specific measures: The first is the project allocation and policy preference. The seniority-based project allocation mode should be changed to provide more policy preferences to innovation-based enterprises which require more investment in their startup stage, thus stimulating the innovative and entrepreneurial vitality of the high-level talent. The second is the financial support and expert recommendations. In terms of financial support, a special fund for start-ups should be established. Competent authorities should keep abreast of information and employment status of various experts on talent services platforms and recommend excellent experts in related fields to innovation-based startups. The third is the support of innovative team building. Competent authorities should focus on building soft brands and care about the development of startups. Efforts should be made to build innovation teams and to help them take root in Sichuan province.

Third, social relations have a significant positive impact on high-level talent's intentions to work in Sichuan. Compared with employment in other places, talent who stay in Sichuan province embrace broader social relations, and they can accumulate more social capital and timely obtain employment information and complementary resources through certain social network channels. At the same time, high-level talent with more social capital are always with high reputation, so the local government is more willing to provide them with policy support in employment security and other aspects. Therefore, government departments should also provide targeted policy support and employment guarantees for high-level talent, strengthen the publicity of relevant policies, and give full play to the connection between high-level talent, research institutions, and public and private enterprises.

Forth, the cultural climate has no direct impact on high-level talent's intentions to work in Sichuan. The direct path coefficient of the influence of cultural climate on employment intentions showed no statistical significance, but the path coefficient of the employment environment did,

through the employment environment. The influence of the cultural environment on high-level talent's employment intentions mainly depends on the employment environment. High-level talent tend to ignore the cultural climate when choosing a job with the consideration of material elements. This result proves that high-level talent mainly come to know the cultural climate of a region through the culture of the institution or enterprise where they stay. If we want to give full play to the role of the cultural climate in attracting high-level talent to stay in Sichuan, we need to further improve the local employment environment of the province and create an embracing and inclusive historical and cultural climate there. In addition, it is of particular significance for the province to create an open, inclusive, and an innovative working environment dominated by positive and harmonious interpersonal relations, and guide employers to build a healthy and enabling corporate culture. We need to optimize the policy design and standardize and remove some unenforceable talent assessment policies to relieve the pressure of the high-level talent on assessments and professional title evaluations. Various training and educational activities should be carried out to help employers attract talent from various places to facilitate idea exchanges and collusion. Efforts should also be made to optimize the policy design. We need to introduce third-party policy evaluation institutions to promote standardized and principle-based talent assessments and promotion policies by relying on information platforms to ensure the continuity of talent evaluation policies. Every new policy should undergo pre-evaluation and pilot promotion before official implementation. During the pilot period, exchange symposiums should be regularly carried out among high-level talent representatives in different fields to comprehensively listen to the talents' opinions and demands, thus ensuring the feasibility of policies.

Fifth, the employment environment can significantly enhance high-level talent's intentions to work in Sichuan. On the one hand, a better employment environment means a better understanding of the government on talent services so that the government can better satisfy the demands of high-level talent in various aspects and increase its attraction to talent by effectively using policies. A good environment can also help talent accurately grasp the market information and timely seize employment opportunities. On the other hand, factors such as remuneration and welfare are the fundamental elements that determine the inflow or outflow of high-level talent. Therefore, the government should formulate layered remuneration systems for the introduced high-level talent according to the actual situation of our province to ensure stable and reliable salaries and welfare, paving the way for talent introduction and providing "one-stop" services for high-level talent. Efforts should also be made to provide customized and specialized services for high-level talent to meet their differentiated demands. This will help boost the intentions of high-level talent to work in Sichuan.

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