The Current Status of Science and Technology Talents in Medical Equipment

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ABSTRACT

The competition in medical market is not only the competition of science and technology, but also the competition of talents. On the base of the investigation of the current status of science and technology talents in the field of medical equipment in China, this paper displays the characteristics and the basic information of science and technology talents. By analysis of the existing problems, we provide some solutions.

INTRODUCTION

Medical market competition is not only the competition of science and technology, but also the competition of talents. In our medical equipment industry, some companies have go abroad, some enterprises have even export-oriented, on China international medical equipment fair, patronize our products of all colors, more and more foreign investors. Not necessarily must be top high-tech products to enter the international market, in addition to need a certain amount of high-tech products in many countries, more and more is needed is a suitable product. Look around the world, maybe you can see the opportunity of entering the international market, accompanied with opportunities and challenges [1]. In this situation, the competition is depending on how to develop and apply relevant personnel.

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THE PROBLEMS EXISTING IN THE MANAGEMENT OF TALENTS

Many Fields Involved in Medical Equipment

Belongs to the interdisciplinary of medical equipment, industrial structure is complex, the rich of subjects, engaged in professional and technical personnel involved in the wide range of professional. Medical devices to the needle, line, etc, to the MRI, CT, such as system, combined with the human body implants, and hospital equipment and so on, varieties has reached a lot of kinds. And with the development of science and technology, medical equipment updates will be faster and faster, categories will be more and more. Because the user needs a variety of sexual and volatility in a business and have limited resources available, decided the both in the consumer market, or to conduct any business enterprise organization market, only address one part of the medical devices on the market a certain demand of users [2]. Potential huge market and want to do something in the face of medical apparatus and instruments of any company in the business, market analysis, clear where the enterprise market, which user base, in order to meet what kind of requirements and engage in production and business operation activities, that is the target market strategy to solve the problem.

The Complexity of the Professional Positions in Medical Equipment

According to the law of the People's Republic of China on occupational classification ceremony and medical equipment industry in our province structure characteristics of medical equipment production, circulation, use the work unit of professional and technical positions is relatively complex, mainly divided into the medical equipment management engineering, medical equipment quality engineering and technical job, medical device manufacturing engineering, medical safety engineering job, etc [3]. Namely in selected target competitors existing products on the market position and the enterprise's own conditions, from the aspects of enterprise and products to create a certain characteristic, shape and establishing the image of a certain market, in order to the target users form a special preference for the behavior. Market segmentation is the necessary premise that target market selection and market positioning, target market selection and market positioning is the inevitable result of market segmentation. Target market strategy is the basis of enterprise management decision, the enterprise will use cooperation to deal with the competition or will use the recycled product innovation and product realization based on will come from the enterprise target market strategy [4]. At present, foreign medical equipment company not only targeted China medical equipment market potential, and have begun to action, such as GE, Siemens, Philips and other companies launched a war.

Serious Shortage of Science and Technology Talents

Research, medical health materials for medical devices industry production enterprises, medical polymer materials production enterprises, medical
electronic instrument production enterprises, clinical examination and medical laboratory existing number of professional and technical personnel and production enterprise shall be equipped with large difference, a serious shortage of professional and technical personnel quantity, is bound to affect medical devices industry rapid development. In the field of high-end medical equipment, high-end precision instruments due to the complex technology and spending is high, difficult to replace, the current is still a multinational companies in the world, more than most of the major high-end market was dominated by multinational companies, most key technical monopoly by big companies in the developed countries. In a short period of time do not have breakthrough ability [5]. For the high-end consumable materials, due to the development difficulty is relatively small, and many domestic emerging fields have good technical strength, there is the opportunity to replace imported. At present domestic three medical equipment listed companies are in different degree, implements the core product to replace imports, thus promote the high-speed development of the enterprise. The future for a long time, the medical devices industry will continue to benefit from consumer upgrade and industry growth brought about by the aging society. At the same time, in the field of hospital infrastructure and high-end consumable materials will have more business growth.

COUNTERMEASURES AND SUGGESTIONS

Enhance the Management

Relying on the personnel department, strengthen the guidance, strengthen propaganda, do a good job in professional and technical personnel to normal promotion channels. As a function with regulators, further strengthen the professional and technical personnel management policy propaganda, academic and technical titles of professional and technical personnel for medical devices industry and so on personnel management work to strengthen the guidance and professional and technical personnel to normal promotion work. Foreign capital will be further into the Chinese market as the medical institutions of medical equipment utilization rate in instrument or family with equipment use, will be a sharp increase in the future [6]. And, due to the openness of pharmaceutical co., LTD in China, medical apparatus and instruments industry became the focus of attracting foreign investment. It is becoming more and more difficult, in new drug development costs and cycles continuously improve, longer, more and more attention to drug safety climate, blockbuster drugs in clinical trials in the late failure continuously. Health industry investors and operators began to put the focus in the field of medical equipment, the battle for the medical equipment quality resources is quietly lifted a wave of consolidation, medical diagnostic technology and service is becoming a hot spot for investment and mergers and acquisitions [7].
Establishment of Evaluation System

Combined the personnel department, develop social evaluation function further. It is developed not to meet the prescribed qualifications personnel to test generation of evaluation work. In order to help enterprises to further training talents, solve technical jobs in the enterprise for a long time, and do not meet the prescribed qualifications of title issue, as the regulation and functions of the personnel, training and education to enhance the quality personnel to adopt multi-channel, scientific design of the whole province unified evaluation standard and system, give full play to the function of social evaluation, through developing and technical titles of not meet the prescribed qualifications personnel examination work, dredge channels to improve the quality of this part of the staff [8].

Due to the medical device industry is a special industry, closely associated with public health safety, in order to ensure the medical equipment industry to test generation of evaluation quality, fully embody the fair principle, through research, expert discussion meeting held, to recommend that the entire province unified evaluation, unified scope and conditions, a unified evaluation criterion. Unified access, exam subjects, exam outline, and the qualified standard, by the provincial audit determined together with the provincial food and drug administration. Chinese big population base, the natural population growth is rapid, and the natural population growth is the most basic factors promote the medical commodity consumption. With the increasing life expectancy, aging population is increasing in population structure, population aging phenomenon is very prominent and the aging of population is very large for medical needs. In addition, with the development of economy, Chinese middle class number increasing, the middle class has increasingly become the backbone of social class hierarchy, the income is higher, their common pursuit to improve the quality of life, has the stronger consciousness of health care, also has a big demand for medical equipment products.

Retaining Talents

The United States is the world's largest medical device market, its sales accounted for about 33% of the world's medical equipment market. Native American medical equipment product demand is huge, the high level of medical expenses, 300 million the size of the population as well as the trend of population aging, become the main power of market growth. The EU is the second largest in the world after the United States medical device market, its sales accounted for about 27% of the world's medical equipment market. EU countries reached more than 400 million population, become the main driving force of the market growth, in addition, the single currency has kept the prices of national medical equipment product transparent, prompted the EU become more competitive in the region, forming a highly mature market system [9]. Japanese medical equipment industry sales accounted for about 9% of the world's medical equipment market. Japan can basically meet the demand of domestic medical equipment industry, rarely rely on imports. Medical
equipment giants have the income of widespread growth trend.

Medical apparatus and instruments to diversify the market product structure in recent years, along with economic development, people increasingly wealthy life, consciousness is increasingly progress, to oneself health, national quality requirements are also increasing, the demand of the medical equipment increasingly diversified, it promotes our country medical equipment products gradually extend in the direction of multi-function, the adjustment of product structure, market and expand. The increase in the early diagnosis of product market in China, home health care equipment market has also been substantial growth, family health care equipment products be favored by the market, the market will be a large number of household, portable, network household medical electronic equipment products.

CONCLUSION

Multinational companies to enter the domestic market to speed up the pace in order to further expand the huge potential of Chinese market, make full use of our country's labor resources advantage, multinational companies have set up production base and research and development institutions in China, in order to realize integration of research and development, production, sales of domestic operations. With the further development of China's medical equipment market, multinational companies will further increase the investment in the Chinese market, will be through mergers, direct factory, further expand the product line and otherwise for the domestic market share, enterprises of all kinds of medical treatment of our country will face a huge challenge.

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