

# Research on Incentive Mechanisms for Rural Talent Recruitment and Development

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## Abstract

The optimal allocation and sustainable supply of talent constitute the core proposition of rural revitalization. Currently, rural talent recruitment and development face multiple interconnected dilemmas characterized by obstructed recruitment channels, incomplete cultivation mechanisms, sub-optimal retention environments, and insufficient utilization platforms. The deep-rooted cause of these multifaceted challenges lies fundamentally in the structural deficiency and systemic inadequacy of incentive mechanisms at both policy and implementation levels. Based on the dual theoretical perspectives of the Theory of Planned Behavior and Policy Instrument Theory, this study systematically analyzes the practical dilemmas and underlying theoretical logic of incentive mechanisms for rural talent recruitment and development. It constructs a comprehensive and integrated four-dimensional incentive framework encompassing material incentives, spiritual incentives, developmental incentives, and environmental incentives. Furthermore, it proposes detailed practical pathways for refining classified incentive systems through differentiated approaches, optimizing policy instrument combinations across multiple dimensions, and strengthening incentive synergy effects through coordinated governance. This research thereby provides substantial theoretical support and practical decision-making references for establishing sustainable long-term mechanisms for rural talent recruitment and development in the context of comprehensive rural revitalization.

## Keywords

revitalization in rural areas, recruitment and development of talent, systems of incentive mechanisms, policy instruments, theory of planned behavior

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## 1. Introduction

The official report of the 20th National Congress of the Communist Party of China indicated the need to promote rural revitalization in all aspects as a key government agenda and to focus on agricultural and rural growth and speeding up construction of a powerful agricultural country. It is such strategic vision under which rural advancement is viewed as the priority in the national goals and it is believed that in order to ensure sustainable transformations within the realm of rural sector, great human capital investments and methodological institutional support are inevitable. Being the major driver behind rural revitalisation, talent recruitment and development is the deciding factor concerning both the effectiveness and long-term feasibility of implementing the rural revitalisation strategy. Rural areas quality, amount, and retention level of talent

fundamentally define the course of agricultural modernization, the development of rural industries, and the transformation of the entire countryside.

In the past few years alone the national government has vigorously put out numerous comprehensive policy documents like Opinions on the Acceleration of Rural Talent Revitalization to show high level of political resolve in resolving the issue of rural human capital. Many locations around the country have gone ahead to adopt innovative methods and pilots that have made significant gains in the field of rural talent teams development via different methods such as financial incentives, opportunities to develop professionally and better living conditions. The rural talent team building, however, remains highly flawed in structure and systemically deficient in comparison with the pressing needs of overall rural revival and the grand aims of creating a powerful agricultural country that urgently need systematic intervention.

The chronic quandary of lack of ability to recruit, engage and make appropriate use of talented people in remote regions is considered one of the most detrimental obstacles to limiting the growth of rural areas. The dimension of this issue includes inadequacy in inflows of external talent, the high rate of inflows of internal talent, the lack of effective cultivation of local talent, and inefficiency in using the available human resources. All these interrelated issues form a self-perpetuating cycle, which contributes to the scarcity of rural talent and weakens the attempts towards development. In order to overcome these issues, there is the need to undertake significant reformations of the current systems of incentives and building effective, multidimensional incentive systems that will be able to offer a competitive match to the city incentives.

The adoption of incentive structures aimed at attracting talented individuals and developing them through improvement of their mechanisms will be the major strategic action to solve the mentioned challenges and release the potential inherent in rural development. Mechanisms of incentives are significant institutional frameworks that direct the movement of talents, motivate talent vitality and creativity, and allow the fulfillment of talent values in rural communities. The attractive qualities of effective and scientific incentive mechanisms have great potential to make rural sites significantly more attractive to various categories of talent, engage the interest and active participation of talent in the activities of rural revitalization and promote the long-term involvement of talent in rural areas which they can call home and contribute positively to the development of the locality.

At present, the incentive programs in rural recruitment and development are still inadequate and underdeveloped, with only a single incentive approach being used which heavily depends on material rewards, and lack of sufficient incentive power that would not be able to be compared to urban options, and lack of proper coordination of incentives among various government agencies and spheres of policy. Such structural inadequacies have made it hard to efficiently galvanize the enthusiasm and initiative of different forms of talent in the rural renewal process hence leading to undesirable results even after considerable policy expenditures. To comprehend and eliminate these systematic flaws, there is a necessity to conduct overall theoretical research and practical suggestions to policies based on available evidence.

Theoretically, comprehensive studies on the incentive schemes towards rural talent recruitment and development can also be of value to the general body of knowledge on the talent development theory and extend the use of existing incentive theories to the specific rural setting of China. The study will add to scholarly knowledge about the way incentive mechanisms work in transitional economies and in developing countries. Practically speaking, developing scientific and rational incentive systems could offer useful guidelines and references to local governments to devise and refine the policy related to talent incentives, thus facilitating the effective implementation of rural talent revitalization approaches at the grassroots level. Consequently, the study of incentive mechanisms of rural talent recruitment and development (in particular, the creation of scientifically based incentive systems) has a very high theoretical and practical importance in achieving the goal of rural revitalization.

## **2. Practical Dilemmas of Incentive Mechanisms**

### **2.1 Singular Incentive Methods Failing to Meet Diversified Needs**

The existing incentive programs are mostly based on material incentives including direct cash payments, lump-sum payments and other forms of material incentives, and do not sufficiently use and implement spiritual

incentives, development-based incentives, and ecological incentives. Such over-dependence on the monetary compensation leads to a skewed incentive structure, which cannot meet the diverse, multi-layered requirements of modern talents, who do not merely look at financial gains, but also professional satisfaction, career growth prospects, and a good standard of living. The restricted view on material incentives does not consider critical non-material determinants that play a significant role in the decision-making process of talents concerning their place of work and staying in the rural area.

As regards the issue of material incentives in particular, subsidy norms are very low in most areas compared to urban averages and the cost of living needs, and payments are frequently not timely and predictable, which greatly reduces the desired incentive impacts. On some occasions, single-time subsidies like settlement grants and living allowances are capped at a particular quantity and do not offer enough financial safety to people moving to the countryside. In addition to this, other systematic incentive policies including bonus based on performance, project dividends, and career-related income growth are underdeveloped and it is hard to ensure high levels of morale among talent over long periods and maintain their loyalty to rural development.

Concerning spiritual incentives, the means of honorary award, professional prize, and social recognition are poorly developed and not well advertised and this leads to poor professional honor and low feeling of achievement in rural talent. Good rural talent selection and recognition practices are not extensively implemented by various areas, media coverage of the talent role model is not properly carried out, and general social recognition and respect of rural talent are not enough relative to the city professionals. The absence of social appreciation erodes the psychological benefits of the rural service and makes rural careers less attractive.

Concerning developmental incentives, blocked channels of career progression and inadequate possibilities of training are extremely restraining factors of talents development potential and the potential opportunities of professional development. Township public institutions frequently have positions limited because of strict bureaucratic structures with professional technical employees encountering serious challenges on the evaluation and promotion process of professional titles and the issue of the glass ceiling in the promotion of talents is exceptionally prevalent in rural administration systems. Systematic and focused training programs that would be aimed at improving skills and qualifications are infrequent, and ways of developing talent capabilities through further education are either blocked or not developed.

Regarding environmental incentives, poor infrastructure and inadequate public services do not allow providing a decent level of living conditions to the talent and their families. Rural regions are far behind the cities in terms of transportation connectivity, internet access and digital infrastructure, cultural venues and recreation venues. Essential resources of public services like quality education and health care are extremely unevenly distributed between urban and rural areas and this greatly impacts the everyday comfort, family well-being, and future residence choices of the talent and their family members.

## **2.2 Insufficient Incentive Intensity Failing to Form Effective Attraction**

In comparison to urban areas and opportunities offered by developed areas, rural talent incentive intensity is significantly low in various aspects that make it hard to achieve high-quality attraction of competent talent that has other options in the labor market. In terms of compensation packages the salaries of rural employees tend to be considerably and markedly less than their counterparts in the cities and there is also extremely little or none of the prospects of earning more over time and career earning paths do not equal those of their counterparts in the city. The continuous income difference remains an inherent obstacle to employing and keeping professionals of required qualifications in the countryside.

In terms of housing security and housing support, the rural construction of talent apartments is far behind the demand levels and urban standards and there are few housing loan facilities available, and the problem of talent settlement also comes under the issues of concern to be addressed by future hires. The absence of sufficient housing choices poses a direct practical challenge to talent considering rural employment, especially to those who have families or to those who are used to city living conditions. Housing insecurity erodes long term loyalty and produces prolonged unease within rural talent.

In regard to the social security and welfare benefits, the quality of medical care, security of pensions and other social guarantees are significantly different than in the cities, which makes it hard to tackle genuine talent worries on long-term security and family welfare. The notion of the poor social safety nets drives away risk-

averse people who can think of a rural career and instills fear in the minds of the current rural talent on their future security and that of their dependents.

Concerning entrepreneurship support and business development assistance, the problems of financing are acute and recurrent to the rural entrepreneurs and returning entrepreneurs experience significant financial constraints and poor access to capital, business development services and market contacts. The unfavourable entrepreneurial climate makes it unattractive to the best talents to go into business in rural regions and restricts the possibility of economic growth and employment creation through talent in such regions.

### **2.3 Inadequate Incentive Coordination Failing to Form Synergistic Effects**

The rural talent incentive involves several government departments such as the organization departments, human resource and social security departments, agricultural administration departments, and finance departments. The coordination structures between these departments are very poorly developed, which leads to the constant problems of departmental silos, policy disunity, and conflicting actions, which negatively affect the effectiveness as a whole. The absence of horizontal alignment between departmental silos results in confusion, duplication and holes in the delivery of incentives.

There is also a long-term absence of total planning and strategic coordination in the process of formulating policies as well as the fact that different incentive policies presented by various departments are not properly connected, synchronized, and complementary. The resulting policy fragmentation causes suboptimal use of resources and lost opportunities of synergy. At the local level, the implementation of policies suffers a chronic last mile problem whereby central policies cannot be translated as effectively to local action, which sees instances of policy implementation undermined, delayed or otherwise altered by local bargaining taking place too often.

Policy assessment and evaluation are mostly deprived of scientific assessment tools that could be implemented in practice through clear metrics, baseline information, and systematic monitoring, which makes it hard to assess the effect of policies, determine effective practices, or find and address the problems of implementation. The lack of strict assessment is detrimental to evidence-based policy change and responsibility. Poor coordination of incentives between departments and tiers of governance eventually results in fragmented, unproductive use of scarce incentive resources such that it becomes challenging to develop coherent, mutually reinforcing policies which produce net synergistic effects more than the total of individual policies.

### **2.4 Weak Incentive Targeting Failing to Achieve Precise Implementation**

Various categories and degrees of talent, such as high profile professionals, technical experts, technical staff, and local businesses, as well as returning migrants, really do have different incentive requirements due to where they are in their careers, the family situation, the way they aspire professionally and personal conditions. Nevertheless, modern incentive programs typically reflect a concerning one-size-fits-all scenario whereby generalized packages are not considering these significant differences and thus cannot be precisely and deliberately implemented and make each group of talent receive maximum benefit from the incentives.

In rural areas, competitive compensation packages which can be compared to those offered by urban and private sectors and quality development platforms that provide sufficient resources and autonomy are often absent to attract high-level professional talent such as scientists, engineers, and senior managers. Competency-based compensation systems and systematic processes to formally integrate demonstrated competencies and corresponding wages to skilled technical talent are poorly developed or not consistently implemented, thus decreasing the payoffs of acquiring skills.

The growth channels of a profession are closed to the local population because of their strong relationship to social institutions, which restrict them, as well as the fact that there is a very small amount of promotion space in the rural organization, leading to a discouraging glass ceiling. Policies related to entrepreneurial support often experience implementation challenges at the locality level, bureaucratic hindrances in obtaining programs are significant and even high-level policy spending on benefits and support does not bring much in terms of a sense of policy advantage and assistance to the recipients themselves.

This ineffective incentive targeting and inability to distinguish between methods of treatment according to the qualities of talents result in consistent misdirection of limited incentive resources, whereby some types of talents are not properly supported whereas other types are offered programs that are unsuited to their specific needs. Such inefficiency renders it hard to achieve an optimal level of the total value and effectiveness of constrained incentive spending and threatens the cost-efficiency of rural talent programs.

### **3. Theoretical Foundations of Incentive Mechanisms**

#### **3.1 Theory of Planned Behavior**

The Theory of Planned Behavior (developed by Icek Ajzen) states that behavioral intention is the most direct and proximate psychological determinant of individual behavior, and behavioral intention is itself determined and formed by three separate but inter-related antecedents, namely: attitude towards the particular action, subjective norms which are perceived social pressure, and perceived behavioral control as regards ability to perform the behavior successfully. The theoretically well-established conceptual framework has been widely tested in various behavioral spheres and cultural environments.

When applied to the particular sphere of rural talent recruitment and development incentives, this theory gives a lot of useful information regarding the psychology of talent behavior and decision-making. The theory indicates that the actual willingness of talented people to engage in revitalization projects in the rural areas and rural career commitment depends significantly on personal views regarding work and life in the countryside, the opinion and expectations of significant people within the social network such as family members and colleagues in the profession, and self-evaluation of the ability to be successful in the rural setting.

Consequently, the establishment of successful incentive mechanisms of rural talent needs to consider these three aspects of psychology systematically but not solely concentrate on material reward. The policymakers and implementers have to come up with interventions that will have a positive effect on the attitude of talents towards rural opportunities, deliberately develop social climates that support normalization and promotion of rural service and offer experiences and resources that increase the confidence of talents in their potential to contribute meaningfully to rural communities. These psychological factors should be addressed in a combined way as they are necessary to produce real behavioral commitment that lasts.

#### **3.2 Policy Instrument Theory**

The Policy Instrument Theory gives an orderly framework of analysis that can be used to conceptualize how incentive policies are designed, selected and implemented in various governance environments. As per this highly-influential theoretical approach, incentive policy may be grouped into three essential categories on the basis of the mechanism of influence and the mode of action behind them, which include supply-oriented instruments, demand-oriented instruments, and environment-oriented instruments. Every type has its own causal pathway through which it affects the behaviour of target populations.

The supply-oriented policy instruments are used by providing material supplies, services and support directly to target beneficiaries, including but not limited to direct financial subsidy, intensive training programs, technical support, and infrastructure development. Policy instruments like these expand the potential and capacity of talents. The demand-oriented policy instruments do so through expansion of the market size in terms of demand (creation of attractive opportunities) and pulling talented people towards particular sectors or locations through government procurement programs/policies, project based contracting opportunities, and economic growth strategies that establish feasible positions in the labor market.

Policy instruments targeted at the environment work through the optimization of general institutional environment, regulatory framework and social systems in which talent decisions take place, including professional title evaluation systems, accreditation processes, social security systems and legal protections. The three types of policy instruments have their individual unique focuses, relative advantages and suitable uses, however they are much more efficient when developed to be complementary and reinforcing to each other, forming together a comprehensive and stable incentive policy system tackling various impediments at the same time.

### 3.3 Two-Factor Theory

The Two-Factor Theory, initially proposed by Frederick Herzberg following extensive research on employee motivation, divides the factors influencing job satisfaction into two distinct categories with diverse psychological roles: hygiene factors and motivators. This has been an influential division with significant implications in the design of effective incentive systems in organization settings such as rural talent management. It is important to realize how well the theoretical framework can be understood to develop balanced incentive strategies.

The hygiene factors include such components as proper payment, acceptable working environment, friendly human relations, job stability, and company policies. The main lesson of the study conducted by Herzberg is the fact that lack of these factors or their imperfection causes dissatisfaction among employees and even their departure, whereas their improvement on the level exceeding the minimal adequacy can only remove the dissatisfaction and not bring real satisfaction, passion or loyalty. Those factors are needed but not enough to motivate.

The motivators on the other hand consist of important achievement, real acknowledgment of contributions, the inherent value of the job itself, significant responsibility and freedom, and the prospects of promotion and professional development. Such factors are able to create authentic satisfaction, intrinsic motivation, and long-term commitment when they are present, but not their presence guarantees active dissatisfaction. Such a theoretical insight has serious implications in designing the incentive system of rural talents.

The theory clarifies that the successful rural talent incentive system should have a two-fold strategy. Firstly, they need to ensure adequate levels of basic hygiene factors so as to remove fundamental concerns of talent regarding fair pay, good work conditions and minimum security. Secondly, and just as importantly, they should focus on and invest in authentic motivators which offer talent with a sense of purpose through achievement, recognition in the community, challenging duties, and actual opportunities to develop careers and advance professionally in the rural environment.

## 4. Optimization Pathways for Incentive Mechanisms

### 4.1 Refining the Classified Incentive System

The initial focus on enhancing rural talent incentive schemes is to implement hierarchical and categorized incentive criteria that identify real disparities between talent types. Depending on systematic evaluation of talent type, professional level, proven contribution, and special conditions, policy makers ought to develop different incentive standards that would be suitable in terms of matching rewards and characteristics as well as needs. Such a method goes beyond generalization to the more precise targeting.

Implementation of flexible compensation systems like agreement-based wages, annual salary contracts and performance-related packages in order to ensure market competitiveness for high-level professional talent, i.e., senior technical specialists, experienced managers and professionals of different specializations, may allow attracting premium performers, moving them off of urban options. This type of arrangement must have defined measures of performance as well as growth paths.

It is possible that through the establishment of formal frameworks which relate verified skills with corresponding remuneration on a systematic basis, the income situation of skilled technical workers may be improved and clear gains to investing in skills and professional growth. The method will place a high value on and reward practical skills.

Local talent that is well-versed in the community and has a good sense of context could have better opportunities by developing green channels to promote the assessment of professional titles as a way of eliminating bureaucracy in career advancement and opening up career development channels systematically to establish viable career prospects over a longer period and ensure that the rural area retains its valuable human capital. On the other hand, significantly boosting entrepreneurship guarantee loans, startup subsidies, business incubation services, and continuous mentoring can lower the financial hurdles and business risk associated with entrepreneurship and business creation.

The second strategic priority is to build truly diversified incentive packages, which take care of various human needs at the same time instead of over-dependence on monetary rewards only. In terms of material benefits particularly, there is a need to make an in-depth attempt in enhancing the mechanisms of compensation increase throughout the careers as well as introduce different forms of incentives such as performance bonuses, project dividend, equity participation and profit sharing, as these will bring about alignment between personal and organizational interests.

Talking about spiritual motivation and recognition, the introduction of the systematic process of bestowing honorary awards to rural talents in various administrative levels, consistent execution of the selection and recognition of excellence among rural talents accompanied by proper publicity, and developing a real social esteem of rural professionals will increase the psychological rewards of rural service. In terms of developmental incentives and career growth, mass introduction of scholarship schemes that support lifelong learning, implementation of official mentorship schemes that link experienced workers with newer employees, and provision of clear progression routes can encourage quick professional growth.

Regarding the factors of environmental encouragement and living standards, rapid development of quality accommodation facilities to rural talents and families with proper facilities like healthcare, education, transport, and other cultural programs, as well as attention to family welfare, can greatly help improve the general quality of life of a talented village person and his/her family. Third strategic priorities are the reinforcement of dynamic adjustments in incentive systems. Introduction of periodic assessment techniques of the incentive system policies based on transparent indicators and consistent monitoring, adjustment and optimization measures due to assessments results, flexible adjustment of the requirements to economic situation changes, and feedback responsive mechanisms will allow preserving their pertinence and validity in time.

## **4.2 Optimizing Policy Instrument Combinations**

The first aspect of policy instrument optimization is the significant reinforcement of supply-oriented policy instruments which can immediately increase talent capabilities and resources. It implies that there should be massive hikes in the amounts of fiscal spending that are allocated to the development of rural talent, creation of large special funds to support the development of rural talent and ensure its steady allocation, as well as implementation of mechanisms that will guarantee prompt and full payment of incentive funds pledged and prevent possible delays or bureaucratic barriers.

The development of comprehensive talent training systems must be based on the cooperation with vocational colleges, agricultural technology extension institutions, and professional training organizations in conducting order-oriented and focused training programs with a view to the peculiarities of the rural industry development and its individual talents. This method allows ensuring the appropriateness of training and its practical usefulness. The systematic process of building a talent service platform may offer convenient one-stop services to rural talent covering policy advice, help in project applications, financing matching and legal assistance as well as technical support and make it much easier to access such services and minimize the cost of transactions.

The third dimension is the expansion of the strategic demand oriented policy mechanisms that generate interesting opportunities and practical markets to rural talents services. The mass application of rural revitalization assistance programs to talented people may direct funding into high-priority areas and increase the total demand on professional services. Efficient deployment of the project-based contracting, government procurement biases, and the state investment initiatives can produce instant employment and business opportunities in the case of qualified talent.

The systematic development of innovation and entrepreneurship platforms in the form of an agriculture industrial park, a technology incubator, business accelerator, and co-working space are likely to offer some infrastructure, as well as professional settings, whereby talent is likely to flourish. The successful establishment of proper talent supply-demand matchmaking processes by holding the talent exchange events on a regular basis, talent specialization job fairs, websites, and networking of professionals may facilitate a high-quality matching between the available talents and the needs of the positions offered.

The third aspect is a comprehensive enhancement of environment-oriented policy tools that form an institutional environment of rural talent work. Further reforms of the talent evaluation mechanisms should be

deepened through observing the principle of emphasizing practical contributions over purely academic publications, significant improvement of the conditions of applying professional titles in agricultural and rural sectors, and development of the innovative methods of evaluation that could consider different kinds of contributions including the technical standard, special reports, development plans and practical innovations as equal to the traditional academic articles and this would produce fairer assessment systems.

The organized enhancement of the process of talent mobility can contribute to the more effective use of human resources as it requires eliminating the barriers of institutions within the urban and rural areas, across various regions and between any state departments. Integrated development of the mechanisms of ensuring talent safety with improved housing measures and better access to medical care and children education opportunities, family support services will also address some basic issues which negatively influence the willingness of people to stay and contribute to the development of rural areas.

### **4.3 Strengthening Incentive Synergy Effects**

The initial critical component of reinforcing incentive synergy is the need to develop strong relationships between the departments across which coordination is required in order to eliminate the bureaucratic disintegration. It would be possible to establish periodic conferences, if one formally establishes a joint meeting system of rural talent revitalization work at the correct level of the administration to ensure proper interaction between organization departments, agencies of human resources, agriculture management, finance office and others related institutions. Such institutionalized coordination can produce real work synergies instead of isolated departmental efforts.

By clearly defining the roles of departments, division of labour and accountability measures, one can avoid undesirable overlapping, gaps and conflicting actions. Development of holistic information sharing systems and unified data systems will be able to attain real inter-connectivity of talent data, policy data and program data beyond the departmental barriers that will allow making more consistent and knowledgeable decisions.

The other important feature is to create actually diverse ways of participation that would involve other parties apart from the government. Although it is necessary to have proper government leadership regarding the formulation of policy structures and access to government resources, it is important to note that systematic measures can help drive and motivate companies, industry groups, civil society organizations, schools, colleges and universities, as well as communities to play a more active role in rural talent incentive schemes. This pluralist way increases existing resources and provides various views.

Supporting enterprises to create their talent incentive schemes such as equity incentives, profit-sharing schemes, performance bonuses as well as career development plans is a means of enhancing government initiatives and ensuring that corporate interests are met with talent retention. Enabling social organizations and professional associations to take part in talent service provision may provide a variety of specialized knowledge, flexible methods and more resources that will support government programs.

The third key component is enhancing holistic closed-loop incentive systems management in order to achieve a constant learning and adapting process. Implementation of full-process mechanisms that embrace systematic demand identification, evidence-based policy formulation, strict assessment and evaluation, and adaptive optimization adjustment can establish virtuous cycles of constant improvement. Better publicity and outreach can be used to enhance awareness, knowledge and coverage of policies on targeted groups.

Creation of effective mechanisms of tracking and evaluating the incentive effects through proper indicators, baseline data, and periodic monitoring can facilitate early detection of implementation issues, proper documenting of effective practices and development of evidence-driven policies. Such a learning direction may be able to progressively enhance the scientific basis and practical utility of incentive policies as time goes on.

## **5. Conclusion**

Rural talent recruitment and development incentive mechanisms are also important institutional commitments and pillars of policy systems that support attainment of a sustainable rural revitalization of talents. Presented with the existing systemic issues such as mono-method of incentives that focuses solely on material

remuneration, the lack of sufficient intensity on incentive packages to compare favorably with those of the cities, poor incentive integration across departments and levels of governance and ineffective targeting of incentives in differentiating approaches according to talent factors, there is great urgent need to conduct comprehensive reform processes.

These are interconnected challenges that need to be addressed in three complementary dimensions that need systematic application namely, developing refined class incentive systems by employing a differentiated standard and diversified portfolios, maximizing the mix of policy instruments along with supply-oriented, demand-oriented, and environment-oriented methods, and enhancing incentive synergy effects by means of enhanced coordination, diversified participation and feedback control. The three strategic directions are interdependent and should be followed in concert instead of implementing them separately.

Namely, to refine classified incentive systems it is necessary to implement truly stratified and categorized incentive criteria that would acknowledge the presence of talents, develop diverse incentive packages that consider a variety of human requirements, and enhance dynamic flexibility in order to ensure the relevance of the system. The optimization of policy instrument combinations will need much more reinforcement of the supply-side mechanisms that enhance the abilities of the talented people, strategic development of the demand-side mechanisms that generate attractive opportunities, and overall enhancement of the environment-related mechanisms that foster favorable institutional conditions.

In order to enhance incentive synergy effects, strong cross-departmental coordination systems should be created, participation patterns should be developed to ensure genuine participation of various stakeholders, and effective closed-loop management should be implemented to provide constant learning and adaptation. The particular strategies applied by local governments and implementation bodies need to be based upon a detailed study of the conditions in the locality and consider incentive models that are in line with regional peculiarities and development priorities rather than mechanically replicating outside schemes.

The successful implementation must take into consideration numerous balances: it is required to combine material benefits with spirituality in correct proportions, reach out to external motivation and internal motivation harmony, ensure proper interaction between immediate incentives and future career development prospects. With these components correctly arranged then different kinds of talents can easily showcase various forms of talents, abilities, and skills in this large space of the countryside, contributing significantly to the development of the region and feeling satisfied personally. Such an agreement that is mutually useful can offer the strong and stable support of talents that will contribute to the overall development of rural revitalization and hasten the pace of building a robustly agricultural country.

As the revival of rural areas is already well developed and policy learning is growing, the incentive systems of recruiting and developing rural talents will keep developing and improving, the environments of developing talents will be gradually optimized, and more and more outstanding talents will certainly make the decision to dedicate their abilities and efforts to the construction of the countryside. This encouraging tendency will help write a new, dynamic chapter in the current history of rural revitalization in China.

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