

Study on the Status Quo and Causes of Talents in Liangshan District of Sichuan Province

Jing Huang

International Institute of Business Administration
Jilin International Studies University
Changchun, China

Abstract—By combining literature research with field research, this paper makes an in-depth analysis of the status quo of talents in Liangshan from macro data analysis to field interview. It points out the status quo of the unreasonable talent structure, the scarcity of management talents and the shortage of highly educated talents in Liangshan area. The causes of the status quo of talents in Liangshan district were analyzed in this paper from the historical, social, economic development and other directions.

Keywords: *Liangshan area, status quo of talents, causes of status quo of talents*

I. INTRODUCTION

According to the *Outline of the 12th Five-year Plan for National Economic and Social Development of Liangshan Yi Autonomous Prefecture* adopted at the 6th session of the 9th People's Congress of Liangshan Prefecture on January 30, 2011, "Liangshan's GDP grew by more than 15% annually, to 160 billion yuan. The amount reached 160 billion yuan.... The region further deepened its industrial structure, with the added value of secondary and tertiary industries accounting for 85% of GDP; Consumer demand continued to rise, and total retail sales of consumer goods grew at an average annual rate of more than 15 percent; The capacity for independent innovation was enhanced, and science and technology contributed 45% of economic growth; The urbanization rate increased by 1.5 percentage points annually." [1] To achieve the specific goals set forth in the 12th Five-year Plan, the most important thing is the ability to achieve the goals. However, the ability to achieve the goals is embodied in the talents.

II. CURRENT SITUATION OF TALENT DEVELOPMENT IN LIANGSHAN

According to the *2012 Liangshan Statistical Yearbook*, the number of legal entities registered in the area was 18,133, up 11.6% from 2008. The number of employees here is 2.9205 million, including 1.837,400 in the primary industry, 339,700 in the secondary industry and 743,400 in the tertiary industry. The average salary of employees in state-owned economic units was 44,283 yuan, 36,989 yuan in urban collective units, 39,601 yuan in other economic units, and 23,369 yuan in private economic units. The prefectural economy showed a rapid growth trend. At the same time, the

2012 Liangshan Statistical Yearbook shows that among the resident population, 161,618 people have received university education (refers to college education or above), and 248,113 have obtained high school education (including technical secondary school). The number of people with secondary education was 834,435, while the number with primary education was 2,064,782. According to the macro data, the basic education and higher education in Liangshan have been greatly improved, but there is still a considerable gap with the national average.

The talent demand of Liangshan area can be divided into five categories: party politics talented person, rural practical talents, skilled personnel, professional and technical talents, and managerial and administrative personnel. According to the latest survey data [2], as of 2009, party politics talented person accounted for 10% of the total, rural practical talents accounted for 33%, skilled personnel accounted for 20%, professional, technical talents accounted for 32%, and managerial and administrative personnel accounted for 5%. Among them, the average educational background of party politics talented person is the highest, with bachelor's degree (including college degree) or above accounting for 52.97%, which is 31.42% higher than the average educational background of the whole area. In Liangshan area, there is a tendency for the highly educated talents to gather in Party and government organs. In addition, it is worth noting that among the five categories of talents, the number of managerial and administrative personnel is the least, accounting for only 5% of the total number of talents, which is extremely inconsistent with the current state of economic development, and not conducive to the sustainable development of the economy.

According to the author's field survey of local enterprise employees, the average number of recruitment by enterprises in Liangshan area is 3-5 times, and the number of recruitment is less than 10. Recruiters at state-owned enterprises report that fewer than 10 people are openly recruited during the recruitment process each year, while internal recruitment is preferred. Positions that are open to external recruitment are often hard to find. The majority of job seekers are women. Recruiters of collective enterprises report that job seekers prefer to work in collectively-owned enterprise than in private enterprises. Positions in private companies are less sought after than that in state-owned

enterprises, and there are also more female applicants in the job market. Private sector recruiters say it is difficult to recruit frontline staff and senior staff in the recruitment process, with difficulties at both ends and easier in the middle. The self-employed are in the situation of long-term recruitment, because the work is relatively simple, and the degree of personnel turnover is greater. Some jobs cannot find candidates for a long time. The food industry has a perennial shortage of unskilled laborer. Most state-owned enterprises and collective enterprises require a bachelor's degree or above, while most private enterprises and self-employed individuals require a technical secondary school degree or below. This reflects that different enterprises have different educational requirements. In terms of the qualifications of the candidates, the highest degree of staff in the sample of the survey is master's degree, and there is no staff with doctoral or post-doctoral degree.

It can be seen that the construction of the talent team in Liangshan has gone through the process of starting from scratch. At present, the total amount of talents in Liangshan area is insufficient and the quality is not high. Although the government has invested a lot of money in education, due to its own conditions, there is a shortage of highly educated talents, practical talents, skilled talents and scientific talents. The brain drain in this area is serious, the talent development platform has not been established, and the personal development of talents has not been organically combined with the strategic planning of enterprises. The policy of attracting high-level talents is not attractive enough, and the industrial development is not perfect, so it is difficult to attract top talents. The talent structure is unreasonable and the management personnel is seriously lacking. The enterprise workers in Liangshan area are generally not well-educated. The low number of employees in middle management positions and above receiving higher education directly affects the operation, management and development of the company. In terms of the distribution of talents, the workers with higher educational levels are generally concentrated in neighborhoods of Han such as Xichang, Huili, and Mianning. As a result, there is a shortage of higher education talents in areas inhabited by ethnic minorities. This directly results in a sharp contrast between the development of Han and minority communities.

III. CAUSE ANALYSIS OF THE CURRENT SITUATION OF TALENT IN LIANGSHAN

The present situation of talents in Liangshan area is not a day's work, which is closely related to the history, culture and social development of Liangshan area. The causes of its talent status can be analyzed from the following aspects:

The first is historical reasons. The development of Liangshan prefecture showed the trend of "one step over a thousand years", which directly crossed from the slave society to the primary stage of socialism with a large span. Social systems can be changed suddenly, but it is difficult to achieve such transformation in the minds of the local masses. Due to the drastic changes in the social system, local social life almost stopped. In such a large span, the primary

problem to be solved is the livelihood of the masses. "Living on" has been the main focus of government since the prefecture was founded in 1952. China formulated the *Seven-Year Priority Poverty Alleviation Program* in 1994. In the same year, Sichuan Province formulated the *718 Poverty Alleviation Plan of Sichuan Province*, and Liangshan Prefecture formulated the *7210 Poverty Alleviation Plan of Liangshan Prefecture*. It plans to spend seven years (1994-2000) to concentrate resources, materials and other social forces to basically solve the problem of food and clothing for the 2.1 million poor people in the prefecture, and tries its best to solve illiteracy among the young and middle-aged, backward medical and health care, poor drinking water for people and livestock, and poor infrastructure. It can be seen that in the past, the focus of poverty alleviation work was on solving people's living problems, and the problem of cultural poverty did not attract enough attention.

The second is relatively weak educational resources and lack of teacher. In the poverty alleviation work since 1994, education poverty alleviation is mainly divided into two parts. One is to improve teaching conditions. For example, it's needed to provide primary and secondary schools in various counties and cities with teaching materials, and improve school facilities and sanitary conditions. The other is to strengthen literacy among young and middle-aged people, so that they can read and write. After nearly 10 years of continuous efforts, the teaching conditions have improved significantly. However, there is a serious shortage of teacher resources. In some township primary schools, there is still a situation in which a teacher teaches multiple grades or subjects, which makes the teaching quality difficult to guarantee. Previously, the focus of the government's work was to solve the problem of teaching materials and teaching places, but not to improve the quality of teaching and teaching soft power.

The third is the relatively weak talent awareness, and the disconnection between industrial development and human capital allocation. Since its establishment, the prefecture has focused on rapid economic development and emphasized the growth of GDP, while ignoring the importance of talents for sustainable development. Based on the situation of Liangshan prefecture, it is easier to realize the rapid growth of GDP in a short time mainly by resource-based enterprises. As mentioned above, global resource data show that non-renewable resources are decreasing, especially in China. Therefore, in the case of continuous reduction of non-renewable resources, resource-type enterprises can hardly survive for a long time without upgrading, let alone contributing to GDP growth. The upgrading of resource-based enterprises requires relevant professionals. But in the development process of this area, there is no reserve of corresponding human resources in the early stage. As a result, industrial upgrading and development are imminent, but no one is competent. The high-level of government, enterprise and all walks of life are not aware of the importance of talents, and do not realize the important value of talents to sustainable development. The idea of combining individual career development with enterprise strategic development

and connecting with regional economic development has not been established. The limited platform for talent development hinders the further development of the role of talents and the subsequent work of attracting talents.

The fourth is the remote geographical location, poor cultural atmosphere, weak talent attraction incentives, and local brain drain. Liangshan Prefecture is located in the southwestern part of China and Yunnan-Guizhou Plateau. Only 7% of the prefecture's more than 60,000 square kilometers are hills, wide valleys and basins, while the rest are mountains with an elevation of 3,000 meters. Due to its remote geographical location, inconvenient transportation in mountainous areas and imperfect infrastructure, the region does not have the important material basis to attract talents. The regional culture of Liangshan prefecture is dominated by the customs of Yi nationality, which is different from that of Han nationality. Due to the lack of attention and respect to talents, it is difficult for foreign talents to integrate into local culture and feel sense of belonging. The policy effect of the government and enterprises to introduce relevant talent retention measures is not obvious enough and basically stays at the level of concept propaganda.

From the psychological point of view of employment, most of the talents cultivated by the local government choose to work in other places with the idea of "hoping to see the outside world". To be specific, the post-1985, post-1990 and post-2000 generation of labor force have the idea of seeing the world outside, so most of them choose to go out for work. Most parents want their children to go to school outside the home, increasing the chances that places of higher education will become places of employment. Parents' subconscious choice affects the next generation's choice of employment location. In addition, the employment perception of practitioners has not improved. In the era of planned economy, working in state-owned economic units became an ideal position for the general public, and this social identity has been passed down to today. When choosing a career, children first consult their parents' opinions. Parents' cognition of employment is relatively backward, which directly affects their children's views on employment. This has led to a rush for positions in state-owned institutions. So the contrast is stark: there are too many applicants for too few jobs in the state sector, while private companies and self-employed business struggle to find applicants.

In addition, the pursuit of security makes most job seekers want to work in a stable organization. Job seekers do not have a deep understanding of the career philosophy of "more work, more gain" and have not yet realized that private enterprises are more flexible than state-owned and collective enterprises. Given the choice between stability and salary, most job seekers choose the former. Affected by the economic environment, private enterprises have less job stability than state-owned economy and collective economy, which cannot meet the needs of job seekers for a sense of stability.

Finally, the monthly welfare benefits of private enterprises are not as good as those of state-owned economic

units and collective economic units, the job stability is not high, the security of employees is poor. What's worse, there exist irregular working hours and widespread overtime in private enterprises. All these lead to the fact that highly educated job seekers are reluctant to choose private companies.

IV. CONCLUSION

Tourism is the leisure lifestyle and cross-cultural communication activity aimed at recreation, aesthetic appreciation and knowledge. [3] Above all, there is still a certain gap between the talent reserve of Liangshan and talents required for the realization of local "12th Five-year Plan". Therefore, the author proposes following feasible ways to solve the problem: it's imperative to strengthen the external publicity of Liangshan district, realize the importance of talents to regional development, implement loose policies on attracting talents, and provide and improve the platform for talents development.

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