

A Study about the Influence of Human Resource on Regional Economic Disparity in Shandong Province

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Abstract. This paper briefly expounds the importance of human resource development for regional economic development, and discusses the influence of human resource on regional economic disparity in Shandong province from the three aspects: quantity, educational level and flow direction of human resource, on the basis of introducing the current situation of regional economy in Shandong province, and, at last, discusses the strategies for reasonably allocating the human resource and decreasing the economic disparity in Shandong province.

Introduction

The eastern, central and western regions in our country have obvious economic and social disparities. The emergence of regional economic disparity is subject to the influence of natural environment, geographical location, economic foundation, human resource, various policies stipulated by government, and many other factors. Among them, the human resource difference between different regions is one of the main factors that cause the regional disparity. As an important resource to promote the economic growth, the human resource is the strength source of promoting the regional economy under certain natural resources and social environment, and the function of human resource in the regional economic development is getting increasingly significant. This paper selects Shandong province, an economy-prosperous province, as the research object to deeply analyze the significance of human resource in regional economic development in Shandong province and its influence on regional economic disparity, with the hope of providing guidance for strategic planning and coordination policy formulation of regional economic development in Shandong province.

Study on significance of human resource development for regional economic development

Human resource development shall be taken as the premise of economic development. The specific forms are: adjust and optimize production factors within different regions and add various favorable resources to promote the economic development and consumption level within such regions. Human resource is related to the production and consumption level within a certain region. More wealth can be created for the society by developing the human resource and giving full play to the key functions of human resource in regional economy. Developing and making full use of human resource within a region can facilitate the production development, enhance the consumption needs and constantly produce new needs in the process of completing the production and consumption, so as to provide the regional economic development with the source of power. Thus, it can be seen that fully developing the human resource is the primary task of regional economic development.

Developing the human resource is the core strength of enhancing the regional economy. It plays a very important role in promoting the economic growth and driving the economic transition. In the process of regional economic development, the human resource development level is directly related to the improvement of core competitiveness. The full development of human resource will not only increase the quantity of human resources, optimize and perfect the human resource structure and provide high-quality talents for regional economic development, but also improve the quality level of human resources within the region and guarantee the quality of excellent talents necessary for regional economic development.

Human resource development can centralize talent resources. Governments in developed areas often absorb talents into local places by making favorable talent introduction policies and providing comfortable environment, so as to give play to the advantage of human resource and form the advantage of accumulated talent flow and fund flow. Some areas fail to have the talent advantage due to the lack of high-level and innovative talents, their economic development is affected.

Influence of human resource on regional economic disparity in Shandong province

The difference in economic growth between different places within a region concretely embodies the regional economic disparity, while there are many factors influencing the regional economic disparity. The studies on economic growth problems made by the economists Lucas and Romer indicate that: human resource is an important factor to drive the economic growth, and it has a long-term and continuous influence on economic growth.

Significant regional economic disparity in Shandong province

There is an obvious economic disparity between different regions in Shandong province. For example, Qingdao and Yantai in eastern region are economically developed, while Jinan, Weifang and Dongying in central region are less developed, and Heze and Dezhou in western region are least developed. These places are different in geographical location, natural environment, economic foundation, human resource, etc., which results in the emergence of regional economic disparity. Although the different regional human resource conditions have accelerated the expansion of regional economic disparity, we can decrease it by reducing the difference in human resources between economically less-developed urban area and economically developed urban area, to facilitate stable and harmonious economic development within the region.

Influence of human resource on regional economic difference

Unbalanced distribution of human resource quantity results in regional economic disparity.

It can be seen from the fifth population census that Shandong Peninsula area and the provincial capital have a significantly different population, compared with other places with a small population density; the population density of the former exceeds 621 persons/square kilometer, while that of the latter is just 226 persons/square kilometer. However, the human resource development is performed based on the population distribution in the region. The unbalanced human resource distribution further enlarges the regional economic disparity.

It can be seen from the aforesaid data that the overall human resource distribution in Shandong province is unbalanced. Those places with relatively fast economic development often have dual advantages of educational level and economic strength, and absorb most of the human resources to these places. They utilize the advantage in human resources to drive the development of local economy. From the current situation, most of the human resources in Shandong province, especially the high-level talents, are concentrated in the peninsula area and the provincial capital, namely Yantai, Weifang, Qingdao, Weihai, Rizhao, Jinan, etc. Such advantage in talent distribution has driven the improvement of economic level in the peninsula area and the provincial capital, but also robbed the human resources of other places, resulting in their economic backwardness. Thus, the unbalanced distribution of human resource quantity is a major reason for regional economic disparity in Shandong province.

The unbalanced educational level of human resource affects the harmonious development of regional economy.

The quality of human resources is embodied mainly by the educational level they accepted; people with high educational background learn new things very fast, and their level in practice is rapidly improved after receiving trainings. In this way, high-quality human resources have a very strong ability to adapt to the society, can adapt to complicated economic environment and fast economic development, and are an essential power to achieve the harmonious development of regional economy.

Take Shandong province as an example. The educational development level of different cities, county-level cities and lower-level areas is unbalanced; besides, the educational level among same-level places is also different. To some extent, this has caused the problem of unbalanced educational level of human resources in Shandong province. The overall distribution of educational level of human resources in Shandong province is unbalanced, and the educational level is significantly and regionally different. Thus, from the perspective of educational level, the educational background of human resources in those places with relatively rapid economic development in Shandong province is generally higher than that of human resources in the places with relatively backward economy. Places with rapid development possess more human resources of college degree or above. Economically developed places have more advanced technologies, richer human resources and more research and development personnel than less-developed places

Unreasonable flow of human resources increases the regional economic disparity.

Rational utilization of human resources is an inevitable link to drive the harmonious development of regional economy. It can be learned from the current human resource environment in Shandong province that both the regional difference and the flow concentration are reflected. Some developed places in eastern region utilize many excellent policies and conditions to absorb high-level talents within this province, resulting in the situation the supply of human resources exceeds the demand. The unreasonable flow of human resources leads to the contradiction that the human resources are deficient in some places, while human resources in other places are excessive, which is adverse to the inter-regional harmonious development and even affects the improvement of overall economic development level in Shandong province. Different places have different development speeds; the development of eastern region is fast, central region slower, and western region slowest. Therefore, we thought that the inter-regional unreasonable flow of human resources has increased the regional economic disparity in this province.

Strategies for rationally developing and allocating human resources and decreasing economic disparity in Shandong province

Strengthen the human resource development in the province.

Enhance the level of human capital, and integrally improve the regional economic development level.

Compared with other production factors, human resource will only progressively increase the marginal revenue, rather than progressively decrease it. Thus, it is required to clearly understand that human resource is the source of power to drive the regional economic growth. On this basis, it is required to quantitatively and qualitatively enhance the human capital of Shandong province, pay attention to inter-regional coordinated development of human capital, ensure the integral improvement of human capital level of Shandong province, and guarantee continuous improvement of economic development level of Shandong province.

The improvement of human capital level has driven the rapid economic development, enhanced the reserve of human capital and indirectly promoted the economic growth. Shandong province possesses sufficient human resources, and can significantly promote the economic development speed as long as the level of human capital is improved. We can adopt many methods to improve the quality of workers, such as increasing the capital input for education, making full use of educational resources, formulating relevant policies to support the production-teaching-research combined projects among universities, enterprises and research institutions, and increasing the investment for promoting the human capital level.

Give play to the leading role of eastern developed cities, and increase the investment in human capital of western region in Shandong province.

Different places in Shandong province have significantly different economic development. Eastern cities such as Qingdao, Rizhao, Yantai and Weihai as well as central cities such as Jinan have a high economic level, while western cities such as Linyi, Binzhou and Heze have a low economic level. Due to advantageous conditions such as convenient transportation, strong economic strength

and sufficient capital, the economic development speed of eastern places is much faster than that of western places. Therefore, it is necessary to coordinate the difference in regional economic development, keep the leading role of eastern developed cities, and, on this basis, increase the investment in western less-developed places. It is necessary to not only provide technical and fund support, but also perform investment in educational input, such as carrying out vocational training, technical training and other courses, so as to improve integral level of employees.

Formulate advanced human resource policies that are suitable for local practical development condition.

Currently, less-developed places in Shandong province have also cultivated many excellent talents. However, these talents often go to relatively developed places to seek for better development opportunities. These economically less-developed places have input a lot of funds in education, but the talent outflow affects the development of local economy. Therefore, to avoid capital waste and talent outflow, different places shall formulate advanced human resource policies based on the practical local development condition to absorb the backflow of human resources, retain more talents in their own places and provide them with a broad development space to make them serve the development of local economy. Meanwhile, it is necessary to adopt the production-teaching combination strategy to promote the mutual transformation between scientific and technological achievements and productivity and enhance the economic level.

Optimize the industrial structure and transfer labor force from primary industry to secondary and tertiary industry industries.

In recent years, different places in Shandong province have paid widespread attention to and provided policy support for human resource development, and the overall distribution of human resources is gradually becoming balanced; the difference in quantity of employment in primary, secondary and tertiary industries is small. In order to improve the utilization efficiency of human resources, it is necessary to transfer part of the labor force to secondary and tertiary industries under the premise of developing the agricultural production. As a big agricultural province, it is required to drive the agricultural development relying on human resources and implement the high-quality, high-yield, high-efficiency and intensive agricultural development mode. It is required to not only stabilize the agricultural development, but also promote the secondary and tertiary industrial economy and adjust and perfect the industrial structure to form the intensive industrial development mode. On the basis of developing the secondary industry, it is necessary to formulate, based on local development condition, the development strategies suitable for its own tertiary industry, try hard to improve regional economy in Shandong province, and move towards the harmonious development.

Pay attention to rational distribution of human resources, and decreasing the difference in regional economic development in the province.

Significant regional economic level is an important characteristic of Shandong province, and the economic development of backward places cannot be promoted if no policies are taken to adjust the flow of human resources, which will make them more backward. Governments shall carry out human intervention; on one hand, the provincial government shall make clear respective advantages of different places, formulate definite work division conditions and favorable policies, increase the fund investment for less-developed places and promote their coordinated development; on the other hand, local governments shall formulate local economic development policies consistent with those policies formulated by upper-level government, optimize the industrial development direction, put forward the reform of personnel system, introduce more high-quality talents into backward places for starting their businesses or for employment, avoid vicious cycle of talent outflow, promote the local economic development and narrow the economic gap.

Conclusion

In general, human resource has an important impact on regional economic development of Shandong province. In order to change the current situation of regional economic disparity in Shandong province, it is required to carefully analyze the relationship between human resource development and regional economic development, and also carry out relevant analysis on quantity and quality of human resources in different places as well as the industrial distribution condition. On the basis of objectively analyzing the human resource condition in different places of Shandong province and the actual development of regional economy, it is required to pay attention to human resource development, increase the educational input in less-developed cities, promote the rise of tertiary industry, and provide favorable conditions for cultivating, introducing and retaining talents. Only in this way can the difference in regional economic development be decreased to achieve the harmonious development of inter-regional economy.

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