

# The research of Human Resources Development and Regional Economic Development

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**Abstract.** The economic development in our country at present are in a transitional development, great changes have taken place in regional economic structure, how human resources development to further meet the requirements for regional economic development, and how the regional economy to further coordinate the relationship of human resources development, it has important significance to prevent the imbalance in the structure of social development. This paper first analyzes the domestic human resources development and regional economic development, and put forward of the human resource development and the problems existing in the process of regional economic development, finally through the discussion that the human resource development will be conducive to the coordinated development of regional economy, based on the regional economic development, it put forward the corresponding human resources development strategy.

## Preface

Economic development law fully illustrates the human resources development playing an important role in regional economic development, human resources and regional economic development supplement each other, both of them promote each other to maximize human resources advantage into full play. Which measures the degree of human resources development cost, time and the number belong to the developing evaluation system, and the benefits and satisfaction measurement belongs to the management evaluation system. Set up reasonable human resource value and the amount of capital into is set the starting point of human resources system. Therefore, within the scope of a certain external environment to analyze human resource condition and reasonable mining, further study by reasonable planning and implementation of marketization and openness has great significance.

## The situation of domestic human resources development and regional economic development

### The situation of domestic human resources development

Regions in China are widespread existing big population base, the human resources quality is low, create value for the social progress of human resource is lack, it presents the trapezium. Especially in the Midwest, high-quality distribution of human capital is less, in stark contrast with the eastern region, accorded with the three levels of regional economic development. So, it is closely related to human resources development and regional economic development relations.

### The situation of domestic regional economic development

Configuration economic of resource utilization within a certain area or space is refers to the regional economy, it has the imbalance of the typical, divided into east part, middle part and west part three levels. Regional economic development has important significance to the national overall economic conditions improve, through the coordination of the regional economy to promote social progress. But the current regional economic developing in our country, there is big difference among the three regional economic parts, and the fundamental reasons of the difference lies in the difference in the level of human resources development.

## **The problems existing in the process of human resources development and regional economic development**

### **Lack of organization system and overall planning**

Regional economic development mode in our country general organizes and starts of economic planning activity, because the human resources allocation efficiency in different places is low, the flow speed is slow, it causes hinder to the information communication among various regions. Regional economic to obtain long-term development, we must strengthen regional human capital mutual cooperation, intensify the development. But at present it is lack of a sound human resources organization and research system at domestic, various regions appeared fragmented phenomenon in the process of human resources development, regional industry structure features and regional characteristics have not been fully appreciated, and macro planning and development of human resource effectiveness is reduced.

### **Imbalance of human resources development structure**

The national economic strength enhanced rapidly after the reform and opening up, the local government's control power of regional internal resource allocation strengthens, administrative intervention measures have become commonplace. In order to further promote local economic development, local government intervention will increase continuously, but in the industrial structure adjustment, human resource development has not get the attention that they deserve, and then appears imbalance phenomenon. Hysteresis is a striking feature of human resource configuration, lack of effective industry of regional economic development and talent structure to support is bound to decline, the quantity and quality of human resources severely reduced. It is because human resources is an important driver of regional economic development, so the contradictions between human resource supply and demand increasingly prominent.

### **The regional imbalance of human resources development**

A variety of problems left over by history in our country mostly concentrated in the core industry line developed cities, human resources development is obviously not balanced, the gap between the rich and the poor become a prominent contradiction. Economic imbalance makes the developed regional economy far more developed than other regions, a lot of money and human resources to the first-tier cities rushing, aggravated the regional differences in the regional economic development, development trend of polarization is more apparent in our country. Eastern coastal areas provides high pay high reward attracted a large number of high-quality human resources, the western human resource gap gradually expanding, the economic development of our country for a long time in this kind of vicious circle, seriously restricted the distribution of human resource development and regional economic coordinated development.

### **Lack of infrastructure construction**

There is not a perfect policy or system of human resources development in our country, insufficient supervision mechanism cause problems within the human resources development process. Local governments did not form understand the human resources development fully, limited the development of funds led to the study of human resources and the evaluation standard system has serious lag. In addition, in human resources development of talent evaluation standard in the process of pertinence, a series of phenomena show that the lack China's human resources development and infrastructure construction.

## **Human resource development will be conducive to the coordinated development of regional economy**

Able to create material and spiritual wealth for the national economic development ability of laborers is the human resources, the quickness and accuracy of human resources development directly determines the region economy development level, the number and quality of human resources is an important way to promote social wealth rising. And personnel quality promotion is the key to human resource development, also it is the ultimate goal of human resources development.

Focus on the basis of knowledge ability, to evaluate performance and virtue standard proceeds assess, adopts the separate form of the system inside and outside to enhance the comprehensive quality of talent training. In addition, the social practice of individual self is also an important way to raise their quality and ability. Only combined outside introduce with internal training mechanism can fundamentally promote regional economic development.

Human resources development is the key to the regional talent competition, talent competition in the new period is the most obvious in the field of regional science and technology, all kinds of talents play a maximum of potential skills to create more social value, and the occupied area talent competition of the initiative must constantly strengthen human resources development. In addition, the human resources also play an important role to improve the structure of regional talent, regional industrial structure upgrade and innovation ability, puts forward higher requirements to human resources development. Human resources importance highlights make more strongly linked to the regional economic structure of talent, sustainable talent development structure is the precondition of the regional economic development. Therefore, optimizing the structure of regional human resources management becomes the important guarantee of regional economic and social development.

### **Human resources development strategy based on regional economic development**

Full development of human resources is one of the important strategic forces to promote regional economic development; it is an effective channel to occupy the heights of economic development. So, based on the scientific talent and integration of resources available in the concept of human resource management, set up the integration development system, has important significance to promote the steady development of regional economy, specific development strategies are as follows:

#### **To strengthen education; improve the quality of human resources**

##### *To strengthen the regular education*

Economic development cannot leave the education quality of synchronization, the development of formal education is an important way of human resources development, it will be conducive to the process of regional economic development. Formal education in promoting talent managers through training and other forms for the rise of the overall quality, to provide a steady stream of applied talents to regional economic development. Development of regional economy, strengthen the formal education is not just focus on education point of view, only the comprehensive development level of the global economy and culture, it can efficiently optimize the regional human resources management.

##### *To strengthen the vocational education*

In order to further promote regional steady and rapid economic development, human resources development must coordinate with each other and regional human resources advantage. And appropriate to set up the relevant institutions, this structure set education, training, and management functions as an organic whole. In addition, the human resources in the region is to strengthen vocational education, optimize vocational education institutions actively in the process of promoting the development of higher education has important significance. At the same time, regional economic development and economic development goals together is the precondition of regional vocational education pattern formation, only in this way can cultivate high-quality professional skills talents. Comprehensive information technology can also be considered, the perfect information platform to promote regional economic development, it can help local enterprises better for human resources information. Among them, the comprehensive information network platform construction must be in the local area labor quantity and quality of cases, set up regional collaboration network, mainly in remote recruitment, provide job training and employment information, etc.

#### **To strengthen the construction of human resource quality**

It is an important measures of human resources development that human resources quality promotion as a country strategy. Local enshrined in the legal system can effectively improve the quality of human resources. At the same time, local governments should also be on the move, formulate corresponding planning and management of talent training, fundamentally improve

regional talent to learn new skills and improve the personal qualities of enthusiasm, to strengthen as much as possible on the basis of innovation, improve the overall quality, provide enough talents support for regional economic development.

### **Optimizing the regional economic framework, establish talent magnet**

First of all, regional economic development has to formulate the regional development goals and future direction, coordinate relationship between structure and regional economic development model of human resources, to ensure the sustainability of regional economic development. In addition, for the foreign successful regional economic development and advanced mode is all copy, only in the integrated the actual situation of regional economic development to make selective transplantation is desirable. Regional managers should pay attention to exert their own advantages, science and technology, culture and education and a variety of career development, efforts to provide high quality human resources display skills platform is focused on the construction of talent magnet, attract more excellent talents for the regional economic development.

### **The main optimization structure of human resources**

Human resources development and industrial structure of regional economic development are always mutual adjustment, along with the national economic development, global economic trend to strengthen regional integration, regional industry escalating regional structure. To better promote the competitiveness of the regional economic development, determine if the internal industrial structure and to optimize the human resources of subject is indispensable. Internal relationship among of correct understanding of industries, actively develop the third industry, increase the proportion of tertiary industry human resources, and make it become the subject of regional economic growth. In addition, also want to strengthen the human resources allocation of the financial sector, on the basis of meet the demand of all human resources general, comprehensive regional internal industrial structure characteristics, establish a regional leading industry as the core of human resource structure.

### **Play a role of education and training in colleges and universities, and focus to create talents**

Colleges and universities has rich human resources, pay attention to the university internal human resource utilization, improve human resources quantity and quality is also an important measure of regional human resources development. Colleges and universities in the implementation of their social value at the same time, also for the region's human resources ability make an important contribution. In addition, created to attract talents gathered a good environment is also the needs of the regional development. Science and technology, education, culture, health and other undertakings progress can be counterproductive in social and economic development; social and economic development can promote talent magnet form again. In learning the advanced management mode of other countries or areas, strengthen the cooperation of academic research, a large investment in the social environment, create a good external development environment for a new round of talent cultivation.

### **Established for rural education system, adjust the distribution of the second and third industry**

Agriculture occupies an important place in the agriculture development in most cities, how to maximize use the rural rich talents resources is a focal point of the regional rural economic development. According to the National Bureau of Statistics website figures that: 2000-2010 years of new labors in the city, most of the labors' technical level is low. Such as agricultural city Nan Chong, agricultural professional and technical personnel account for only 2.46% of the total, bachelor degree or above personnel account for 1.5% of the total agricultural science and technology talents, and mostly clustered in agricultural academy office etc. Therefore, in agricultural technology popularization and application of personnel quantity and quality have become more acute contradictions, it should be based on the higher education system in the countryside, promote urban and rural economic development. In addition, to fully realize that person is the first driving force of economic development, the government in formulating the long-term planning, regional economic development should be combined with local economic development conditions set the short medium and long term plans for the development of human resources, thought that the local regional economic development to provide a steady stream of human resources support.

## Conclusion

To sum up, the knowledge economy era of the role of human resources development in regional economy development should be reckoned with, the regional government in giving full attention at the same time, also it want to take the right strategy to optimize human resource structure and industrial structure configuration, through broadening the development depth and breadth, it makes contributions to regional economic development. Economic development in our country are now in a transitional development, regional economic structure, great changes have taken place but to basically balance work and social development of structure and also the joint efforts of our relevant practitioners are needed.

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