

# *Research on the Reasons and Countermeasures of Jiangxi Human Capital Investment*

Hong Ji

Jiangxi Normal University Science and Technology College  
Nanchang, China  
jxsdjh@vip.sina.com

Shu-yuan Zou

Jiangxi Normal University Business College  
Nanchang, China  
867879024@qq.com

**Abstract**—As a hinterland province neither coastal nor border, Jiangxi is relatively backward in economic and social development. The province's economic growth mainly depends on material capital and labor input, and the level of human capital is low. More importantly, the limited investment in physical capital in Jiangxi Province, relying solely on the accumulation of physical capital to promote the economic development of Jiangxi Province, and then narrowing the gap with developed areas is unrealistic. This article is based on the situation in Jiangxi Province, on the basis of a comprehensive analysis of the necessity and current situation of human capital investment in Jiangxi, and further put forward countermeasures to strengthen investment in human capital in Jiangxi.

**Keywords**—*Human capital; Investment motivation; Current situation; Countermeasures*

## I. INTRODUCTION

Social labor, regional division of labor and economic development have gradually formed a non-equilibrium regional economic complex, that is, regional economy. Regional economy is the congenital and acquired congenital endowment, refers to the land and natural resources, climate and location; acquired endowment refers to funds, technology, labor and human capital and specialized production etc.. When the area between the purely material capital and labor inputs cannot stimulate regional economic development again, human capital is the basic condition to maintain regional economic structure optimization and upgrade, and at the same time, the higher the level of regional economic development can be more investment in human capital or the introduction of human capital. Therefore, the development of regional economy provides space and guarantee for talents, and the investment of human capital promotes the further development of regional economy.

## II. THE MOTIVATION TO PROMOTE HUMAN CAPITAL INVESTMENT OF JIANGXI

### A. *Diversification of economic activities.*

With the development of modern economy, the division of labor is becoming more and finer, and the diversification of economic activities becomes more and more obvious. And the diversification of economic activities is bound to require the diversification of human resources development activities as a guarantee. In this case, if the cost of human resources

development is still "singled out" by the Jiangxi government, it is necessary to make the human resources development completely under the tight control of the government, which is not conducive to the realization of human resources development diversification. The sharing of human resources development costs by enterprises, social organizations, individuals and governments will enable them to obtain certain influence on the development of human resources, and then be able to tailor a group of professionals according to their own needs so that the whole social economy To flourish in various forms.[1]

### B. *Equal opportunities for human resource development.*

The issue of equity in the development of human resources has always been a very sensitive topic in political life, which is a crucial factor affecting the economic development and political stability of a country. Human resource development cost recovery has positive significance to realize the fairness of human resource development, equal opportunity and improve the efficiency of human resource development system resource allocation. Due to the appropriate collection of tuition fees to a certain extent, to alleviate public financial pressure to increase the income of human resources development agencies to expand the scale of human resources development to maximize the social and individual development of human resources to meet the needs of Jiangxi Have more economic capacity to do a good job of Jiangxi basic compulsory education.[2] Therefore, human resource development cost sharing and compensation is conducive to the realization of the whole social education fair.

### C. *Adjustment of residents' consumption and income distribution pattern.*

On the one hand, with the increase in the income level of residents, the consumption structure of the residents has undergone profound changes, the demand and investment of daily necessities have stabilized, and the demand for luxury goods such as human resources has been continuously improved. Significant improvement in development expectations. Today, the majority of residents have accepted the non-compulsory stage "who benefit, who money" concept, that is, the Jiangxi government should pay only with the public benefits of human resources development costs, enterprises, developers should also bear with their Revenue-compatible human resource development costs. On the other hand, in recent years, Jiangxi national income distribution pattern has

undergone significant changes, the share of Jiangxi's fiscal revenue decreased year by year, while the national income allocated to the individual part of the increase. Jiangxi personal disposable income continued to grow and the quality of life of urban residents to further improve the cost of human resources for the development of sharing to create the necessary material conditions.

*D. To ensure the sustainable development of human resources.*

Sustainable development of human resources development to ensure the sustainable development and utilization of human resources as the basis, in line with the economic and social development as the prerequisite to cultivate sustainable development of talent, and ultimately to achieve the coordinated development of man and nature and society as the goal. The optimization of human resource development cost sharing and compensation model has an irreplaceable role in achieving this goal. Due to the high investment, high cost and high tuition of human resources development, there are some constraints in the process of their own development. These factors will affect the development and popularization of human resource development and the development of the whole society and the country to a certain extent. Negative impact. And a set of optimized human resource development cost sharing and compensation model, which can be used to ensure the sustainable and healthy development of human resources development from multi-angle and multi-level.

*E. Interpretation of the spiritual meaning in sociological sense.*

First, the human resource development cost sharing and compensation model of poverty alleviation embodies the humanitarian spirit. Humanitarianism that "people is the highest existence", but its existence environment is affected by many factors, how to make full use of favorable factors at the same time the greatest possible to eliminate the impact of unfavorable factors, the development of their own will play an important role. The optimization and implementation of human resource development cost sharing and compensation model provide a relatively stable and harmonious development environment from the humanitarian point of view, so that their right to education is not interfered with by external factors and thus consistent with humanitarianism. Second, the human resource development cost sharing and compensation model optimization and implementation of the recipients in the material support at the same time, in fact, is a more far-reaching spiritual support to its influence, is the traditional Chinese tradition Cultural essence of the relative lack of material groups to be a kind of humanistic moral level of care, to comprehend and sublimate the essence of this culture, its heritage and carry forward, which the long-term development of the entire Chinese nation will play a far-reaching influence. Third, the optimization and implementation of human resource development cost sharing and compensation model will promote the harmonious development of society as a whole. Human resources development agencies are to cultivate high-quality personnel of the place, as the leading educational institutions, not only requires advanced concepts, but also to emphasize the advanced training mechanism. The implementation of the requirements of building a harmonious

society to human resources development agencies is to build a harmonious campus, and further reflected in the promotion of the developers to promote their own harmonious development. Through the human resources development cost sharing and compensation model from the material, spiritual and other aspects, multi-angle, multi-level funding for poor students, to build a harmonious campus and a harmonious society will play a significant role in promoting.

*F. To enhance human capital appreciation in the sense of economics.*

Human resources development is a quasi-public product category, its nature between the public goods and private products. On the one hand, the individual in the education of the time, accepted the contemporary advanced social values and summarized by the previous academic knowledge of the concept of their own aspects of quality have played a useful role in promoting, and thus more competitive with their peers. Force, which will benefit from its rich economic returns. [3] On the other hand, through the cultivation of talents, to the whole society has created a number of professional qualities of the workers, that is, with appreciation potential of human capital, its own areas of expertise in the relevant work, with a certain externalities, Social economic benefits. In the development of human resources development, poverty is an important part of human capital. In order to ensure that it is fully cultivated in the development of human resources, and in the future work to fully play their own effects, we must rely on human resources development cost sharing with compensation.

*G. Jiangxi human resources development investment guarantee.*

On the one hand, Jiangxi's economic and social development, the objective requirements of Jiangxi investment infrastructure to further increase the intensity of Jiangxi to help focus on the "multi-polarization" development, Jiangxi in the security, environmental and other areas of investment continue to increase, and thus relatively weakened. On the other hand, the expansion of human resources development in Jiangxi Province, to accept the development of human resources more and more people, so that the Jiangxi government is difficult to continue to fully support the financial. In 1993, the State Council issued the "China Education Reform and Development Program" clearly put forward, gradually increase the expenditure of financial education expenditure as a percentage of gross national product, in the face of "elite education" to "mass education" human resources development, to ensure human resources Development of funding, we must implement the cost of human resources development and compensation mechanism.

### III. THE CURRENT SITUATION OF HUMAN CAPITAL INVESTMENT IN JIANGXI PROVINCE

*A. The number of junior and junior college students is increasing year by year, and the number of people below the high school tends to decrease.*

In 2016, the education and education in Jiangxi Province continued to develop healthily, and the scale of general higher

education was expanding. 2016 Jiangxi Province college entrance examination of the actual admission rate of 80% or more, the existing population to receive college and college education accounted for about 7%, much higher than the previous data. The development of junior middle school education tends to be stable, and the proportion of junior high school education is about 38% in the past three years. The scale of senior high school and primary education has been declining, and the proportion of people receiving high school education has dropped from 13% in 2010 to 2016 10% of the population who received primary education decreased from 30% in 2010 to 20% in 2016. With the expansion of higher education, the human capital structure of Jiangxi Province was gradually optimized.

*B. Many people engaged in pure scientific and technological research, scientific and technological achievements to market applications, or the formation of patent licensing less.*

Technology is the first productive force", but also an important indicator of the identification of human capital. People who have accepted a certain degree of education through the understanding of knowledge (accumulation, the application of various scientific research results to practice, will play a huge role in promoting regional economic development, resulting in direct or indirect economic benefits. But due to the title assessment system, Fund raising, internal and external investment environment and other reasons, a considerable number of scientific research results did not enter the market or converted into productive forces, but lying in the safe, a waste of human capital investment.

*C. The number of medical and health care institutions and front-line technical staff has increased, and management and staff members have been reduced.*

Human capital investment is different from the material investment; its object is a certain intellectual, physical, energy and life of human beings, with obvious public service. Human capital investment is also a future benefit and return of investment, once the object of death, the human capital no longer exists. Therefore, the physical health of talent is an important factor affecting human capital investment. To ensure human capital investment, from 2011 onwards, Jiangxi Province to actively promote the reform of urban medical and health systems, medical and health resources have been a reasonable allocation and optimization.

*D. Awards, grants and other systems operating mechanism are not perfect.*

The scholarships are currently widely used by various human resource development agencies, and they are financially funded by the direct subsidy. Due to the operation mechanism is not perfect, resulting in "true and false poverty", "subsidy injustice", "funding dislocation" and other undesirable phenomena. First, "true and false poverty" problem. Under the existing assessment mechanism, the identification of the poor is more determined by the source and the human resources development agency itself, which is the first line of the subject of the audit. As the number of subsidy

applicants, human resources development agencies can not be checked one by one, in a short time can be used in the most effective way to review the proof of poverty. Some of the non-poor people can obtain proof of poverty through various improper means, and it is difficult for human resource development agencies to distinguish the authenticity of these certificates, so that the applicant is "true", because the issuer is not a sponsor and some grassroots units are not strictly regulated. False poverty "coexistence, reducing the efficiency and effectiveness of funding [4]. Second, "funding unfair" issue. In the examination of the applicant, the human resources development agency lacks a reasonable quantitative analysis mode, the lack of reasonable positioning of the applicant's economic situation, resulting in the allocation of funds, some people funded too much, while the other part the lack of funding is a serious impact on the fairness of human resource development funding. Third, "funding dislocation" problem. The purpose of human resource development funding is to reward and learn. At present, from the government promulgated the funding policy, to the specific implementation of human resources development agencies of the rules, have shown that the prize is superior to the students, resulting in awards, scholarship assessment, given the academic performance too much weight. Many poor people because of many reasons, the academic performance is difficult to rely on, if in accordance with the selection system, you can not get the school funding, so that the funds are not allocated to the hands of those who need them, thus forming a certain degree of dislocation.

#### IV. THE OPTIMIZATION STRATEGY OF JIANGXI HUMAN CAPITAL INVESTMENT

Jiangxi regional economy to rise, we must fully understand the strategic and decisive significance of human capital, and put it in the prominent position of regional economic development. We should work together to further implement the policies and measures to improve the human capital investment in the region's economic development.

*A. Increase public expenditure on education funds, and build a diversified educational investment channel.*

At present, China's education level as a whole is low, most ignore the skills and vocational education and emphasis on academic education, is not conducive to the central regional economic development. Therefore, we should be the content of education and the whole social and economic needs closely together through adult education, training, continuing education and other ways to improve the knowledge and quality of workers to cultivate, so as to provide the rise of the central more and better with Professional skills of talent.

*B. Increase financial investment in scientific research projects, encourage scientific and technological innovation and achievements.*

With the deepening of the reform of science and technology in the central region, the investment system of science and technology should form the investment pattern mainly composed of government investment and private capital. In the process of system reform, not only to improve

the quality of product development, but also to strengthen the transformation of scientific research, improve the scientific and technological achievements reward system, and through the technology market, patent licensing, technical cooperation, etc. quickly transformed into productive forces. At the same time, to encourage enterprises in the central region of independent innovation, the Government should help enterprises to scientific and technological achievements innovation and transformation, the development of preferential policies, through legal means to protect enterprises independent innovation products for enterprises to win the market to provide favorable means of competition.

*C. Increase financial investment in regional health care, rational allocation and optimization of various health resources.*

The basic medical and health facilities can effectively improve the physical quality of the central region and provide healthy human capital for regional economic development. Therefore, governments at all levels in the central region should gradually increase public health investment, adjust and improve the structure of health care expenditure, reduce cost-effective medical management expenses, and spend more on public health and basic medical expenditure, Disease prevention and control, to meet the growing public demand for public health and basic medical services in the region. At the same time, actively using the financial transfer payment tool, not only to increase the central region of poverty-stricken areas, underdeveloped areas, remote counties and other financial difficulties in areas of transfer payments, but also to adjust the different regions of public finance revenue, expenditure gap, Fairness of public service.

*D. To diversify the sources of funding for human resources development.*

The development of any industry is inseparable from the support of banks and other financial sectors, the establishment of education banks on human resources investment and financing quite favorable. The country has three policy banks to complete the formation of the Education Development Fund can also learn from a similar experience, with the help of policy advantages, the establishment of professional education institutions to play the following effects: First, you can absorb a large number of investment in education, multi- Social investment in all aspects of the money together, sand into a tower. In addition to the national and government funding, but also should actively absorb social groups, enterprises and individuals deposits, savings, the issuance of educational

bonds, communication in all aspects of education investment channels [5]. Second, the management of education funds. Education banks can supervise, manage and guide the investment direction and use of educational funds. You can check the investment situation of the state and local government education and, if necessary, allocate funds directly to the education bank according to the stipulated proportion. You can check the use of education funds, effectively prevent, eliminate misappropriation, misappropriation, abuse of education funding phenomenon, to guide the correct use of education funds to make the most effective. The third is to invest in temporary education funds to obtain higher than the bank interest rate of economic benefits, and the resulting income reinvested in education; can be raised by the education bank funds to support all levels of schools and education Sector of industrial activities, the issuance of fixed assets investment loans and working capital loans, the establishment of economic entities to enhance their own economic strength of education.

## V. CONCLUSION

Human capital is not innate, but needs to spend a certain amount of capital investment to form. It is reflected by the value created by human's effective labor. Once people in the labor in continuous learning, training and communication, rich knowledge and work experience, not only the increment of human capital and technology innovation also brings more to the human capital investment income and social honor.[6]

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