

On the Importance of Human Resources in Regional Economic Management

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ABSTRACT. *Thanks to the influence of the reform and opening up policy, it has accelerated the speed of economic growth and promoted the continuous development of China's regional economy. Facing the new economic development situation, the role of human resources is more obvious, which is the main influencing factor for enterprises to occupy a favorable position in market competition. By analyzing the importance of human resources in regional economic management, this paper puts forward the effective strategies of human resources management in the process of regional economic development, so as to improve the overall level of human resources management in the process of regional economic development.*

KEY WORD: Regional economic management; human resources; importance

1. Introduction

For China, the economic growth situation is very obvious, highlighting the development characteristics of regional economic integration. Driven by the optimization of industrial structure, the shortage of talents in different regions has become more and more obvious. Therefore, human resource management should be strengthened. From the current situation, many regions are showing the defects of human resource management system is not perfect, which increases the difficulty of scientific allocation of human resources. Only by playing a good role of human resources can we promote the continuous development of regional economy. In view of this, it is particularly necessary to systematically consider and analyze the importance of human resources in regional economic management, which has certain research significance and practical value.

2. Analysis on the importance of human resources in regional economic management

2.1 Enhance the ability of enterprise management

In the environment of regional economic management and control, in order to promote the sustainable development of regional economy and make enterprises

occupy a favorable market competitive position, it is necessary to strengthen human resource management and give full play to the good role of human resource. For enterprises, talents are the most valuable wealth. It is very important to build a high-level and high-quality work team, which helps to enhance the operation and management ability of enterprises, improve the efficiency of management work, improve the professional ability and professional quality of employees, and achieve the purpose of promoting the continuous development of enterprises.

2.2 Increase the economic benefits of enterprises

In view of the current situation of regional economic management in China, the situation of domestic market economic development is worrying, and the competition among different enterprises is becoming more and more fierce, which reflects the role of human resources, which is very important for the development of enterprises. Based on the environment of regional economic development, in order to seek sustainable development, enterprises need to keep pace with the times, improve the utilization rate of human resources and increase the number of talent reserves. By ensuring the scientific allocation and utilization of human resources, it is very beneficial to the orderly development of enterprise operation and management. Relying on the role of human resources, can promote the continuous development and progress of employees, enhance the sense of achievement of employees, closely combine the career of employees with the development of enterprises, so as to enhance the enthusiasm of employees and increase the economic benefits of enterprises.

3. Effective strategies of human resource management in the process of regional economic development

3.1 We should pay attention to the informatization construction of regional human resources and give full play to the role of human resources

In order to achieve the effect of free flow of human resources elements in the region, we should pay attention to the informatization construction of regional human resources and do a good job in the network management of human resources. In this process, we should build the corresponding regional human resources information management platform for the city based on the regional economic development environment, and give full play to the role of human resources with the help of advanced information technology. Specifically speaking: first, for those very scarce talent information needs to be classified and collated, the human resource data information of different regional cities is taken as the main object. Second, relying on the relevant information management platform, the relevant government departments need to issue regulations and policy documents on the allocation and utilization of human resources, scientifically guide the effective flow of technology and resources between regions, so as to improve the industrial structure of human resources and promote the development of regional economy. Thirdly, with the help

of relevant platforms, we can achieve the sharing effect of relevant talent demand information, and further control the flow cost of human resources after systematically mastering and analyzing the situation of regional labor market. Fourth, realize the connection between the relevant talent resource networks in different regions, complete the task of docking talents, and avoid the waste of human resources due to the problem of information asymmetry. Therefore, through the above-mentioned exploration and analysis, it is not difficult to see that it is very important to pay attention to the regional human resource information construction and play the role of human resource, which has important research significance and practical value.

3.2 Continuously improve the development and management awareness of human resources in Enterprises

For a long time, due to the influence of traditional operation ideas, enterprises have seriously ignored the development and management of human resources, lacking the concept of human resources development and utilization, resulting in the poor effect of human resources management. Therefore, it is necessary to continuously enhance the development and management awareness of human resources, so as to highlight the good effect of human resources. Therefore, for enterprises, it is necessary to strengthen the development and management of human resources, and it is necessary to work out a scientific human resource development plan in close connection with the specific situation of the enterprise, so as to ensure a certain degree of scientificity and credibility, and realize the in-depth mining of the internal potential of employees in different enterprises. In addition, enterprises also need to pay attention to the training management of employees, so as to improve their comprehensive ability and professional quality, and play the role of every employee, which is very beneficial to the sustainable development of enterprises. Therefore, through the above analysis, it is very necessary to continuously improve the development and management awareness of enterprise human resources, and its importance can not be ignored.

3.3 Strengthen the training of technical talents

From the current situation, the number of domestic talents with high education background is increasing, which leads to the employment pressure of college graduates. However, the demand for technical talents is still large. The relevant departments in different regions need to pay attention to and implement the training work of technical talents, so as to realize the transformation from highly educated talents to high-tech talents. Relying on this measure, we can ease the employment pressure of regional high-tech talents, and make full use of the advantages of high-tech talents. In the process of promoting balanced economic development, it can make the social development more balanced, and then bring more attraction to different talents, and promote the economic development more smoothly. At the same time, do a good job in the diversification of social work, in order to reduce the

number of technical brain drain, help to increase the number of regional population.

4. Conclusion

From the elaboration and analysis of this paper, it is not difficult to see that it is particularly necessary to systematically analyze and consider the importance of human resources in regional economic management, which has certain research significance and implementation value. Through the analysis of the importance of human resources in regional economic management, this paper puts forward the effective strategies of human resources management in the process of regional economic development: pay attention to the informatization construction of regional human resources, give full play to the role of human resources

We should constantly enhance the awareness of human resource development and management, and strengthen the training of technical talents. It is hoped that the contents and results of this research and analysis can get the attention and attention of human resource management staff in the development of regional economy, and obtain the corresponding reference and help, so as to give full play to the good role of human resources in regional economic management, and then promote the sustainable development and progress of regional economy in China.

References

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