

Analysis of the Current Situation of Human Resources and Analysis of Future Planning Countermeasures

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Abstract: *With the further deepening of the reform and opening up process, our country's economic level has continued to improve. Especially since the 21st century, science and technology have been constantly innovating and developing. In different industries and fields, science and technology have been integrated. Traditional methods that do not adapt to the development of the times have been abandoned. In this context, there is an urgent need for talents in all fields of life to make the development of the industry more integrated and professional. This article analyzes the current situation of human resources and future planning countermeasures, summarizes the main problems in the talent market at this stage based on some literature data, and puts forward several important roles of talent planning on the basis, and finally investigates the current situation of human resources. It is mainly to sort out and analyze the overall cultural level of human resources and the distribution of technical personnel, to provide a basis for future talent market forecasts and prospects. Data analysis shows that only 17% have a university degree or above. This shows the city's human resources the level of education is obviously low, and the overall quality of human resources cannot meet the needs of economic development, and is eager to further improve.*

Keywords: *Human Resources, Current Situation Analysis, Future Planning, Countermeasure Analysis*

1. Introductions

The 21st century is a new century full of competition and opportunities. With the pace and acceleration of the globalization of the world economy, the traditional economy will be gradually replaced by the emerging knowledge economy. The concept of "knowledge economy" itself is a human resource economy [1-2]. The country relies on the people's rejuvenation, and the government relies on talents [3-4]. "Nowadays, whoever already has talents will gain the initiative to compete in the market. At present, many countries around the world are actively pursuing the strategy of strengthening the country with talents [5-6]. With the continuous deepening of economic globalization, the dynamic mechanism of global economic development has changed from mainly relying on physical capital to basic capital relying on human capital. In this context, our country has proposed the strategic policy of "human resources are the first resource" and "talent power" [7-8].

Many related studies have achieved good results in analyzing human resource conditions. For example, some researchers have pointed out that after the "Twelfth Five-Year Plan", the pace of economic restructuring has been accelerated, and the role of talents in economic and social transformation and growth has become more and more obvious. A comprehensive reform of the national science and technology system and a comprehensive reform of the service industry and innovative cities will double the ability to attract talents [9]. In the process of building a socialist market economy in my country, whether a complete market system can be established directly reflects the degree of perfection of the market economy system [10]. By the end of 2020, our country's population has reached 1.37 billion, of which the employed population accounts for about 62%, about 849 million [11]. However, such abundant human resources have never been reasonably and adequately allocated. Therefore, the establishment of a scientific and reasonable human resource operation mechanism is of great significance to promote the development of our country's socialist market economy and the rapid development of economic society [12].

This article focuses on the analysis of the status quo of human resources and future planning

strategies. First, the literature research method is used to explain the main problems existing in the human resources market, then the relevant summary of the role of human resources planning is carried out, and finally the current situation of human resources is investigated. Through the analysis of the results, to provide a basis for the future talent market forecast and outlook.

2. Research on the Current Situation of Human Resources

2.1. Problems in the Human Resources Market

(1) Poor market competition environment

Competitiveness is an important condition for allocating resources from the market. However, in real life, there is no fully competitive human resource market, and there are many institutional factors that will hinder the competitiveness of the human resource market. In the past ten years, urbanization has developed rapidly, and two major regional adjustments have been carried out. This has led to the urban-rural segmentation of the human resources market based on the household registration system, hindered the normal flow of human resources, and has a serious impact on market operations. Similarly, the isolation between regions also hinders the flow of information in the human resource market and reduces the competitiveness of the human resource market. At the same time, there is a widespread credit crunch in our country's talent market. For example, there are a large number of labor disputes and disputes caused by various scams in the human resources market, as well as malicious slander, theft of secrets, illegal accusations and dissemination of false information. Various acts of unfair competition have disrupted the functional order of the human resources market.

(2) The service of intermediary organizations is backward

Public employment service personnel must continuously improve their own qualities to meet the needs of diverse clients and achieve long-term goals for institutional development. The current human resources market mainly provides conventional services, such as talent recruitment and employment introduction, but lacks high-quality and customized services, such as employment guidance, career planning and headhunting services. Secondly, the number of employees in intermediary organizations is usually very small, and the problem of low professional quality is also common. According to the statistics of human resources and social media, 30% of employees in intermediary agencies have a degree or higher and only 15% have professional qualification certificates. It can be seen that the overall quality of employees is not high, the level of knowledge and skills is not equal, and high-level teams and professional services have not been established. This has also led to problems in the internal management and business management of the human resources market.

(3) Insufficient institutional mechanisms

In our country, the separation and coexistence of the human resource market and the labor market have been going on for a long time. The human resources market formed by the merger of the two is not only $1+1=2$, but also must be integrated in management issues, laws and regulations, and law enforcement supervision. Standardization and implementation $1+1>2$. However, the human resource markets in various parts of our country generally continue to maintain the common functions of the labor market and the human resource market, and are in the process of merging. And only in the senior management to integrate, but not in-depth integration. Although the coexistence of the talent market and the labor market meets the needs of market stratification to a certain extent, it also directly leads to artificial dispersion, resulting in overlapping functions, management confusion, and waste of resources.

2.2. The Role of Human Resource Planning

(1) Human resource planning is an effective means to ensure the normal operation of the company's production and operation

In this era of economic globalization, technological integration and cultural diversity, the important role and significance of human resource planning cannot be underestimated. In recent years, the healthy and stable growth of our country's socialist economy and the continuous improvement of our people's material living standards have greatly promoted the sustainable development of the work of various departments. The development content has undergone tremendous changes, and the development projects are more comprehensive, professional and technical. However, with the progress of various departments, the competition among them has intensified day by day. Only by continuously improving

their ability, quality and technical level can they gain a place in the fierce market competition. If any company wants to continue to develop and grow, it must first build the company's human resources. Human resource planning is an effective measure that an enterprise must take to ensure its normal production and operation. Human resource planning can not only analyze the current situation of the company's internal human resources, predict future human demand and supply, but also perform supplementary, promotion and training plans for corporate employees. The development of employees to meet the company's demand for human resources in production and operations. With the changes in the external environment, the company's internal development plans and goals are always changing. In this case, the number and quality of employees in different periods of the company is inevitable. The land will be different. Therefore, human resources cannot accurately predict demand. In order to keep pace with the development of the external environment, the human resources plan must be short-term and flexible. It can be said that the human resource plan is dynamic.

(2) Human resource planning plays an important role in the rational use of human resources, improving the labor efficiency of the enterprise, reducing labor costs, and increasing the economic benefits of the enterprise.

For enterprises, if they want to improve social and economic benefits, in addition to improving production and management levels, they must also use human resources rationally. Most of the labor costs in company expenditures are wages, and total wages depend to a large extent on the distribution of employees. Therefore, it is necessary to make reasonable use of human resources and assign corresponding positions according to the different advantages of employees. Maximize the value of human resources, control labor costs through effective means, reduce human capital, and improve enterprise production efficiency. In addition, human resources planning can also conduct a comprehensive analysis and research on the human system of the company that has been created, discover the negative impact that affects the work of employees, and take relevant measures to solve them, so that employees can play a role. Give full play to its human efficiency and reduce the proportion of human costs in business costs, thereby improving the company's economic efficiency and promoting the company's healthy and stable growth in the fierce competition.

3. Survey on the Status Quo of Human Resources

3.1. Purpose of the Investigation

Through the investigation of the status quo of human resources, it is mainly to sort out and analyze the overall cultural level of human resources and the distribution of technical personnel, so as to provide a basis for future talent market forecasts and prospects

3.2. Data Sources

The survey was conducted on the supply and demand side of human resources. The scope of the survey was relatively wide. Therefore, the data on the official website of human resources of this city was simply collected for statistical analysis.

3.3. Data Processing

(1) When performing correlation analysis on the collected data, the data must be classified and sorted. This will not only increase the utilization rate of the data, but also promote cross-data analysis. Therefore, the main consideration is the completeness and accuracy of the data. First of all, about data integrity. When the questionnaire is delivered to the sample subject for completion and collection, some sample items are arbitrarily completed, or their selection cannot be completed, which will cause some data sorting problems, but because the retrieved data accounts for the majority, So deleting the lost data means deleting the lost data. Secondly, the precision and accuracy of the data. When conducting an audit, the main consideration is to check whether these data are inconsistent with other choices, or the principle that conflicts with them should be selectively removed but as much as possible should be retained.

(2) The main meaning of a correlation relationship in the objective correlation analysis method is to generally refer to a certain relationship between various objective phenomena, but they are not strictly corresponding to each other in quantity. There are two main forms of determining the relevant properties of objective phenomena here: qualitative analysis and quantitative analysis. The main

purpose of qualitative analysis is to rely on the scientific theoretical knowledge and practical experience of the researcher to accurately judge whether there are correlations between various objective phenomena. Or what kind of factor, the subjectivity of this analysis method is relatively strong. Among them, the commonly used calculation formula is expressed as:

$$r = \frac{S^2_{xy}}{S_x S_y} = \frac{\sum(x-\bar{x})(y-\bar{y})/n}{\sqrt{\sum(x-\bar{x})^2/n} \cdot \sqrt{\sum(y-\bar{y})^2/n}} \quad (1)$$

$$r = \frac{n \sum xy - \sum x \sum y}{\sqrt{n \sum x^2 - (\sum x)^2} \cdot \sqrt{n \sum y^2 - (\sum y)^2}} \quad (2)$$

4. Data Analysis

4.1. The overall Cultural Level of Human Resources

According to the data on the official website of human resources, the results of the overall cultural level of human resources are shown in Table 1:

Table 1: The overall cultural level of human resources

	Women	Male
Junior high school and below	35%	18%
High school	32%	34%
Junior college	16 %	28%
the University	12%	14%
Master's degree or above	5%	6%

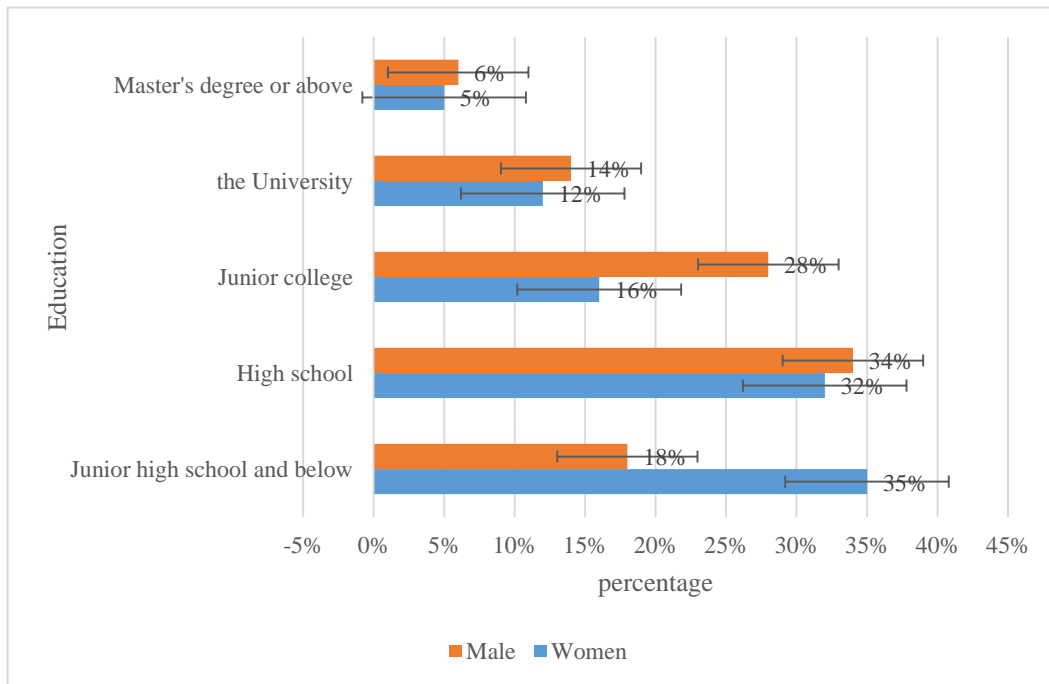


Figure 1: The overall cultural level of human resources

It can be seen from Figure 1 that only 17% have a university degree or above. This shows that the education level of human resources in this city is obviously low, and the overall quality of human resources cannot meet the needs of economic development and is eager to further improve.

4.2. Distribution of Technical Personnel

According to the data on the official website of human resources, the distribution results of technical personnel are shown in Table 2:

Table 2: Distribution of technical staff

	Women	Male
Engineer	24%	26%
Agricultural technicians	4%	6%
Scientific and technical personnel	5%	8%
Health technician	15%	14%
Teaching staff	30%	28%
Other	22%	18%

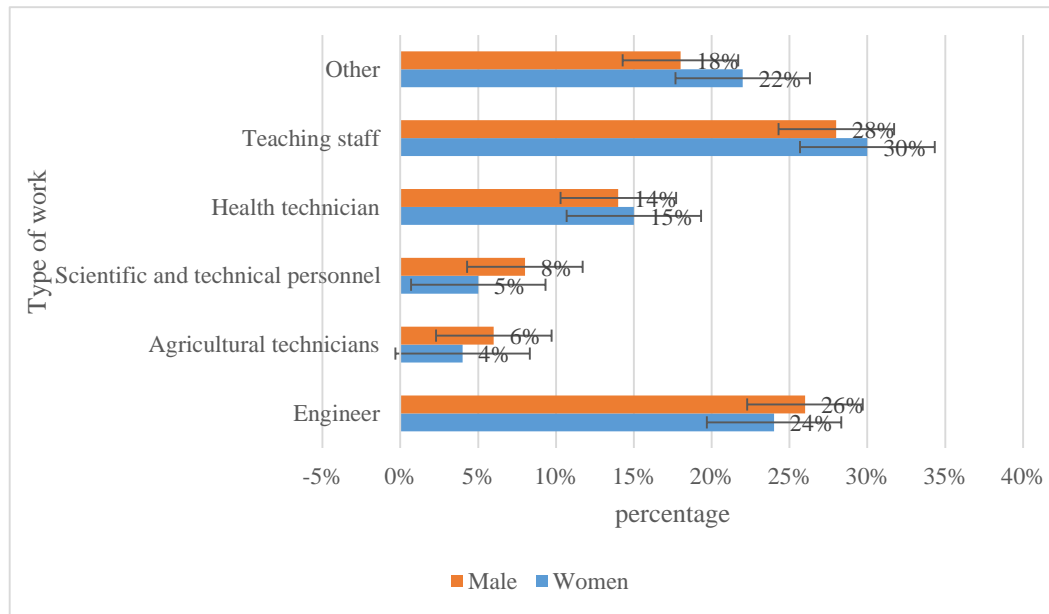


Figure 2: Distribution of technical staff

As can be seen from Figure 2, engineering and technical personnel accounted for 24.2%; agricultural technical personnel 4%; scientific research personnel accounted for 5%; health technical personnel accounted for 14%; teaching personnel accounted for 28%. It can be seen that all types of professional and technical personnel are mainly concentrated in the education and health systems, accounting for 76% of the city's total professional and technical personnel, while the number of professionals in the practical work departments related to direct economic construction such as new materials, new energy, biotechnology, modern medicine, foreign economics, and environmental protection is quite limited, far from being able to meet the needs.

4.3. Recommendations on Human Development

(1) Establish a single and open human resource market

Introducing a unified and standardized human resource market, forming an equal employment system for urban and rural workers, and providing policy guidance for the establishment of a unified human resource market. The reform of the human resource market should be carried out from the perspective of favorable free labor mobility and human resource distribution, as well as promotion of human resource utilization and economic development. In the process of obtaining a macro that is applicable to regional development policies, industrial policies, property policies, and urbanization policies, it is very necessary for us to gradually abolish geographic boundaries, household registration boundaries, and industrial boundaries, dilute our identity, and eliminate artificial influence on the market. Segmentation and interference, and thereby realizing legitimacy and fair competition among various market players. It is particularly important that in view of the fact that our country is further accelerating the reform of the household registration system, land management system, etc., we are likely to overcome the dual structure and urban and rural peripheral barriers as soon as possible in order to realize the free flow of labor and work. Acceleration only involves the integration of the traditional labor market for industrial workers, the purchase of labor for specialized personnel in public institutions and the integration of the labor market for college graduates, and the integration of urban and rural employment into a single policy system.

(2) Speed up the development of vocational education and training, and improve the skills and employability of employees

In order to transform the human resources market from employment placement to employment support, it is necessary to improve the employability of employees. It is necessary to ensure compulsory education and increase investment in secondary and higher education, and focus on promoting the development of vocational education in accordance with the needs of economic and social development and the needs of the human resource market. Improve the vocational skills training system for all employees, establish and implement a hierarchical human resource development policy system. Improve the work preparation system so that new workers in urban and rural areas receive necessary pre-employment professional skills training. In particular, farmers' vocational skills training and guidance training should be provided to improve farmers' vocational skills, transfer employability and adaptability to output. Strengthen practical skills training, especially speed up the training of high-quality employees. Strengthen vocational training for enterprises and industries, conduct entrepreneurship training, improve the employability of the dismissed and unemployed, and give play to the multiplier effect of entrepreneurship in stimulating employment. Strengthen the capacity building of technical schools and vocational training institutions, establish a training system for professional staff between schools and enterprises, and establish a government, enterprise and action-oriented, through industrial cooperation, school participation, social support and individual hard work, the skilled worker training model has adapted to the needs of economic development and industrial restructuring.

(3) Strengthen the protection of the rights and interests of disadvantaged groups in employment, and establish a complete social security system as soon as possible

Speed up the improvement of the social security system and increase social security opportunities, especially to provide comprehensive protection for disadvantaged groups in employment. We should seek truth from facts, highlight key points and realistic principles, and build a social security system covering a wide range of employees. It is necessary to take a three-step approach to the construction of the social security system. First, expand the coverage of the existing civil defense system; second, realize the connection between urban and rural social security systems in the model, and then determine the situation according to the level of economic development and living standards. Different levels of social security, payment methods and payment methods, as well as the development of inter-regional transfer and contact procedures for different accounts. In order to establish a social security system, we must also consider how people outside the current system can join. For example, the informal employment population who has become the main body of employment should be included in the urban social security system as soon as possible. At the same time, system design must be the goal. It should target different groups and solve the most obvious problems, especially the medical insurance problems of disadvantaged groups.

5. Conclusions

Today's society is increasingly developing into an era based on knowledge and spiritual development. The important position and role of human resources have been recognized by governments, enterprises and people all over the world. The macro management of human resources has increasingly become the core issue of the future development strategy of all countries.

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