

Study on Human Resource Development Strategy in Western China

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Abstract: At present, many of the papers talk about human resources, always put human resources in the enterprise. In fact, human resources is a comprehensive concept, not only enterprises need human resources, even in the party and government organs, particularly in the western region. The in the end of the 20th century, the Party Central Committee with Comrade Jiang Zemin as the core put forward the strategy of implementing the western development. As a great feat in the history of the development of the Chinese nation, the great nature of the western region has great historical significance and far-reaching historical significance to speed up the prosperity of the western region and realize the great rejuvenation of the Chinese nation. The most basic goal of the development of the western region is to promote the building development of the economic and social areas in the western region by playing a leading role in the government and using the market mechanism to promote the physical allocation and organic integration of various resources and production factors.

Keywords: Human Resource Development, Strategy, Western China

1. INTRODUCTION

Over the past 50 years since the founding of the People's Republic of China, the development of human resources in China has made many achievements. The national physical quality and cultural quality have been continuously improved, which has played a significant role in the country's economic construction and social development. However, China's human resources development level and the developed countries there is still a big gap, the western region due to natural and economic conditions and historical reasons, human resources is a shortage. There are 358 million people in the west, accounting for 28.3% of the population. However, the proportion of illiteracy and illiteracy in the western population is high, and the number of high-level people in the employed population is very low. At present, the western part of the labor force, secondary school education and intermediate titles above only 92 people, less than the eastern 11 / O; talent team knowledge, skills structure is very unreasonable, many technical staff is also facing the problem of knowledge aging, And engaged in traditional industries and more engaged in information industry,

less, new graduates of the students and rarely willing to work in the west. Human resources in the western provinces configuration is very uneven, so that the knowledge economy is difficult to grow in the west. The current situation of western human resources has brought many problems to the western development, which has seriously restricted the western economic development. Rich human resources, low quality of human resources, low human capital stock, human resources structure to be adjusted, human resources development of many objects, huge investment and limited financial resources, which is the western region of the status of human resources development.

2 THE GENERAL PLAN OF HUMAN RESOURCES DEVELOPMENT STRATEGY IN WESTERN CHINA

The development of human society today, it is increasingly clear that human resources is actually a special kind of capital resources, the rational development of this resource and effective and full use is the main way to increase social wealth, The road of power and the country of rich countries, but also the healthy and healthy development of social and economic starting point and end, is the development of human content an important part of the content. All the competition in the social and economic activities is the competition of human resources and talents in the final analysis. In the open economy, the differences in human capital between countries are strengthened through international trade, and the formation of specialized production, which is more conducive to human capital more affluent countries, economic growth, resulting in differences in economic development of countries May be further expanded. The source and power of economic growth should be attributed to the accumulation and growth of human capital. Because of this human resources development and management, personnel training and use, more and more countries around the world government, business and academic attention. From our country, the fundamental purpose of the western development is to make the local people get rich as soon as possible. The historical practice of the development of the western region shows that relying solely on the development of local natural resources can not achieve this goal, we must vigorously develop the human resources in the western region, so that the people of the western region become the main body of development and become the real

beneficiaries. How to promote the development of human resources in the western region has become the key to the implementation of the strategy of developing the western region in the light of the decision of economic growth from material capital decision to human capital decision. In the new century, the development of the western region should adhere to the development of people-oriented ideas, the implementation of "investment in the people" development policy, the implementation of "knowledge and development" catch-up strategy, the investment focus gradually shift from investment to Resource development, energy projects are gradually turning to investment in education, health, family planning, rural water supply and power supply; from capital-intensive large-scale investment projects to the development of labor-intensive industries, to create more employment opportunities, reduce the rural poor, Expand the ability to disseminate, absorb, communicate and use knowledge.

The reason why human resources should be given priority is that the era of capital competition has been gradually replaced by the hard work and quality of laborers and the era of scientific and technological competition determined by the quality of labor. At present, many countries in the world have focused on the development of the focus and objectives of the human resources in the development and management of human resources as a primary resource for priority development. Human resources are a timeliness resource whose development, configuration, and user are limited by the time limit of the individual's growth cycle. A person's ability to work, knowledge and skills is a synthesis of innate and acquired factors, especially through education and training to form. And people's life in education and training have their best time, missed the golden time, the quality of human resources can not be improved, it will be with the passage of time to reduce or lose the role of human resources should be. Human resources and natural resources is different, the latter often with the passage of time and more and more precious; and the former, such as long-term idle will not be exploited, it will cause a great waste, and this loss is never Make up for. The early 21st century, the western region is the most abundant period of labor resources, but also the western region to develop human resources the best time. During this period, due to the sharp decline in population fertility since the 1970s, the western region was in a period of rapid growth in the stock of labor resources and a low coefficient of dependency. According to the forecast, the proportion of labor resources in the total population is relatively high, the old age support coefficient is relatively low, the social and economic burden is relatively small. From the beginning of the 21st century, the number of elderly population and the number of elderly dependents will rise rapidly, and the number of retired workers will increase

rapidly. Before and after 2020, the population born in the 1950s and 1950s will gradually enter the old age, and the population age The serious aging of the structure will be relatively rich in the situation of labor resources on the end, the social burden is increasingly heavy. It is necessary to seize the rare opportunity in the near future to create more social wealth and accumulate more social capital in order to meet the severe challenges of population aging.

Western development to the western region of employment has brought a rare opportunity. First, the central government has increased investment in infrastructure construction and ecological construction in the west, creating a favorable environment for employment in the western region. As the country's policies and funding focus on the west tilt, it may provide more jobs in infrastructure construction, ecological environment modification, mineral resource development, high-tech development and tourism development. Second, the adjustment of industrial structure, the application and dissemination of high-tech, so that structural changes in the labor force, skilled, intelligent labor force in the market share of employment will become increasingly large, not only for the western region to solve the The employment of junior high school education personnel, and can retain talent, so that the western region of economic construction into a virtuous circle. Thirdly, with the implementation of the strategy of developing the western region, the function of the socialized labor and employment intermediary service organization will gradually improve, and the competitive employment mechanism will gradually form. With the improvement of the social security system, the labor market in the western region will be more perfect, Which can better promote the employment work carried out. However, the strategy of human resources employment in the western region is not only simply to consider the employment arrangements of good people, but to consider how to make human resources, especially talents, be fully utilized and can be effectively played this deeper issue. In the market economy conditions, to achieve this goal, we must act according to the laws of the market economy, the main point is the human resources, including human resources into the market, by the market to adjust the government to give appropriate control. In other words, the future employment of human resources in the western region must be introduced into the competition mechanism. Because of the gap between the level of marketization in the western region, the adoption of this strategy may increase the employment pressure in the western region for a certain period of time, but the opportunities and challenges coexist. To this end, we must proceed from the reality of the western region, targeted to take appropriate measures.

Improve the employment service, strengthen the

labor market supply and demand information communication, the use of the market to promote people Diao 'reasonable flow is to expand the use of human resources in the western region an important measure. In this regard, the focus is to solve the labor and personnel departments to divide the management of the labor force to bring the waste of resources and policy conflicts and other issues, the formation of public employment centers and personnel exchange center cooperation situation. To further improve the professional guidance, recommended training, labor affairs agency, labor supply and demand analysis and forecasting, collection and dissemination of employment, wages, training, information and other occupational services functions. Labor legislation and labor inspection, to combat illegal employment activities, to protect the legitimate rights and interests of various types of job seekers.

3 COUNTERMEASURE OF HUMAN RESOURCES DEVELOPMENT IN WEST CHINA

The development of human society today, it is increasingly clear that human resources is actually a special kind of capital resources, the rational development of this resource and effective and full use is the main way to increase social wealth, The road of power and the country of rich countries, but also the healthy and healthy development of social and economic starting point and end, is the development of human content an important part of the content. All the competition in the social and economic activities is the competition of human resources and talents in the final analysis. In the open economy, the differences in human capital between countries are strengthened through international trade, and the formation of specialized production, which is more conducive to human capital more affluent countries, economic growth, resulting in differences in economic development of countries May be further expanded. The source and power of economic growth should be attributed to the accumulation and growth of human capital. Because of this human resources development and management, personnel training and use, more and more countries around the world government, business and academic attention. From our country, the fundamental purpose of the western development is to make the local people get rich as soon as possible. The historical practice of the development of the western region shows that relying solely on the development of local natural resources can not achieve this goal, we must vigorously develop the human resources in the western region, so that the people of the western region become the main body of development and become the real beneficiaries. How to promote the development of human resources in the western region has become the key to the implementation of the strategy of developing the western region in the light of the decision of economic growth from material capital decision to human capital decision. In the new

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With the economic globalization and the development of knowledge economy era, between countries, regional economic competition, on the surface is the product quality and market share of competition. But in essence is the overall strength of the competition, especially human resources competition. Today's world economic development is shifting from the development of material resources as the center to human resource development.

Reasonable development of human resources has been highly valued by our government, and become a powerful driving force to promote economic development. In order to revitalize the western national economy and enhance the competitiveness of the western region, we must pay attention to the reasonable and effective development of human resources, so that the western human resources will gradually become the advantages of the western development of resources in the western region. This requires continuous improvement of the quality of workers, expand the stock of human resources to promote the rapid and sustainable development of the western economy.

4 CONCLUSION

Today, China is implementing the western development and building a moderately prosperous society, accelerating the economic development and social progress in the western region has become the top priority of the party and government work. Human resources are the most valuable and most important resource of all resources and the first element to promote economic development. Education development and the level of human resources development determines the level of development of a country or region, is the economic and social development of the most important

motivation. The western region to achieve the eastern part of the economic catch-up and building a moderately prosperous society, it is necessary for education and human resources development for long-term strategic planning, go all out to make the use and development of human resources.

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