

# On the Influence of Human Resources Development on Regional Economic Development and Countermeasures

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**Abstract:** From the perspective of regional economic development, the importance of human resources development is increasing, and there is often a positive correlation between human resources development and regional economic development. Based on simple observation and analysis, with scientific, systematic and effective human resource development as the basic premise, it can be found that it is not easy to play the corresponding influence. However, in fact, there are still many shortcomings in human resource development, and it is not easy to make up for these shortcomings. This paper will analyze the shortcomings of human resource development from the perspective of regional economic development, and put forward some specific strategies.

**Keywords:** Human Resources Development; Regional Economy; Development

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## Introduction

In the era of knowledge-based economy, talents are the most valuable resources and human resources development can play a great effect on regional economic development. Compared to the past, theories related to human resources management and development are becoming more and more mature with a sound macroenvironment. In the regional economic development of some regions, the participation and support of various types of talents have also provided great help. It can be found that the better development of corresponding resources can play many positive effects on the development of various industries in the region and the overall development of the economy. Therefore, exploring strategies for better development of corresponding resources from the perspective of regional economic development is of great importance.

## 1. The influence of Human Resources Development on Regional Economic Development

Human resources development plays an important role in regional economic development, which directly resulted in more and more attention paid to the corresponding resources by the local governments. Specifically, corresponding positive influence are mainly reflected in the following two aspects. On the one hand, after better improving the quality of human resources in different industries in human resource development, the development of various industries can get more support, which is of great help to the continuous improvement of the quality of industrial development, and the development of regional economy can naturally get more support. On the other hand, there are bound to be many obstacles in the regional economic development. Through better development of human resources and continuous optimization of the structure of corresponding resources, various obstacles at the level of economic development can also be better solved. However, we should also realize that it is not easy to give full play to these positive effects. Human resource development is more systematic and complex. If we want to fully highlight the endowment of specific resources, it also puts forward many new requirements for local governments and corresponding enterprises. In addition, there are many factors affecting regional economic development, so it is also very difficult to give full play to the positive impact of human resources development on regional economic development.

## **2. Shortcomings in Human Resources Development from the Perspective of Regional Economic Development**

In terms of facilitating regional economic development, the efforts made on the level of human resources development are easy to be in vain, which is directly related to some deficiencies existed in corresponding resources development. In many areas, even though a lot of attention were paid to corresponding resources development and varied government-oriented development efforts have been made to several levels including talents introduction, a complete human resources development system is still lacked during the process. Without a complete system as support, the development attempts at different levels and periods cannot be integrated together, which naturally cannot give full play to its positive impact on promoting regional economic development. Besides, human resources structure in many areas is unreasonable, and the better optimization of the resource structure is also ignored in the development of corresponding resources, which not only weakens the effectiveness of corresponding resource development, but also makes it difficult to give full play to its positive impact. What's more, some local governments have obvious limitations in their understanding of human resources development, and the planning for talent training in various industries is not in place, which also leads to a shortage of high-quality talents in some industries, and the slow development of some industries also slows down the regional economic development to a certain extent.

## **3. Strategy to Fully Play the Positive Impact of Human Resources Development on Regional Economic Development**

### **3.1 Human Resources Development System Construction in Combination with Regional Reality**

Improving regional economic development based on human resource development inevitably requires to build a complete human resource development system in combination with regional reality. Based on the better construction and operation of this system, enough support can be provided for the development of corresponding resource development activities at all levels and in all periods. Specifically, local governments should fully play their advantages on human resources development, effectively integrating the systems and policies of corresponding resources development together. Based on the scientific analysis of the professional talent gap in regional economic development and the actual resources endowment of human resources in the region, attempts can be made to build a corresponding system. On this basis, local governments should also stand in the leading position and make efforts in general talent training and talent introduction, so that the effective integration of specific work at these two levels can also help to better human resources development. After the corresponding resource development system is better constructed and continuously improved, the corresponding system can naturally better support human resource development related activities, and then give more support to regional economic development.

### **3.2 Continuously Optimize Human Resources Structure**

In terms of the human resources development in specific regions, human resource structure optimization is of great significance. In a sense, optimization of corresponding resource structure shall be treated as a core task in the development of related resources. Considering the need to integrate the corresponding resources development with the better and faster development of regional economy, attention shall be paid to the improvement of specific resource quality and to the continuous optimization of human resource structure. In the specific optimization of human resource structure, the government should not only play a leading role, but also make corresponding plans at the same time. Specifically, the optimization of the corresponding resource structure is linked with the optimization of the regional industrial structure. In the development of local economy, combining the basic industries and pillar industries, it is also advisable to focus on the cultivation and introduction of industry-related talents. Considering the fact that the regional economy itself is in continuous development, the optimization of human resource structure should also be fully combined with the actual situation of regional economic development, so as to fully highlight the advantages and values of the corresponding resource development.

### 3.3 Strengthen Cultivation of Talents at Various Industries

The development of regional economy is actually a "sum total" of the development of various industries in the region. In the development of human resources from the perspective of regional economic development, it is also very important to strengthen the cultivation of talents in various industries, which also needs to become a basic development approach. Specifically, local governments can take industry as the standard, and make a specific analysis of the talent demand and human resource endowment of the primary, secondary and tertiary industries. Based on this, we should grasp the human resource gap in the development of specific industries in different industries, and simultaneously carry out the cultivation of corresponding talents. In addition, local governments shall also provide guidance for specific enterprises at all walks of life, leading enterprises to implement and carry out corresponding talents strategies inside so as to actively cultivate talents with high quality. Through the introduction of some policies to provide some help and support to enterprises that introduce external high-quality talents. The better the talent cultivation of various industries is getting, the better the overall pressure of human resource development can be alleviated, which can also give better play to the impact of corresponding resource development in promoting regional economic development.

### Conclusion

In the era of knowledge-based economy, regional economic development can only be improved on condition that full attention being paid to the importance of human resources development. Meanwhile, local governments shall also give full play to their leading role, actively exploring various human resources from the perspective of development promotion. It is worth noting that deficiencies are easy to occur at the level of corresponding resources development and a variety of deficiencies piled up can easily prevent positive impact from being full played. Therefore, combining the performance of specific deficiencies, focusing on making up for the corresponding deficiencies can continuously improve the quality of human resources. Under this circumstance, a high-quality talent team can also give more support to regional economic development and solve many difficulties at the development level.

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