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HR MANAGEMENT IN CONTEXT OF REGIONAL DEVELOPMENT

Summary. *With the further acceleration of the process of economic globalization in the 21st century, the progress of science and technology and the advent of the world economy, The development of regional economy has become an important part of the sustainable development of economy, and human resource management plays an important role in regional economic development. Human resources have become an important resource for all countries to compete. The competition between countries is more concentrated in the competition of talents. The development and management of human resources promote the development of regional economy, and the regional economic development can attract a large number of high-quality talents. So the balance between human resources management and regional economic development is particularly important, lay a good foundation of human resources, from the current situation of regional economic development, targeted formulation and implementation of human resources development and management, so that it can better serve the development of regional economy, so that the advantages of human resources are fully played, in order to promote the rapid growth of regional economy. Countries is more concentrated in the competition of talents,*

with China as a large population country, with the advantage of human resources, but only by the number of human resources difficult to obtain long-term advantages, with the disappearance of the demographic dividend, China is facing the rise of human resources, lack of human resources and other issues. China is facing a special period of economic transformation, has a heavy construction task, all kinds of talents will have a useful place, therefore, only under the leadership of relevant policies, to do a good job in the development and management of human resources, in order to better accept the challenges, in the cause of human resources development management to create a new situation.

Key words: *Human Resource Management, Regional Economic, Human Resource Development.*

Every organization needs to manage for its transactions, assets, personnel, equipment and all the resources. Every person also needs to manage their own daily life, for example profession, wealth, relationships, social activities, mental outlook (dress), etc.

Human resource management (HRM) is the strategic approach to the effective management of people in a company or organization such that they help their business gain a competitive advantage.

The concept of human resources was clearly defined by Peter Ferdinand Drucker in his book "The Practice of Management" [Drucker, 1954].

The term "human resource development" was first coined in 1967 by Leonard Nadler, a professor at George Washington University [Nadler, 1967]. He believes that human resource development involves three areas:

Learning related to the current occupation of learners, namely training;

Learning related to the career that learners may engage in in the future, namely education;

Learning that has nothing to do with what the learner is doing is called development.

Development of human resources is specific and most important of all types of economic resources.

With the development of social economy, talents are the most important human resources and the core of the industry. Talent plays an increasingly important role in economic construction. In this context, human resource management has become one of the important tasks of economic development, and will have a positive impact on regional economic development. Human resource management plays an important role in the development of regional economy, and there is a close relationship between them. Effective human resource management can promote the development of regional economy, at the same time, better development of regional economy can attract more excellent talents.

One of the most common indicators of differences between countries is human development indicators. The Human Development Index (HDI) is a statistic composite index of life expectancy, education, and per capita income indicators, which are used to rank countries into four tiers of human development. Standard of living is measured by Gross National Income (GNI) per capita expressed in constant 2011. A country scores a higher HDI when the lifespan is higher, the education level is higher, and the gross national income GNI (PPP) per capita is higher.

The leading levels of human development were Norway (0,954), Switzerland (0,946), Ireland (0,939), Germany (0,939), Hong Kong (0,938), Australia (0,938), Iceland (0,9238), Sweden (0,937), Singapore (0,935), the Netherlands (0,933) and Denmark (0,930). The lowest human development index in countries are Chad (0,401), Central African Republic (0,381), Niger (0,377).

Between 1990 and 2018, China's HDI value increased from 0.501 to 0,758, an increase of 51,1 percent. *Table 1* reviews China's progress in each of the HDI indicators. Between 1990 and 2018, China's life expectancy at birth increased by 7,6 years, mean years of schooling increased by 3,1 years and expected years of

schooling increased by 5,1 years. China's GNI per capita increased by about 954,0 percent between 1990 and 2018.

Human development progress, as measured by the HDI, is useful for comparison between two or more countries.

Addition, the HCI measures the amount of human capital that a child born today can expect to attain by age 18. It conveys the productivity of the next generation of workers compared to a benchmark of complete education and full health. It is constructed for 157 countries. It is made up of five indicators: the probability of survival to age five, a child's expected years of schooling, harmonized test scores as a measure of quality of learning, adult survival rate (fraction of 15-year old that will survive to age 60), and the proportion of children who are not stunted. Globally, 56 percent of all children born today will grow up to be, at best, half as productive as they could be; and 92 percent will grow up to be, at best, 75 percent as productive as they could be.

Table 1

China's HDI trends from 1990 to 2018

China's HDI trends based on consistent time series data and new goalposts					
Year	Life expectancy at birth	Expected years of schooling	Mean years of schooling	GNI per capital 2011 PP\$	HDI value
1990	69,1	8,8	4,8	1,530	0,501
1995	69,9	9,1	5,7	2,522	0,549
2000	71,4	9,6	6,5	3,651	0,591
2005	73,0	11,0	6,9	5,665	0,643
2010	74,4	12,9	7,3	9,458	0,753
2015	75,9	13,8	7,7	13,485	0,742
2016	76,2	13,90	7,8	14,311	0,749
2017	76,5	13,90	7,8	15,212	0,753
2018	76,7	13,90	7,9	16,127	0,758

According to the human capital index 2018, China rank 46-th among 157 countries and regions in the world. The value of the index is (0,67), which is the same as Chile ranks 45th, Bahrain ranks 47th and Vietnam ranks 48th.

Because China's economic trade started late, human resources development is also relatively slow development. Among the main problems are the uneven regional development leading to uneven quality of human resources

market, improper use of human resources, relatively extensive management, and the failure to build a perfect labor cultivation system.

Because of the difference of China's economic development, the economic development in the east of China is far beyond that of the central and western regions, and the level of coastal economic development is higher than that of internal economic development. The region with advanced economic development is more convenient in obtaining resources and attracting more high-quality human resources to participate in it, which eventually leads to the widening gap between the rich and the poor in China and the significant regional economic differences. Therefore, on the one hand, the existing human resources development mechanism to improve, pay attention to the development of the central and western regions and inland human resources, on the other hand, through policy-oriented to make high-quality human resources gradually transferred to the Midwest and inland, to better meet the development of the less developed regional economy

To sum up, human resources play an indispensable role in the process of regional economic development. They promote and complement each other. The development of regional economy has promoted the level of human resource management, and human resource management has promoted the development of regional economy. In the current process of social development, we should strengthen the human resource foundation, fully understand the current situation of regional economic development, and formulate targeted human resource management and development implementation plan, so as to better serve the development of regional economy.

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