Research on the Human Resources Development and Management Model of Migrant Workers Under Government Intervention

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Abstract — The quality of human resources determines the economic growth, but also affect the adaptability of people, the high quality of migrant workers can better integrate into the process of urbanization, promote economic development and industrial structure upgrade, can also accelerate the pace of new rural construction. (Purpose) To effectively improve the quality of human resources, promote economic growth. (Method) the practice has proved that a truly effective market system must be supported by effective government, government intervention will greatly affect the development of human resources market and its characteristics. (analysis) with the advent of the era of knowledge economy, human resources have risen to an important position in the world, China is the world's largest population, labor resources, but human resource investment is obviously insufficient, the development is obviously lagging behind, which determines the government is necessary to manage the human resource market. 

Keywords - migrant workers; government intervention; human resource development.

I. INTRODUCTION

Contemporary China is in the period of social transformation, various social contradictions are concentrated, and the problem of migrant workers is the "three rural" issues, employment issues, social differences, the social security and public safety issues, such as a variety of social contradictions. Although migrant workers are always a group of urban life, the problem of migrant workers is a major issue related to the economic sustainable development and social stability and unity. As a transitional group in the period of social transformation, the number of migrant workers is huge and distributed widely, and it is an essential labor force for the development of the national economy. "When future historians look back on this period of history, it will be found that a great event is the most massive and most conservative group of Chinese farmers in the world." History has proved and will continue to prove that the formation of migrant workers is the largest in this differentiation, the longest duration, the most far-reaching impact [1]. Migrant workers into the city, not only accelerated the urbanization and industrial structure changes in these two irreversible process, it but also will bring a very profound social structural changes (Figure 1). However, in a series of two economic and social structure, which the economic role of migrant workers and economic status, social contribution and social status between the existence of a great imbalance, and this imbalance has become one of the major social contradictions in China need to be resolved.

Figure 1. Migrant workers as the main city of production

Along with the advancement of industrialization and urbanization, migrant workers have become one of the most important social vulnerable groups in China. In essence, they are mainly in the face of three major weaknesses: first, the system is weak, migrant workers in the system can't be effectively protected in the policy of discrimination; two is the market weak, migrant workers in the labor market supply is greater than demand, the market position is low; three is weak, low education level, low cultural quality, labor skills, hard to bear the high technical content. Social stability and economic development of the relationship between the major social issues, migrant workers have been widely concerned about the community, the state has promulgated and implemented a number of policies and measures aimed at ensuring their legitimate rights and interests and improve their social status, the system has begun to improve the migrant workers' social. The market position is the ultimate embodiment of the economic value of the laborers, and it is influenced by the social
environment. From this we can know that the ability of migrant workers is the weak position of their weak position of the subjective reasons, to solve the problem of migrant workers is the key to solve the problem of migrant workers and the essence of the problem. The fundamental way to solve the weak is to enhance the human capital stock of the labor force, and to carry out the human resources development of migrant workers [2].

China is a populous country, but it is not a human resource power, China has a wealth of labor resources, but human resource advantage is not fully played out, but also to face severe challenges. At present, the peasant workers' stratum is the basic force to take the comparative advantage and the maintenance of the stable development of the national economy. However, in the wave of global industrial structure optimization and upgrading, if they can’t become a work force with the corresponding quality in time, it will be quickly eliminated from the market. And our country will not only lose the advantage of abundant labor resources, but also have to bear a huge burden on the population [3].

To sum up, in the government intervention in support of human resources development ideas, explore the way to solve the problem of migrant workers, to seek to improve the human capital stock of migrant workers, so as to improve the quality of human resources in the whole country, and promote China's transition from a large country to a human resource power and human capital power, is the rational choice in the era of knowledge economy. In the era of knowledge economy, in the face of the world's largest population pressure, human resources development is essence of the essence of development strategy of developing the country through science and education and talent in our country, is the basic strategy of our overall economic and social situation, will lead us to realize people's development in an all-round way of harmonious society [4].

II. RESEARCH REASONS AND RESEARCH SIGNIFICANCE

Modern human capital theory and practice have shown that: human capital is the main driving force and decisive factor of modern economic growth, human resource has risen to an important position in the first resource. The quality of human resources determines and the economic growth, but also affect the adaptability of people. Migrant workers can better integrate into the process of urbanization, it promote economic development and industrial structure upgrade, but also to accelerate the pace of new rural construction.

Therefore, for a large number of basic human resources: 120000000 migrant workers, the government how to better play its own role, to build a basic human capital development system for China's national conditions, and promote the overall quality of migrant workers to improve the development of China has important theoretical and practical significance. Our country has in the world has the largest population, abundant labor resources, but the foundation of human resources investment is obviously insufficient, development is lagging behind, which determined that the government is necessary to the effective management of human resources market, as the macro management of the whole society, the government in the development of human resources in the migrant workers absolute can accomplish a great deal.

First, through the relevant theory of human capital and government intervention to systematically comb and integrate, build human resource development and government as the relationship between the development of migrant workers in the field of research results, and for further effective development and rational use of human resources, to achieve the transformation from human resources to human capital.

Second, to solve the problem of government intervention in the development of human resources in rural workers, the government should play an active role in the development of human resources of migrant workers. There are many problems in human resource development of migrant workers, there is no government support, it is impossible to establish a sound mechanism for human resources development of migrant workers, it is impossible to complete the transformation of economic growth mode and the adjustment of industrial structure, therefore, the government should face a lot of challenges [5].

Third, through the study of the past development model of migrant workers, migrant workers in human resources development in the government as the existing problems and puts forward the corresponding countermeasures, is conducive to the government to better promote the development of human resources, the huge population pressure into human resources, to ensure that the economic development of human capital, and to establish a good image of service oriented government.

To sum up, strengthen human resources development of migrant workers is conducive to the adjustment of industrial structure and the transformation of economic growth mode, which is conducive to the industrialization and urbanization of the country, but also conducive to the development of the whole society and economy. As one of the main body of human resource development of migrant workers, the government plays an important role in the development of this strategy. Therefore, it has important theoretical and practical significance to study the development of human resources [6].

This paper summarizes the theory and practice of human resource market, based on the theory of human capital theory, public goods and externality theory, new public service theory and other related issues, and then, combined with the practice, analyzes the main problems in the development of human resources, and puts forward the effective ways of the government to exert influence on the development of human resources.
III. HUMAN RESOURCES DEVELOPMENT AND MANAGEMENT MODEL OF MIGRANT WORKERS UNDER GOVERNMENT INTERVENTION

A. Ways and Methods of Government Intervention

The concept of "migrant workers" was first introduced by sociologist professor Zhang Yu Lin in 1983. "Migrant workers" is a special concept of China's economic and social transformation. Modern migrant workers are those who are still living in rural areas, but they are completely divorced from the traditional agricultural production and management activities. According to the fifth census data show: migrant workers in the second industry practitioners accounted for 52%, accounting for third in the 58% industry practitioners, accounting for 68% of the processing and manufacturing workers, accounting for 80% of the construction industry, migrant workers have become the important part of the industrial workers in China. It’s the 2008 years national total of 225420000 migrant workers. Which the number of migrant workers outside the town of employment for 140410000 people, accounting for 62.3% of the total number of migrant workers, the number of local migrant workers in this town is 85010000, accounting for 37.7% of the total migrant workers. For 30 years, migrant workers have made a special contribution to the process of industrialization and urbanization." At present, China's economic and social development has entered the new historical period, to strengthen the human resources development of migrant workers, training to adapt to the reform and opening to the outside world in the new period of industry new force, one of the important issues facing our country [7].

The human resources development of the migrant workers is to explore, develop and utilize the basic human resources of migrant workers as the main content of a series of planned activities and processes. This concept includes the training needs analysis, training course design, service and supervision during the development of the human resources development of migrant workers, and the effect evaluation of migrant workers' development. Human resources development and management of migrant workers is a complex system engineering, which includes the government, enterprises and institutions, all kinds of social training institutions and families and individuals. In the literature of political science, "government" has broad and narrow sense, and broad government is the whole body of the state, including all legislative, judicial and administrative agencies. And the narrow sense of the government. The general only include the state's administrative agencies. Under the modern market economy system, all the behaviors related to government are government behavior [8]. The analysis of this paper is mainly about the government's social behavior, the behavior of the government in the development of human resources, the central government or local government and local government and its functional departments to develop a series of activities, including macro level human resources development and micro level of human resources development two parts. This paper mainly studies the government's macro regulation and control in the development of human resources, including the improvement of human resources development of migrant workers, the use of laws and regulations to establish a unified mechanism for the development of migrant workers' human resources development. And specific to the government's human resources development of rural migrant workers in the micro level of government behavior, mainly related to the human resources development of migrant workers in the early demand analysis and plan design, training process services, supervision and evaluation of the effect of migrant workers human resources development and employment [9]. As shown in Figure 2 and Table 1.

**TABLE 1** METHODS AND EFFECTS OF GOVERNMENT INTERVENTION ON HUMAN RESOURCES

<table>
<thead>
<tr>
<th>Developing subject</th>
<th>Development method</th>
<th>Development purpose</th>
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<tr>
<td>Be developer</td>
<td>Study</td>
<td>Self-development</td>
</tr>
<tr>
<td>Enterprise</td>
<td>Training, system, management and construction</td>
<td>Improve production efficiency and increase operating profit</td>
</tr>
<tr>
<td>The government</td>
<td>Education, medical, health, population policy</td>
<td>Improve the quality of the whole people and realize the sustainable development of the country</td>
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Figure 2. Migrant workers to participate in the training session of the government

B. The Effect of Government Intervention on the Development of Migrant Workers

Migrant workers' human resources development model is similar to the general staff development and training model. In order to facilitate the operation, combined with the general process of human resources training system, this paper will be divided into five parts: training needs analysis, training plan, training plan implementation, evaluation of...
the effect of training, and focus on the five aspects of human resources development of migrant workers, as shown in Figure 3.

Figure 2. Five aspects of human resources development of migrant workers

C. The Necessity of Government Intervention in the Development of Migrant Workers

From the successful experience of world economic development, we should speed up the development of human resources, improve the quality of migrant workers' skills and the quality of life, not only will not damage the international competitiveness of our country, but will stimulate and promote the adjustment of trade structure and growth mode transformation [10]. To formulate economic development policy, we should not only pay attention to absorb more labor, but also pay more attention to the development of human capital, especially the development of basic human capital to promote economic growth. At present, China's reform and opening up has entered a new historical period, the traditional industry by "Chinese manufacturing" to "create" change, need to adapt to the high quality of industrial workers. Migrant workers as an important part of China's modern industrial workers, not the quality of Chinese migrant workers, it is difficult to achieve the upgrading of China's industrial structure and economic growth mode transformation. Increase the human resources development of migrant workers, improve the overall quality of migrant workers, continue to promote the transformation of rural surplus labor, and promote the Chinese industry is strong, is to strengthen the regional economy, the important way to achieve modernization, the work of the important strategic significance of China's modernization process and gradually revealed.

IV. THE RESULTS OF GOVERNMENT INTERVENTION

A. The Development of Human Resources Has Become A System

The problem of migrant workers, involving hundreds of millions of basic human resources change the ways of production and life [11]. Governments at all levels have fully realized that the problem of solving the problem of migrant workers is a major strategic issue, which is not only related to improving the quality of migrant workers, solving the employment problem, but also related to the healthy development of industrialization and urbanization and the realization of social justice and harmony. Human resource development of rural workers has been incorporated into the national policy, but the policy is basically a macro policy, at the micro level, the relevant departments and units should bear the responsibility, not to develop the entire process, including training needs analysis, training curriculum design, training program implementation and training effect evaluation, etc., can’t guarantee the human resources development of migrant workers, in the standardization, effectiveness is not mature enough. Therefore, the training system has not been fully established.

B. Supporting Security Mechanisms to Improve

First, strengthen the training base construction, standardized training management. Governments at all levels gradually clear in accordance with the overall planning and layout of migrant workers training, in the country's main labor output and input areas, relying on existing training resources to improve the training of migrant workers training demonstration base, and optimize the allocation of existing education and training resources, improve training efficiency. And organize the relevant departments to develop training institutions for migrant workers qualification standards, training institutions in the capital, teachers, facilities, venues and other essential conditions; the establishment of training institutions and dynamic management and exit mechanism for the training of migrant workers regularly clean up and rectify [12].

Second, according to the law to promote the reform of urban and rural areas and the gradually eliminate the migrant workers into the city to work and the institutional barriers. Various government has set up a series of problems, such as employment, children education, social security, public service construction, combined with China's national conditions, conform to the objective laws of industrialization and urbanization, deepen the reform of household registration system, gradually relax the conditions for migrant workers to enter into employment and settlement. As shown in Figure 4.

Figure 4. Migrant workers receive government subsidies
Third, to maintain the legitimate rights and interests of migrant workers, that the training of employment management. Safeguard the legitimate rights and interests of migrant workers is the basic responsibility of the government, along with the continuous improvement of the quality of migrant workers, the central government has expanded the employment of urban and rural areas, especially to increase the employment of migrant workers into the assessment system, the promotion of migrant workers training after the employment management as an important goal to solve the problem of migrant workers, urban and rural employment. And pay attention to the establishment of a unified labor market, the implementation of urban and rural workers equal employment system and other aspects from the policy to give more attention and support. The local governments are also adapted to the development needs of migrant workers, and actively promote the labor contract system, relying on law enforcement and binding force from the legal level gradually standardize the labor relations, improve labor dispute coordination mechanism and the protection of the legitimate rights and interests of migrant workers, so that the employment of migrant workers in China has a lot of protection, promote the awareness of migrant workers' rights [13].

C. Capital Management Continues to Standardize, Construction Effect is Significant

At present, all levels of government have been included in the financial budget, and further increase the investment in training funds, and according to the requirements of overall planning, centralized use, improve efficiency, the central and provincial financial arrangements for the use of migrant workers training funds, and gradually strengthen the management of migrant workers training funds, clear procedures for the object audit, capital allocation and internal and external supervision. The central government has also come up with a huge amount of funds to subsidize migrant workers training, from 2004, the central government subsidies for the average annual growth rate of 45.8%, the total investment of 2150000000 yuan. At the same time, the central finance special subsidy funds to promote the provincial financial investment 3000000000 Yuan; in 2004 by the Ministry of agriculture is responsible for the organization of rural labor transfer training sunshine project, the central government allocated 250000000 yuan as a subsidy for rural workers to participate in the training, and enjoy the rural labor force nearly 2500000 people, to participate in various organizations of non-agricultural training of rural labor force of about 10000000 people. In the "on a good job in rural labor transfer training sunshine project implementation work of the notice" pointed out: ZDOS years of central funds continue to the eastern, central and western regions to implement different subsidy standards, in principle, according to the eastern region per capita 170 yuan, 310 yuan per capita in the central region, the western region per capita 370 yuan subsidy. All localities to implement the central requirements, and constantly increase the transfer of rural labor transfer training, the use of funds, and further improve the training subsidy standards. All departments according to their duties and tasks, they can do the good job related training, to change the financial arrangements, decentralization, efficiency is not high. Migrant workers training "sunshine project" reflects the good prospects for development [14].

V. CONCLUSION

Human resources development is a system engineering, which involves not only the migrant workers themselves, but also the real concern of the whole society. Do a good job of this work, improve the overall quality and skills of migrant workers, has a very important significance. Governments at all levels and relevant departments should attach great importance to adhere to the direction of industrialization and modernization, in accordance with the requirements of urban and rural economic and social development in order to urbanization as a guide, comprehensive use of institutional norms and market mechanisms. Multi channels and multi levels do a good job of human resources development work, improve the comprehensive quality of migrant workers and employment skills, creating more and more skilled industrial workers, in order to adapt to the industrial structure adjustment, the development of modern industrial workers' needs, and promote the whole economy on a virtuous circle of track [15]. At present, the cultural quality of migrant workers is generally low, the awareness of their human resources is weak, the foundation of human resources market is not in place, the market mechanism is not perfect, and the market supervision is not strong and so on. The human resources development of migrant workers should actively play the government's intervention, through the government's overall planning and policy guidance, cultivate a positive migrant workers human resources market, realize the orderly development of migrant workers human resources.

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