



The Problems and Optimization of Human Resource Development in Public Institutions Based on Labor Economy Theory

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Abstract. China has a large population base and is a country with abundant labor resources. Therefore, the study of Labor Economic Theory plays an important role in the research and development of labor relations in China, and also has a positive impact on human resource development. Public institutions are public welfare institutions established by the state to provide necessary activities for society. Therefore, public institutions should better apply Labor Economic Theory to carry out human resource development. This article starts from Labor Economic Theory, combines with the current situation of human resource development in China, analyzes the many shortcomings of human resource development in public institutions under the background of market economy development in China, and puts forward three optimization suggestions, hoping to provide some help for the human resource development of public institutions in China.

Keywords: Labor Economic Theory; Public Institutions; Human Resource Development.

1 Introduction

Human resources are an important factor in the development of China's public institutions, and Labor Economic Theory is of great significance for the rational use and scientific development of human resources. Therefore, China's public institutions should combine Labor Economic Theory to develop human resources, play the social functions of public institutions better, and ensure that public interests are met. However, there are many shortcomings in the development of human resources in public institutions, so there is an urgent need for improvement and optimization of human resources in public institutions.

2 Labor Economic Theory and Its Influence

Labor Economic Theory originates from labor economics, which mainly studies the influencing factors of labor supply and demand in the labor market, as well as the

relationship between them. Western countries have conducted research on labor economy earlier, while China started researching labor economy theory later and had insufficient understanding of the significance and value of labor economics related theories in the early stages. The depth and breadth of research need to be improved compared to Western countries. In recent years, due to the continuous deepening of people's understanding of labor economy theory, labor economy theory and human resource issues have become the main important research directions of many domestic and foreign scholars¹.

3 The Characteristics of Human Resource Development

3.1 The Current Situation of Human Resource Development in China

Human resources specifically represent the population of a certain country or region who are of working age, above working age and have the ability to work, but not yet of working age. Simply put, it refers to the population of a region with the ability to work. The total population resources in our country are relatively high, but the proportion of human resources is relatively low, which is significantly lower than the proportion of human resources in developed countries². A large number of high-quality talents have emerged in our country, and human resource development has made tremendous progress³. However, compared to Western countries, there are still many problems in the development of human resources in China. The overall quality of human resources still needs to be improved. After the establishment of the People's Republic of China, the overall quality of human resources in our country has greatly improved, but the overall cultural level is still at a relatively low level. In 2020, China conducted its seventh population census, and the results showed that there were 218.36 million people in China with a university education level. Compared to 2010, the average length of education for the population aged 15 and above increased from 9.08 years to 9.91 years, and the illiteracy rate decreased from 4.08% to 2.67%. From this, it can be seen that the per capita education years in China have increased to a certain extent, and the illiteracy rate has significantly decreased. However, there is still a significant gap compared to developed Western countries. The enrollment rate of the university age population in China is still at a relatively low level, significantly lower than that of developed Western countries. Therefore, the proportion of high-quality workers with college education or above in China's current workforce is still at a relatively low level compared to developed Western countries. Therefore, comprehensively improving the quality of China's labor force and increasing the proportion of talent resources are the core contents of improving the level of China's human resources and shaping modern human resources.

3.2 The Value of Human Resources in Economics

The main object of theoretical research on labor economy is labor relations and development⁴. The development of human resources is closely related to the guidance and support of labor economic theory. Moreover, human resource development is influ-

enced by various factors. Including talent cultivation factors, market factors, government decision-making factors, and salary distribution factors.

3.2.1 Talent Cultivation Factors.

Talents are the most important and valuable resource in public institutions. Talent cultivation does not require institutions to blindly provide unlimited training to employees. The ultimate goal of talent cultivation is to improve employees while contributing to the long-term development of institutions themselves. Therefore, it is necessary to develop scientific and reasonable training plans to achieve a win-win situation for both employees and institutions. Training must be targeted. The skill requirements of employees in different positions are different, and the ability requirements of public institutions for employees in different positions are also different. Therefore, when training employees, the training content must be targeted, and the training content and direction should be designed based on the actual work needs of public institutions and dynamically adjusted according to their actual situation.

3.2.2 Market Factors.

Although public institutions are public welfare institutions, their development is still closely related to the market. The development of public institutions will also change with market changes, and market demand is also influenced to some extent by labor economic theory⁵. In the process of change. From the perspective of labor economy theory, changes in market environment and demand will also lead to changes in the demand for talent in public institutions. Simply put, while public institutions adjust according to market demand, they also bring about changes in the demand for talent, which directly affects the direction of human resource development.

3.2.3 Government Decision-Making Factors.

The national system has played a very important and even decisive role in the comprehensive development of public institutions and the market economy. Public institutions are public welfare institutions established by the state. Although they are not government agencies, the influence of government factors on public institutions cannot be ignored. In addition, the government has the ability to macroeconomic regulation, and the country's economic policies will directly affect the development direction of the market economy⁶.

3.2.4 Salary Distribution Factors.

Salary is the time and labor remuneration paid by public institutions to their employees. There is a difference in salary based on the contribution of each employee to the public institutions. Although the calculation method of salaries for employees in public institutions is different from that of public institutions, the performance-based salary in the salary composition can accurately reflect the work situation of employees. Therefore, scientific and reasonable salary distribution is also an important factor affecting the development of human resources in public institutions.

4 The Problems in the Human Resource Development Process of Public Institutions in China

The level of human resource development in public institutions is directly related to their own management ability and the comprehensive level of employees. Human resource development will help public institutions enhance their competitiveness, leverage their functional roles, and optimize overall human resource allocation. In the new situation, human resource management in public institutions is facing more and more challenges, and outdated management concepts are one of them⁷. In today's rapidly developing era, the international market economy is constantly changing, and China's economy is also constantly developing. The overall development of China's economy has entered a stage of medium to high-speed growth. From 2016 to 2019, China's economic growth rate remained above 6%. The total economic output of China has increased from over 70 trillion yuan in 2016 to nearly 100 trillion yuan in 2019, ranking second in the world. In the face of the world situation of being a strong country, in order for China's economy to achieve breakthrough development, it must attach great importance to human resource development. Currently, human resource development in China has not yet reached a mature stage and has not formed a universally applicable model. Therefore, human resource development requires relevant personnel to operate based on past experience for a long time. This requires further strengthening the development of human resources, transforming China's prominent population advantage into talent advantage, transforming its huge population into a talent powerhouse, and transforming China's abundant human resources into talent resources. However, insufficient human resource development has become one of the important factors restricting the progress of human resource training in China.

5 Optimization of Human Resource Development in Public Institutions under Labor Economy Theory

Due to the continuous improvement of people's understanding of human resource management, scholars are also deepening their research on human resource management⁸. In the context of economic globalization, competition in China's market economy is facing greater pressure. Chinese public institutions have gradually realized that human resource development plays a crucial role in the long-term development of public institutions, and is also an important factor in enhancing their economic strength. Therefore, a wave of human resource development has been sparked domestically.

5.1 Enhancing the Importance of Human Resource Development in Public Institutions

Under the Labor Economy Theory, the first thing that public institutions need to do is to attach great importance to the development of human resources from a ideological perspective. Both leaders and ordinary employees of public institutions should increase

their attention to human resource development from top to bottom, and deeply understand that public institutions should regard human resource development as a sustainable strategy for the development of the public institutions. The theory of human resource development originated in developed Western countries. Therefore, the research on human resource development in developed Western countries was earlier and more in-depth. In terms of human resource development, China is still in the initial stage and has not consciously cultivated and retained high-end talents, which has also led to the loss of some high-end talents in China and affected its development in various fields. Therefore, in the current context of international economic development, combined with labor economy theory and based on previous experience, public institutions need to adjust their ideological attitudes and give sufficient attention to human resource development.

5.2 Improve the Quality of Cultivating Applied and Practical Talents in Public Institutions

Practical talents and applied talents usually refer to skilled talents who can apply mature technology and theoretical knowledge to practical production and life. With the continuous development of China's market economy, many public institutions require production and technical talents. Therefore, public institutions should focus on cultivating applied and practical talents to ensure the smooth and efficient completion of various work in public institutions. Labor resources are not only the foundation of national economic construction, but also an important guarantee in the process of national economic survival. Human resource development (HRD) enables and supports learning processes among employees⁹. Only by improving the comprehensive quality of labor can we better meet the development needs of public institutions, meet the needs of social development, and realize our own value in work. Human resource management personnel in public institutions must attach great importance to employee training, continuously innovate training systems and methods, in order to better improve the professional skills and comprehensive quality of unit employees, and thus establish a high-quality skilled team.

5.3 Public Institutions should Devote much Attention to the Long-Term and Scientific Development of Human Resources

Human resource development is different from other material resources. Leaders of public institutions should have a deeper understanding of the uniqueness of human resource development in order to carry out sustainable and scientific human resource development. Compared to other material resources, human resource development takes a longer time and takes a longer time to reflect the role of human resource development; Human resource development is worth investing in by public institutions and can bring huge economic benefits to the organization; Human resource development is dynamic and not static. Human resources and human resource planning are inherently dynamic and change over time. As time passes and human resource development continues, the value that human resource development brings to the organiza-

tion will gradually be reflected. Therefore, the development of human resources in public institutions should have a scientific and systematic plan to achieve the optimization of human resources.

6 Conclusion

Human resources are an important and necessary resource for China's national construction and the development of public institutions. Therefore, public institutions should take labor economic theory as the basis, recognize the problems in their own human resource development, attach importance to human resource development, deeply understand the long-term and scientific nature of human resource development, improve the level of human resource development, enhance the quality of practical and applied talent training, deepen the depth of human resource development, and cultivate and retain various types of high-quality human resources for China's national construction and the development of public institutions.

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