

# Human Resource Development Issues in the Implementation of the Western China Development Strategy

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*This paper systematically illustrates the value and role of human resource development in the implementation of the Western China development strategy. It analyzes in details some current human resource issues constraining the implementation of the Western China development strategy and those on the sustainable development process of economic society. Based upon these analyses, it has accordingly proposed the future goals and countermeasures in the human resource development of Western China.*

Key words: Western China, Strategic Development, Human Resource Development

As a new round of western region development in China has been carried on for eight years, while people are concerned about the Western China economy and the sustainable development of society, a lot of concerns are directed to the human resource development issues corresponding to the Western China development. People have more and more clearly realized that talent is the key and human resource development is the core in the Western China development. Without basic educational and human resource construction, no society can possibly develop on a smooth and harmonious track.

To accelerate the overall development of Western China's economy and society, Chinese government has taken a lot of positive and various aid measures to ensure the sustainable, effective and healthy development in Western China. These measures have taken in effect to some extent. At present Western China's economy is growing at the rate of 8% per year. The development of Western China's basic education has been guaranteed in general. All the school-age children and adolescents in Western China have been offered free compulsory education by the state effectively. Almost all the regions and counties have established comprehensive and high-level professional education centers and professional schools.

However, after these hard-won efforts, we have to admit that Western China has not solved the bottleneck problems of constraining talents in the economic and social development with success. The representatives of new growth theory, Romer and Lucas consider human capital as the source and momentum of modern regional economic development. From the viewpoint of economics, human resource development is investment in human capital, and hence human capital is originated from human resource development. Talents are a group of high-quality human capital. Therefore, we believe the solution to the talent bottleneck problem lies in human resource development and so does the sustainable development of Western China's economy and society. The further development of Western China and the realization of the expected strategic goal pivotally lie in the effect of human resource development.

Through the analyses of the value and role of human resource development in Western China development, the aim of this paper is to arouse the concerns and supports of the government officials and society to the importance of national human resource development. By illustration and reasoning analyses of the current situation and problems of human resource in Western China, it is to make the public understand and agree to the goals and countermeasures of human resource development strategy in Western China. It is to make the public realize that it is difficult to solve the problem of talent shortages in the western regions of China simply by elementary education and dispersive professional education. Only by establishing a strategic human resource development system can it guarantee the full realization of the strategic goals of Western China development.

What is human resource development? Currently there is no unified definition. McLean and McLean (2001) have proposed a cross-national version of definition:

“Human resource development is any process or activity that, either initially or over the long term has the potential... work-based knowledge, expertise, productivity and satisfaction, whether for personal or group/team gain, or for the benefit of an organization, community, nation or, ultimately, the whole of humanity.”

In this paper the concepts of national human resource development (NHRD) above are being used. According to Cho and McLean (2004), there exist five models on national or regional human resource development: (a) centralized NHRD, (b) transitional NHRD, (c) government-initiated NHRD, (d) decentralized/free market NHRD, and (e) small-nation NHRD. As far as the current human resource development in China is concerned, it differs in

different regions and different fields with a variety of characteristics. Except for the (e) small-nature NHRD, the other models exist in China to certain extent, with the centralized NHRD and transitional NHRD more presented. At present the human resource development in Western China mainly belongs to the model of centralized NHRD.

## **I. What are the Value and Role of Human Resource Development in Western China Development?**

Human resource is the key to the development of economic society. The contemporary society is of knowledge economy, where human resource is the first resource. Human resource development is of great importance to the implementation of Western China development strategy.

### *(I) Human Resource Development is the Decisive Factor in the Establishment and Completion of Western China's Market Economy*

The establishment of a market economy is a complex systematic project, which includes the construction of systems, organizations, and human beings, whereas all the systems and organizations are constructed, operated and brought into effect by human beings, that is, human capital is the foundation of establishing a market economy. As far as the current situation of Western China is concerned, the development of human being has been far behind the transitional course. It is mainly manifested in the following aspects. First, at present most rural residents in Western China lack the qualities matching with market economy with their ideas quite far from the requirements adapting to market economy. Second, the quality of employees in the city or township enterprises of Western China and the quantity of professional technicians are quite incommensurate with the construction of market economy. Moreover, there exist serious problems of no successors after the technical workers. Third, market economy is entrepreneur economy to some extent but Western China is in most lack of a large number of professional managers and entrepreneurs required for construction of market economy. This problem can only be solved by relying on Western China's human resource development to establish a high-quality enterprise management team. Fourth, the market adjustment system and mechanism of Western China's human resources are not complete, and they are far from fulfilling the requirements for Western China development. It is of great significance to carry through Western China's human resource development in order to establish and complete the market adjustment system of Western China's human resources as well as to fulfill the requirements for all kinds of talents in Western China's regional economic construction and social development.

### *(II) Human Resource Development is the Decisive Factor in the Readjustment of Western China's Industrial Structure and the Realization of Economic Growth and Sustainable Development*

Economic growth is a process of accumulating social wealth continually. The factors affecting and determining this process are very complicated. According to theory of modern economics, the factors affecting economic growth can be categorized into three types in general: resources, technology, and system. Resources can be defined in broad and narrow senses. The resources in narrow sense refer to the natural endowments, including land, minerals, creatures, and environment etc. The resources in broad sense refer to all kinds of capital factors relevant to the production process, including physical capital and human capital. From the viewpoint of the impact on economic growth, resources are by no means direct and fundamental. With regard to the role of resources factor in economic growth, the functioning of human capital is more important than physical capital. Human capital is the first order resource due to the following reasons. First, human capital is "live" initiative resource, different from other economic resources. Human capital is the creative working capacity of human beings with objectives, subjective initiative and social consciousness, which is the fundamental cause of formulating social wealth and product value. Second, human capital is the reproductive resource with infinite potentials. Third, human capital has the marginally incremental characteristics.

From the above, human capital is the dominant force of propelling the development of a nation's or regional economy by using natural resources and accumulating physical capital. Meanwhile, it is crucial for Western China's sustainable development to transform human resources into human capital through human resource development.

It is an important project on how Western China's industrial structure should be readjusted, which path the economic development should follow, and which development strategy it should adopt. If we strengthen the exploitation of natural resource like following the development path of those oil exporting countries, the bottleneck problem of China's low occupancy rate of resources per capita has significantly constrained us. If we strengthen the capital input like "the Four Asian Tigers" relying on foreign investment in development, the amount of required fund is too huge to be fulfilled by international financial market. Moreover, the regional financial capacity can hardly afford the debt burden. Therefore, no matter it is for economic growth of western regional development or the readjustment of western industrial structure, the only path is to strengthen human resource development and utilization to harmonize the development of population, resources and environment. This is the best and the most realistic choice.

*(III) Human Resource Development is the Decisive Factor in the Challenge to an Era of 21<sup>st</sup> Century Knowledge Economy and the Realization of “Take-Off” Development for Western China*

After human civilization experienced the strikes of the two tides---“agricultural revolution” and “industrial revolution”, we are now faced with the strike of “the third tide” where an era of knowledge-based economy is stepping toward us. Knowledge economy is the talent economy. No matter it is for production and distribution of knowledge or transformation of knowledge into productivity, both the carrier and the impetus are high-quality talents. For the western region of China with low industrial level, to face the challenge of an era of knowledge economy and realize the “take-off” development from industrial economic society to knowledge economic society, the most effective means is to exert an effort to conduct human resource development in Western China. The human capital formed through human resource development is the leading force and decisive factor in propelling the development of the knowledge economy in western region. According to a research outcome by Harvard professor Robert Barro (1991), the difference in economic growth between countries is not mainly caused by the difference in resource endowment and physical capital, but by the difference in quantity and quality of human capital each country possesses. The cause of cumbering poor countries to catch up with rich countries is mainly the lack of human capital, that is, the underdevelopment of education and shortage of talent and knowledge, not the lack of tangible capital. Hence, it is of great importance to develop and utilize human resources well in western region and to transform human resources into high-quality human capital so that western region can step into the era of knowledge economy and realize the “take-off” economic development as soon as possible.

*(IV) Implementation of Human Resource Development is of Great Importance to the Social Advancement, Political Stability, Solidarities among Peoples and All-around Construction of a Well-to-do Society*

As NHRD theory illustrates, “Human resources are critical for natural and local stability. Countries that do not have sustainable development and that have high employment rates leading to high levels of poverty are countries that reflect a lack of stability. Developing human resources is one approach to alleviating these conditions” (McLean, 2004). Through a series of measures in human resource development, the technology and education must be speeded up, which is beneficial to train more talents required by economic and social development and advantageous to propel the improvement of population quality and technological progress. This is to boost the establishment and completion of human resource market allocation mechanism, to improve the employment of labors and the efficient use of various talents, to optimize the social environment that talents grow and develop. It is to accelerate the establishment and completion of social security and medical care system in western region, to enhance the living, subsistence condition, and physical health in western region. It is to facilitate the control of population growth in western region, to quicken the step of western people toward the well-to-do. It is advantageous to the harmonious development of population, resources, environment, economy, and society, as well as to the implementation of sustainable development strategy. In conclusion, by human resource development, it is to speed up the social progress in western region, to maintain and consolidate the social and political stability, to promote the harmonious development between different ethnical groups, to achieve the goal of establishing well-to-do society in western region.

To undertake human resource development well, we should not only realize the important role of human resource development to economic and social development in western region, but also analyze the current situation and problems in details in order to find the breakthrough point and seek effective measures for human resource development in Western China.

## **II. What are the Human Resource Problems Constraining the Western China Development?**

On the whole, the current situation of human resources in Western China mainly exhibits the large quantity and low quality of population. By the end of 2000, the population in western region is 355 million, 28.07% of the whole country’s population. The age composition of population is mainly adults. The population growth rates in most provinces and autonomous regions of Western China are higher than those in the eastern region and the national average level. The problems of human resources in Western China mainly lie in the following aspects.

*(I) The Low Education Level of Population, the Large Disparity in Cultural Level between Urban and Rural Population, the Low Scientific Level of the Public*

1. *The lower education level of population.* According to *China Population Statistics Yearbook*, by 2000, in western region of China, the average length of schooling among the population of 6 years old and the above is only 6.54 years in western region, less than the national average level of 7.62 years by 1.08 years. Among the population of 15 years old and the above, the provinces and autonomous regions reaching the national average level (7.95) are Xinjiang (8.13), Shaanxi (8.01), Inner Mongolia (7.98), and Guangxi (7.88). Most western provinces and

autonomous regions are far behind the national level with nine provinces' and autonomous regions' illiteracy ratios higher than the national average level, one region above the national average by five times (Table 1).

Table 1. *Illiteracy Ratio of the Population at 15 Years Old and the Above in China and the Western Region in 2000 (Unit: %)*

	Illiterate			Primary School	Junior High School	Senior High School	Junior College	Under-graduate	Post-graduate
	Total	Male	Female						
National	9.08	4.86	13.47	30.38	39.69	14.36	3.03	1.48	0.09
Chongqing	8.90	4.56	13.53	41.72	33.49	10.96	2.33	1.21	0.06
Sichuan	9.87	5.37	14.62	40.59	34.04	9.84	2.15	0.99	0.06
Guizhou	19.85	9.96	30.61	40.28	26.32	8.08	1.89	0.84	0.02
Yunnan	15.44	9.32	22.15	42.97	25.71	8.86	1.84	0.84	0.04
Tibet	47.25	34.38	60.47	28.31	8.20	5.14	1.29	0.55	0.02
Shaanxi	9.82	5.65	14.24	26.16	39.76	16.41	3.44	2.03	0.12
Gansu	19.68	12.04	27.81	30.60	29.17	13.51	2.55	1.06	0.05
Qinghai	25.44	15.69	35.87	26.42	25.72	13.85	3.09	1.32	0.03
Ningxia	15.72	9.47	22.25	25.51	34.02	15.16	3.49	1.64	0.03
Xinjiang	7.72	5.74	9.87	32.45	33.89	16.68	5.22	1.78	0.05
Inner Mongolia	11.59	6.98	16.53	26.46	39.21	17.40	3.53	1.27	0.04
Guangxi	5.30	2.07	8.85	37.03	39.82	12.98	2.35	0.85	0.04

Source: Author's calculation from *China Population Statistics Yearbook*, Beijing: China Statistics Press, 2000.

2. *The large disparity in cultural level between urban and rural population.* According to the fifth national census of China, among the population of 15 years old and the above, the disparity in educational years between urban and rural population is 2.95 years on national scale. However, in the western region of China, excluding Guangxi and Chongqing, the disparities in educational years between urban and rural population are all above the national average level, of which the provinces with disparities higher than four years are Tibet (5.39 years), Qinghai (4.62 years), and Gansu (4.33 years). The disparity in illiteracy ratio between urban and rural population is 6.33% on national scale, while in the western region, excluding Guangxi, Xinjiang, and Chongqing, the rest nine provinces and autonomous regions have higher disparities than the national average level in illiteracy ratio, of which the highest five regions are Tibet (31.51%), Qinghai (23.46%), Gansu (17.08%), Guizhou (15.15%), and Ningxia (13.42%).

3. *The low scientific level of the public.* According to the *Survey Report on Scientific Level of Chinese Public in 2001*, the proportion of Chinese public with basic scientific cultivation level is 1.4%: the eastern region is 2.3% while the western region has 0.65%. The scientific level of the public in the western region has not reached half of the national average level and it has even more disparity in comparison to the eastern region, which is much bigger than the average disparity in cultural level.

#### (II) *The Low Healthy Level of the Population*

The average life expectancy and the baby mortality ratio are the comprehensive indices reflecting the population's healthy condition in a region. Since the economic reforms and opening up in China, with economic and social development in the western region, the average life expectancy has improved greatly and the baby mortality ratio has decline to a large extent. However, on the whole, it reveals imbalance in development with large disparity as compared to the eastern region (see Table 2). The low healthy level of the population in the western region has seriously affected the functioning of human sources in this region and this is one important cause constraining the economic and social development in the western region (Wang & Yu, 2000).

#### (III) *Inadequacy of Professional Technicians with Unreasonable Composition and Low Quality*

1. *Inadequacy of professional technicians in quantity.* The eastern region of China has occupied only 11% of the whole nation's geographical area but it accumulates 43.2% of the whole nation's professional technicians in various fields. The western region has 69.14% of the whole nation's geographical area but its professional technician talents only amount to 15.5% of the whole nation's talents.

Table 2. *Average Life Expectancies and Baby Mortality Ratios in the Eastern and the Western Regions in 1998*

Region	Average Life Expectancy/Years	Baby Mortality Ratio/‰
Eastern Region		
Beijing	72.8	7.6
Tianjin	74.3	11.5
Hebei	71.7	22.6
Liaoning	73.1	18.3
Shanghai	77.0	6.0
Jiangsu	72.7	18.7
Zhejiang	73.0	23.0
Western Region		
Inner Mongolia	67.4	33.2
Chongqing	70.9	20.9
Sichuan	70.0	48.4
Guizhou	66.1	51.9

Source: China Education and Human Resources Research Project. *From a Nation of Large Population to a Nation with Huge Human Resources*, p. 652, Beijing: Higher Education Press, 2003.

2. *Unreasonable composition of professional technicians.* The unreasonable composition is mainly reflected as redundancy of talents in traditional industries, inadequacy of talents in high technical fields, a lot of inherited talents, very few innovative talents, many elementary and medium-level talents but lack of high-level talents. Due to the effect of the age and seniority ranking in talent evaluation and the talent application environment, there exists serious “faultage” in talent. Among the high-educated and high-level talents, it has already presented the lack of succession in age composition, which exhibits the high weight of aged high-level talents and low weight and quantity of young and middle-aged high-level talents. “Brain drain” of young high-level talent is serious especially in the industries like new materials, new energy, biotechnology, ecological construction, and environmental protection. The defect in talent composition of the western region has greatly constrained the readjustment of industrial structure, the sustainable development of economy and society, and the “take-off” of the economy in Western China.

Table 3: *The Educational Composition of Professional Technicians in China and the Western Region in 2000 (Unit: %)*

	Total	Never been to School	Primary School	Junior High School	Senior High School	Junior College	Under-graduate	Post-graduate
National	100.00	0.15	2.06	14.14	43.40	26.72	12.55	0.98
Chongqing	100.00	0.09	2.69	14.41	42.91	27.44	11.65	0.81
Sichuan	100.00	0.21	3.45	14.41	44.52	26.27	10.35	0.79
Guizhou	100.00	0.24	2.39	14.87	48.77	23.66	9.84	0.23
Yunnan	100.00	0.22	3.22	12.96	51.01	22.42	9.64	0.53
Tibet	100.00	4.37	19.04	18.32	39.98	11.77	6.32	0.20
Shaanxi	100.00	0.18	1.76	14.46	43.88	26.32	12.39	1.01
Gansu	100.00	0.49	2.43	12.56	47.60	26.14	10.24	0.54
Qinghai	100.00	0.92	5.56	10.77	45.35	26.47	10.67	0.26
Ningxia	100.00	0.31	2.06	10.38	43.52	30.29	13.17	0.27
Xinjiang	100.00	0.25	1.70	8.28	42.02	35.44	12.09	0.22
Inner Mongolia	100.00	0.17	1.26	13.25	46.85	27.49	10.64	0.34

Source: China Education and Human Resources Research Project. *From a Nation of Large Population to a Nation with Huge Human Resources*, p. 628, Beijing: Higher Education Press, 2003.

3. *The low quality of professional technician talent in general.* Among the professional technicians of the western region, over 60% has the education of high school or below. In most western provinces and autonomous

regions, the technicians with postgraduate degrees only occupy 0.2% to 0.4% of the whole professional technicians, which is quite far away from the national average ratio of 0.98% (see Table 3). The quality of such as professional technician team can hardly fulfill the requirements of technical innovations to human resources in the know-economy era.

*(IV) The Ideologies of Workers in Western China cannot Adapt to the Requirements of Establishing Market Economy*

Since the reforms and opening up, the ideologies of workers in the western region have been greatly changed, but there are still some problems unadapted to the requirements of market economy. First, the western workers have conservative ideas and out-of-date conceptions. Due to the large geographic area of the western region, the tough natural environment, and the inconvenience of transportation as well as communications, the natural economy ideologies of farmer worker's self-sufficiencies are quite in effect. They lack ideas for market innovations and operations. They lack competitive motivations, frontier spirit, and ambitions. Second, due to the impact of market economy, some western workers believe in self-centeredness, money worship, and gastronomy. Some workers do not have strong responsibilities and devotion to their own work. To some extent, they lack the teamwork spirit to be concerned about the development of the firms they work with. Under the influence of egoism and due to the lack of vision, the western talents migrated to the more developed eastern region one after another, forming the phenomenon of "peacocks flying to the southeast". Third, there exist mistaken ideas of using talents. On one hand, the western region is short of professional talents, especially in the township enterprise and agricultural production where there is serious insufficiency of scientific talents; on the other, there is talent redundancy in the administrative departments where the talents are not effectively used and a lot of them are wasted.

### **III. What are the Human Resource Development Strategies to Fully Realize the Western China Development Strategy?**

Faced with current situation and problems of human resources in the western region, the human resource development has become an urgent issue in the implementation and strengthening of the ongoing Western China development strategy. We should designate the goals of human resource development and take corresponding measures so as to keep the sustainability of western development and the strategic realization through western human resource development.

According to China's overall strategic arrangement of constructing modernization and the requirements of Western China development strategy, aiming at the solutions to the problems in western human resource development, we should be oriented to the overall human resource development strategy, through which we can achieve the following goals after 10 to 20 years.

First, we should establish an education-oriented accumulative mechanism of human capital, endeavor to improve the cultural quality of population and labor power, popularize the nine-year compulsory education, popularize the medium education and medium professional education by and large, and realize the commonness of higher education. This means that the gross enrollment rate of youth at 18 to 22 years old reaches over 15% and the illiteracy ratio of the population goes down to below 6% from current 18% by eliminating the young illiteracy.

Second, we should establish a region-oriented market allocation mechanism of human resources, realized the supply and demand equilibrium of human resources, the full employment and efficient use of labors.

Third, we should set up a western "talent plateau" enticing, gathering, and retaining the high-level talents.

Fourth, the sanitation conditions should be improved greatly in order to realize "everyone enjoying the elementary hygiene and health, effectively control the population growth so that it can go below the national average level.

Fifth, we should form the economic conception and ideas adapted to market economy requirements and the spirit of opening, innovation, and pioneering.

To achieve the above goals, the following strategies should be adopted in western human resource development.

*(I) Accelerate the Development of Different Types of Education, Improve the Overall Cultural Quality of Western Population, Cultivate Large Sum of High-quality Talents in Different Fields, Speed the Accumulation of Western Human Capital (Xiao, 2004)*

*1. Guarantee the strategic position of education as priority in development and maintain the strengthening investment in education.* Improving the cultural quality of the population through school education is the major means of human resource development and the main approach of human capital accumulation. Numerous facts and researches prove that no matter in the past or in the future, human capital is the main force driving the sustainable development of economy and society. Human capital is the decisive factor and "the first capital" in development. Therefore, to guarantee the strategic position of education as priority in development is determined by the position and function of education in human resource development, economic and social development.

2. *Popularize nine-year compulsory education as soon as possible; consolidate the foundation of human resources.* Grasping the basic education is the foundational work of human resource development. The important and difficult points of popularizing the nine-year compulsory education in the western region lie in the poor areas and remote areas. In addition to the financial support by the public budget of central government to the basic education of the western poor areas, these areas should also take relevant measures corresponding to the detailed situations of basic education.

3. *Develop the medium professional education; train large number of skilled talents.* The governments in the western regions should increase the subsidies to the professional high school education and professional technical education in poor areas, lower the enrollment fees, run the mechanism of “reward, loan, aid, reduction, and waiver” to the students with financial difficulties to enhance the enrollment rate of rural students in poor areas. The conception of education should be changed and the teaching materials should be reformed. We should be oriented by the social need and reflection of subjects and student development to strengthen the study capability, viability, and practical capacity of students, and to make the students possess some skills becoming the practical technical talents who can be retained and used by local regions.

4. *Vigorously develop higher education and higher professional education; build the training base of western high-level talents.* Higher education trains the high-level expertise talents with relatively higher professional knowledge and relatively stronger innovation. The more people get higher education, the higher the culture quality of the population with more human capital accumulated. The shortage of high-level talents is a major factor constraining the economic and social development of the western regions. Thus, vigorously developing higher education is of great importance to the economic, social development, and human resource development in the western regions.

*(II) Make Good Use of Talent Resource Development; Construct the “Talent Plateau” of the Western Regions to Provide the Talent Support to the Sustainable Development of Western Economy and Society*

1. *Make good use of western talent resource development.* To make good use of western talent development, “four combinations” should be done, that is, the combination of insisting on policy support and market functioning; the combination of fully exerting the current talents’ function and actively introducing new talents; the combination of self-development as the focus and accelerating the support from the eastern regions; the combination of macroeconomic guide and the government special budget support.

2. *Construct the “talent plateau” of the western regions.* To construct the “Talent Plateau” of the western regions, the key points should be projected to focus on nine types of talents which are of significance in the western development. They are: the administration and executive talents in the enterprises who grasp the market economic theories; the operation and management talents in the enterprises who are familiar with the modern enterprise theories and practices; the high-level middle-school, primary-school, and college teachers; the management and scientific talents in stockbreeding industry and agriculture; the management and scientific talents on the comprehensive application of energy and sources; the management and scientific talents on medicine and biological engineering; the management and scientific talents on transportations and information communications engineering; the scientific talents on ecological and environmental engineering; and the legal talents.

3. *Retain the key talents and make full use of current talents.* The government should make the preferential policy, strengthen the incentives to talents, retain the key talents and make full use of current talents. The government should make a great effort to improve the working and living conditions of current scientific talents as priorities, to raise their wage income and welfare, and to give the high-rank professional technicians and the experts with contributions special post allowance. To the scientific and technical workers with outstanding performance in scientific expansion, scientific innovation, and scientific improvement, the government should give them significant rewards. To the scientific and technical workers in the areas with tough conditions such as the rural areas, the regional allowance should be set up and financed by the government to improve their wage incomes appropriately, to provide them preferentially the medical and social security insurance so as to solve their worries toward the future.

*(III) Enlarge the employment, reduce the unemployment and realize the full use of western human resources (Ibid, 2004)*

The problem of unemployment not only causes the serious waste of human resources in the western regions, but also becomes an outstanding issue in economic and social life of the western regions. Thus, to enlarge the employment and reduce the unemployment rate is an important issue in current human resource development in the western regions.

*(IV) Implementing “Two Strategies”, regionally allocate the human resources and make reasonable use of human resources*

The first strategy is to make and implement the regional development strategy of urbanization, to quicken the process of western urbanization, to completely reform the administrative system of rural and urban segmentation, to

guarantee the healthy development of urbanization adapting to market rules, to realize the transfer of rural residual labor with plans and organizations. On the process of accelerating the regional development of urbanization, the rural residual labor force can be assimilated within the rural areas or diverted to small towns with many channels to flow out the labor force. The second is to implement the strategy of developing migration. Quite a number of people in the western regions are under utter poverty and their basic subsistence cannot be guaranteed due to the bad natural geographical environment, and economic development is set back by the resource conditions. To the poverty-stricken population in these regions, only by implementing the strategy of developing migration and relocating the migrants (i.e., to move them to the regions with better geographic conditions), can they survive and develop then get out of the vicious circle of poverty.

In addition, the medical and health care system should be perfected and social health conditions should be improved, the population health level should be enhanced. The family planning should be encouraged in the western regions especially in the minority ethnical groups. Efforts should be made to control the population growth in the western regions and enhance the cultural quality of the western population so as to provide strong spiritual momentum to human resource development in the western regions.

In summary, whether the economic society of the western regions can further develop with sustainability, speed, and health, the talent bottleneck problem is the key and human resource development is the core and foundation. By various forms and channels, we should construct a strategic system of human resource development in the western regions, endeavoring to improve the moral value and scientific cultivation of the western population, fully use the innovation and enthusiasm, actively introduce various talents in shortage for western economic and social development to enhance the employing efficiency of human resources and the speedy accumulation of human capital, and accelerate as well as guarantee the overall realization of the strategic goals in western economic and social development.

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