

# Current Status and Challenges of Human Resource Development in the New Ara

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**ABSTRACT:** Human resource is an important factor in promoting economic growth and the most important wealth of every enterprise and even a country. As an important method of improving human resources, human resource development is constantly facing new challenges with the change of the times and advances in technology. This article believes that the challenges faced by human resource development in the new era mainly come from the following three aspects: 1. The technological progress brought about by the Fourth Industrial Revolution has challenged the way of human resource development; 2. Challenges caused by changes in the human resources development environment caused by the new normal of human resources that accompany the new normal of China's economy; 3. The changes in China's population and labor structure have brought challenges to the changes in the structure, quantity, and characteristics of the target population for human resource development.

**Keywords:** new era; human resource development; current status; challenges

## I. INTRODUCTION

The era we live in is an era of constant change. Advances in science and technology are driving major changes in productivity, production methods, and lifestyles around the world. Since the third technological revolution, the level of human science and technology has increased geometrically, and new technologies are presented to us at all times. There are many major technological changes that can change our lifestyles, such as artificial intelligence and virtual reality. The impact of these new technologies on our lives exists in all aspects. The rapid development of science and technology has brought about an economic take-off, and after decades of rapid growth, China's economy has gradually flattened out, and economic development has entered a new normal. At the same time, the problem of China's aging population has become increasingly prominent, which has also led to a series of problems such as an unreasonable labor force structure.

The changes of the times have caused the concept of human resource development to change constantly. Regarding human resource development, the main researches of domestic and foreign experts and scholars are as follows: Professor Nadler proposed that the meaning of human resource development includes: (1) The way of human resource development is learning; (2) Development time is in a specific time stage, and learning is not accomplished overnight, and time must be invested to maintain a continuous process; (3) The purpose of development is to provide employees with work performance and personal development opportunities.<sup>[1]</sup> Starting from organizational performance, Swanson believes that human resource development is a process that uses employee factors to improve organizational performance. He includes various activities such as job design, ability orientation, technical expertise, and work motivation.

<sup>[2]</sup> Wilson pointed out that human resource development involves the whole process of improving the cognitive, emotional and behavioral abilities of all people and organizations in society. <sup>[3]</sup> Xiao Mingzheng proposed that human resource development refers to the process of utilizing, shaping and developing the morality, knowledge, skills, physical strength and logic of a group or individual. <sup>[4]</sup>

So, in this era where opportunities and challenges coexist, what is the significance of human resource development and what challenges are facing on the road of development?

## **II. CURRENT STATUS OF HUMAN RESOURCE DEVELOPMENT**

As one of the important sources of promoting economic growth, human resources have received more and more attention from all parties, and more and more companies regard human resources as their main source of competitive advantage. As human resources play an increasing role in enterprises and are sustainable, many enterprises are gradually increasing their investment in human resources. In these enterprises, human resources are regarded as the most important capital.

Nowadays, the development of human resources plays a vital role in the survival and development of enterprises. According to relevant statistics, the total training expenditure (including wages and additional expenses and services) in the United States in 2017 was US\$90.6 billion, an increase of 32.5%. Products and services other than expenditure remained unchanged at US\$7.5 billion, while other training expenditures (i.e. tourism, facilities, equipment) increased from US\$26.1 billion to US\$44.5 billion.<sup>1</sup>

International competition is the competition of comprehensive national strength. In the final analysis, it is the competition of talents. China also attaches great importance to the development of human resources. The development of human resources in China in the new era has gradually embarked on the track of global competition and development. According to the "2016 China Training Industry Research Report", the total training expenditures of Chinese companies in 2016 exceeded 381.8 billion yuan (about US\$57.5 billion), accounting for 0.5% of GDP, and accounting for about one-sixth of the global training market, becoming the third largest market in the world, second only to the United States and Europe. The prosperity of China's training market reflects the importance Chinese enterprises attach to the development of human resources. It shows that Chinese enterprises generally recognize that talents are the primary productive forces and are one of the most advantageous means for enterprises to create competitive advantages.

## **III. CHALLENGES FACED BY HUMAN RESOURCE DEVELOPMENT**

Human resource development has been valued by more and more companies and regarded it as the company's strategic goal. In order to better help companies complete their strategic goals, achieve the expected results of human resource development, and make human resources a sustainable competitive advantage for enterprises, it is necessary for us to analyze the challenges that may be encountered in the process of human resource development.

### **3.1. The Challenges of the Fourth Industrial Revolution to Human Resources Development**

The achievements of the third industrial revolution continue to affect our lives, and the fourth industrial revolution has also made many breakthroughs. With the development of Internet industrialization and industrial intelligence, the gradual maturity of Internet, Internet of Things, big data, cloud computing,

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<sup>1</sup> Data source: 2017 Training Industry Report-American "Training" magazine.

artificial intelligence and other technologies will also have a huge impact on human resource management and development. At the same time, the company's human resource training and development system has made many breakthroughs. For example, online teaching, mobile learning, virtual reality (VR), artificial intelligence (AI) and other technologies have gradually been applied to the training of modern enterprises, especially It is for enterprise management training and senior technical personnel training. These cutting-edge technologies play an important role in improving the quality and effectiveness of training and reducing training costs.

It can be seen that with the development of technology, the development trend of HR informatization has become unstoppable, and human resource development will be challenged in the following three aspects:

The advent of the data age has made the cloudification of data and the systemization of data processing inevitable. Deloitte conducted a survey on HR system upgrades in 2016, and about 66% of enterprises chose to replace their existing systems with cloud platform-based systems. system. This makes human resource developers need to continuously improve their ability to accept new technologies, such as statistical software operation ability, basic programming ability, etc.

The application of artificial intelligence and big data technology in the human resources field has been quite extensive, such as resume promotion, talent portrait, intelligent voice interaction, trend and predictive analysis. The advanced technology has not only greatly improved the efficiency, but the accuracy rate is also unmatched by humans. But this will inevitably cause a large number of human resource practitioners to be replaced by artificial intelligence, and the industry will become more competitive. Therefore, human resources practitioners must find their own competitive advantages over artificial intelligence in order to better play their role.

Mobile office has become the mainstream now, and various mobile applications are emerging in an endless stream. Many tasks that could only be done face-to-face in conference rooms can now be done on mobile phones anytime, anywhere. There are a lot of content that can only be heard at the training site. Learning can be done anytime and anywhere, which undoubtedly makes work more convenient and faster, and also provides more ways for human resource development work, which makes the way of human resource development work changed.

Therefore, these challenges require companies to be familiar with and master the application of various advanced technologies in human resource development, and be able to use these technologies to carry out modern human resource development work to enhance development effects.

### **3.2. The Challenges of the New Economic Normal to Human Resource Development Professionals**

After China joined the WTO in 2001, the development of China's foreign trade has made China's economy a huge leap forward. The element structure and element quality of China's economy, the behavioral goals and characteristics of market entities, and the government's policy culture have all changed. The new normal in these aspects affects and changes the ultimate goal of economic development-human resources. From this, we can judge that China's human resources are also undergoing different changes from the past, and human resources have entered a new normal. How to develop human resources under the new normal is also a new challenge.

### **3.3. The Challenges from Changes in Population and Labor Structure**

At this stage, there is an obvious contradiction between the quantity and quality of human resources in China. The contradiction in the quantity of human resources is mainly reflected in the supply of labor,

especially the supply of young labor has dropped significantly, but the demand for it in the labor market is still strong, which leads to a rapid increase in labor costs.

The absolute number of working-age population in China is declining. Data from the sixth national census shows that starting from 2011, the absolute number of working-age population in China between 16-59 years old began to decrease year by year, and the dependency ratio began to rise in the same year. China's aging is gradually accelerating, the structural contradictions of labor supply are becoming increasingly prominent, the problem of labor supply and demand mismatch is becoming more obvious, labor costs are rising rapidly, and the development of human resources for the elderly has become the focus of our attention.

Due to insufficient vocational education system and corporate training in China, there is a large gap in high-skilled talents, and the progress of corporate transformation and upgrading is slow. At the same time, college students as the new labor force still face great employment difficulties, and the problem of irrational labor structure is becoming increasingly obvious.

#### **IV. SUMMARY**

In this era when talents are the primary productive forces, the importance of human resource development does not need to be repeated. Many excellent companies have raised their human resource development to a strategic level, and they do not hesitate to make huge investments in human resource development. However, to truly achieve a systemic and effective human resource development effect, not only economic support is needed, but also a detailed analysis of the environment, personnel structure, development methods and other aspects, and then early warnings for possible problems, combined The company's own characteristics have formulated a personalized human resource development plan.

Therefore, for human resource developers of modern enterprises, on the basis of mastering the basic skills of human resource development, they also need to change their concepts, actively absorb advanced management experience and concepts, learn new management skills, and effectively deal with the current status. The problems and challenges faced. In this era of rapid technological development, apply emerging technologies to human resource development; Under the environment of greater downward pressure on the economy, the new normal of the economy and the new normal of human resources, it is possible to make a reasonable human resource development plan based on the characteristics of the enterprise to help the enterprise move forward under pressure; In the process of population and labor structure changes, appropriate adjustments should be made to human resource development methods to find the most effective human resource development methods. On the basis of improving one's own ability, make a certain contribution to the promotion of the core competitiveness of the organization.

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