



## Article

# Research on the High-Quality Development of Human Resources in Shanxi Province under the Background of Opening Up to the Outside World

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**Abstract:** Opening up to the outside world has brought new opportunities and challenges to the development of human resources in Shanxi Province, especially in terms of the structure of talent demand, vocational skills requirements and international competitiveness. The current situation of human resources in Shanxi Province reveals problems such as an aging population, uneven educational levels, structural employment contradictions and the segmentation of the labor market. To achieve high-quality development of human resources, Shanxi Province, as an inland province, needs to make efforts in five aspects: strengthening the development and utilization of human resources, improving the education and training system, optimizing the mechanism for talent introduction and cultivation, enhancing international exchanges and cooperation, and increasing the flexibility of the labor market.

**Keywords:** opening up to the outside world; human resource management; high-quality development



## **1. Introduction**

Under the backdrop of economic globalization, opening up to the outside world has become an important driving force for the development of a country or region. In the process of opening up to the outside world, the exchange of talents is indispensable. Opening up to the outside world provides organizations with a broader talent market and more abundant channels for resource acquisition. At the same time, it also brings more intense international competition and puts forward higher requirements for the human resource management of organizations. As an inland province, it also needs to attract and cultivate talents with an international perspective and competitiveness through high-quality human resource management to adapt to the challenges of globalization.

## **2. Methods**

The first is the literature analysis method, which involves systematically analyzing, summarizing and reflecting on existing literature to discover methods, theories and data that can be drawn upon. The second is the policy analysis method. By systematically sorting out the policies on opening up to the outside world and regional human resources development, the factors influencing the high-quality development of human resources in Shanxi can be analyzed. The third is the data analysis method. The relevant data of human resources in Shanxi Province were collected through methods such as questionnaires and statistical data. Problems were identified through data analysis and corresponding feasible countermeasures and suggestions were proposed.

## **3. Results**

### **3.1. An overview of the population structure in Shanxi Province**

Shanxi Province, as an inland province in northern China, has a long history and cultural traditions. According to the data from the “Shanxi Province 2024 Statistical



Yearbook”, the permanent resident population of Shanxi Province is 34.6599 million, among which 17.04 million are employed, less than half. This poses new challenges to the quality and structure of human resources. The number of people employed in the tertiary industry is relatively large, resulting in an unbalanced structure (see **Table 1**).

**Table 1**

*Population Distribution of Shanxi Province in 2024.*

Project	Number	Unit
The total population	3465.99	ten thousand
The number of employed people	1704	ten thousand
The primary industry	399	ten thousand
The secondary industry	434	ten thousand
The tertiary industry	871	ten thousand

*Data source: “Shanxi Province 2024 Statistical Yearbook”*

### 3.2. The current situation of education level in Shanxi Province

The education system in Shanxi Province encompasses multiple levels such as basic education, vocational education, higher education and adult education. The popularization rate of basic education is relatively high. In terms of vocational education and skills training, Shanxi Province has established a number of vocational schools and technical colleges. However, compared with the demands of enterprises, there are still problems such as unreasonable professional Settings and uneven educational quality. In terms of higher education, Shanxi Province has several well-known universities, but the number of high-level universities and first-class disciplines is limited, and the capacity for scientific research and innovation urgently needs to be enhanced.

### 3.3. Analysis of Employment Situation in Shanxi Province

There are certain structural contradictions in the overall employment situation in Shanxi Province. With the transformation and development of Shanxi Province, the number of employees in traditional industries such as coal has declined. However, the



development of emerging industries and service sectors has created a large number of job opportunities. But these positions often require high professional skills and innovation capabilities. The current human resource skill structure does not match them well, and there is a significant shortage of high-level talents. Influenced by local culture and economy, the labor mobility in Shanxi Province is relatively low.

### **3.4. Characteristics of the Labor Market in Shanxi Province**

The labor market in Shanxi Province presents several remarkable characteristics. First of all, the total supply of labor force is sufficient, but there is a relative shortage of highly skilled labor force. Secondly, the regional segmentation of the labor market is quite obvious, and the development of the labor market is unbalanced between urban and rural areas and among different regions. Secondly, the flexibility of the labor market is insufficient, and labor laws and regulations as well as the social security system still need to be further improved. Finally, the degree of openness of the labor market in Shanxi Province is not high. Both the introduction of international talents and the export of labor force are in the initial stage, and it is necessary to further broaden the channels for international exchanges and cooperation.

### **3.5. The Impact of Opening Up to the outside World on the Development of Human Resources in Shanxi Province**

Foreign-funded enterprises, with their higher management standards and technical requirements, prompt local employees to enhance their professional skills and work efficiency. The advanced human resource management concepts such as performance management and employee incentives they introduce have a demonstration effect on local enterprises, but they have also intensified the competition for highly skilled talents. The growth of foreign trade promotes the development of export-oriented enterprises and related industrial chains such as logistics and finance, giving rise to the demand for talents with an international perspective, foreign language proficiency and professional skills (Chen and Hou, 2023). At the same time, it also leads to a reduction in the demand for low-skilled labor, posing a challenge to the traditional employment structure. International cooperation and exchanges, through platforms such as university and research



institution cooperation projects and international conferences, help researchers and students access the latest international achievements, broaden their horizons and enhance their innovation capabilities. However, the depth and breadth of these efforts still need to be further strengthened to better integrate into the global human resources network (Lu and Guo, 2025).

## **4. Discussion**

### **4.1. Strengthen the development and utilization of human resources**

The first is to optimize the educational structure. Shanxi Province should further increase investment in education to ensure the sufficiency and quality of educational resources. Meanwhile, optimize the educational structure to make it more in line with market demands. In the stage of basic education, emphasis is placed on cultivating students' innovative thinking and practical ability. At the higher education stage, the focus should be on developing majors related to emerging industries and modern service industries to cultivate more high-quality professional talents. In addition, the integration of vocational education and general education should be strengthened to provide students with diverse educational options.

The second is to strengthen vocational training and the lifelong education system. Facing the rapidly changing market environment, workers need to constantly improve their skills and adaptability. Therefore, Shanxi Province should establish and improve the vocational training and lifelong education system to provide continuous learning opportunities and platforms for workers. Through the joint efforts of the government, enterprises and all sectors of society, multi-level and multi-form vocational skills training should be carried out to help workers master new technologies and new processes and enhance their employment competitiveness. Meanwhile, workers are encouraged to participate in lifelong learning, constantly update their knowledge structure, and adapt to the new requirements of economic and social development (Zhao and Chen, 2023).

The third is to promote the rational flow of talents. In order to make full use of human resources, Shanxi Province should promote the rational flow of talents among different industries and regions through policy guidance and incentive mechanisms. Break through restrictions such as household registration, identity and educational



background, establish a unified talent market, and achieve the optimal allocation of talent resources. Encourage talents to flow to the grassroots frontlines, remote and hard-to-reach areas, and poverty-stricken areas to provide intellectual support for local economic and social development. Meanwhile, strengthen regional cooperation and exchanges, and promote the sharing and coordinated development of talent resources among cities both within and outside the province

## **4.2. Improve the education and training system**

The first is to improve educational facilities. Shanxi Province should continuously increase its investment in educational resources to ensure the sufficiency and stable growth of educational funds. By increasing financial allocations, attracting social capital and other means, improve the hardware facilities of schools at all levels and of all types, including teaching buildings, laboratories, libraries, sports venues, etc., to provide a more superior learning environment for teachers and students. At the same time, emphasis should be placed on the construction of educational informatization and intelligence, promoting the in-depth integration of modern information technology and education and teaching to enhance teaching efficiency and quality (Dong et al., 2021).

The second is to improve the quality of education and cultivate innovative talents. While increasing resource input, Shanxi Province should also focus on improving the quality of education. This includes strengthening the construction of the teaching staff and introducing and cultivating a group of high-level educational experts and subject leaders; Reform teaching methods and contents, and focus on cultivating students' innovative thinking and practical abilities; Establish a scientific teaching quality assessment system, conduct full-process monitoring and feedback on the educational and teaching process, and ensure the steady improvement of teaching quality. Through these measures, more high-quality talents with innovative spirit and practical ability can be cultivated.

The third is to adjust and optimize the professional Settings to meet the demands of industries. In accordance with the needs of industrial development in Shanxi Province, the professional Settings of higher education and vocational education should be adjusted and optimized in a timely manner. Increase courses and training programs related to emerging industries, such as those in new energy, new materials, artificial intelligence, big data and other fields, to meet the market demand for highly



skilled talents. In accordance with market development trends, traditional majors should be optimized to make education and training more in line with social demands and provide strong talent support for industrial development (Zhang and Cen, 2021).

### **4.3. Optimize the mechanism for talent introduction and cultivation**

The first is to offer tax incentives. For high-level talents, Shanxi Province can formulate a series of tax preferential policies. For instance, for the high-level talents introduced, personal income tax will be exempted for a certain period of time, or a certain proportion of personal income tax refund will be given. In addition, for high-tech enterprises and research institutions, certain tax reductions and exemptions can also be granted to lower their operating costs and attract more outstanding talents to develop in Shanxi.

The second is to provide research funding. To support high-level talents in conducting scientific research smoothly, a special scientific research fund can be established to provide financial support to eligible scientific research projects (Ge, 2021). At the same time, comprehensive financial guarantees can also be provided for scientific researchers through the establishment of science and technology achievement transformation funds, venture capital and other means (Xiao and Zhang, 2022).

The third is to optimize the environment for talent development. To retain talents, it is necessary to continuously optimize the environment for talent development, especially in improving the policy and legal system, strengthening intellectual property protection, and enhancing the level of public services. At the same time, by creating a favorable social and cultural atmosphere, talents can feel respected and cared for.

### **4.4. Strengthen international exchanges and cooperation**

The first is to participate in international cooperation projects. Actively seek opportunities for cooperation with international organizations, multinational companies, etc., and participate in various international cooperation projects. Through these projects, we can learn and draw on advanced foreign human resource management concepts, methods and technologies, and improve the local human resource management level. At the same time, it is also possible to promote the local



outstanding human resource management practices and experiences to the international stage, enhancing Shanxi Province's influence in the field of international human resource management.

The second is to introduce advanced foreign human resource management experience and technologies. Shanxi Province can introduce advanced foreign human resource management experience and technologies through various channels. For example, inviting renowned foreign human resource management experts to Shanxi for lectures, training or consultation; Dispatch local human resource managers to study and exchange abroad; Purchase or subscribe to foreign books, periodicals and databases related to human resource management, etc. Through these methods, the knowledge system and skill level of local human resource management can be constantly updated and improved (Zheng and Liao, 2023).

The third is to encourage local enterprises and institutions to go global. Expanding the market and business scope of local enterprises, actively participating in international competition and cooperation, can also provide more overseas work and study opportunities for local talents. Through exchanges and cooperation with international counterparts, enhance one's own internationalization level and competitiveness.

## **4.5. Enhance the flexibility of the labor market**

The first is to enhance the resilience of the labor market. Enhancing the resilience of the labor market means enabling labor resources to be rapidly adjusted in response to changes in market demand. Shanxi Province can enhance the adaptability and flexibility of the labor market by establishing flexible and diverse employment systems, promoting cross-regional mobility of the labor force, and strengthening vocational training. Meanwhile, enterprises are encouraged to flexibly adjust the scale and structure of employment according to production needs, promoting the optimal allocation of labor resources.

The second is to strengthen assistance for the unemployed and those facing employment difficulties. For the unemployed and those facing employment difficulties, Shanxi Province should provide all-round assistance and support. First of all, establish and improve the unemployment early warning mechanism to promptly discover and grasp the dynamic information of the unemployed. Secondly, provide career guidance and re-employment services to help the unemployed understand



market demands, enhance their skill levels, and broaden their employment channels. In addition, special assistance funds can be established to provide temporary assistance or employment subsidies to the unemployed who are in particularly difficult circumstances. Through these measures, help the unemployed and those facing employment difficulties reintegrate into the labor market and achieve stable employment.

The third is to improve the employment information service system. Build a unified provincial labor market information platform, integrate data such as enterprises' employment demands, job seeker information, and training resources, and achieve real-time cross-regional sharing of job information. Promote the "Internet + Employment Service" model, develop an intelligent matching system, utilize big data to analyze employment trends and skill gaps, provide personalized job-hunting guidance for workers, and recommend suitable talents for enterprises (Keegan and Meijerink, 2023). Meanwhile, strengthen the monitoring and release of market wage levels, guide both supply and demand sides to form reasonable expectations, and reduce frictional unemployment caused by information asymmetry (Li et al., 2024).

## **5. Conclusion**

Based on the actual situation in Shanxi, this paper proposes innovative and practical human resource development strategies, enriching and developing the theoretical system of human resource management. In the long run, the implementation of this paper will help improve the overall efficiency and innovation ability of human resources in Shanxi, promote the optimization and upgrading of the industrial structure, enhance regional competitiveness, and lay a solid foundation of human resources for achieving sustainable economic development.

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