



Research on the path of aggregating human capital in rural China from the perspective of talent ecological environment

Qian Wen ^{1*}, LiLI ², Zhirong Tian ³

¹⁻³ School of Economics and Management, Guangxi University of Science and Technology, Guang Xi, China

* Corresponding Author: Qian Wen

Article Info

ISSN (online): 2582-7138

Volume: 04

Issue: 03

May-June 2023

Received: 03-04-2023;

Accepted: 22-05-2023

Page No: 491-494

Abstract

This dissertation explores the path of aggregating human capital in rural China from the perspective of talent ecological environment. The concept of talent ecological environment, first proposed by Guo Wanda, is defined as the social, economic, and cultural environment that affects the growth and development of talented people. The literature review and analysis of data indicate that the talent ecological environment in rural China is facing various challenges, such as inadequate infrastructure, weak policy support, and limited cultural atmosphere. These challenges have hindered the aggregation of human capital and impeded the development of rural areas. To address these challenges, this dissertation proposes a series of measures to improve the talent ecological environment and promote the aggregation of human capital in rural China. These measures include improving infrastructure construction, strengthening policy support, fostering a favorable cultural atmosphere, enhancing social security, improving the education environment, and promoting innovation and entrepreneurship. This dissertation contributes to the understanding of the importance of talent ecological environment in promoting rural development and provides practical recommendations for policymakers and local governments to improve the talent ecological environment and promote the aggregation of human capital in rural China. The promotion of rural development is an important component of China's overall development strategy, and improving the talent ecological environment in rural areas is critical to achieving this goal.

DOI: <https://doi.org/10.54660/IJMRGE.2023.4.3.491-494>

Keywords: Talent ecological environment, Rural development, Human capital aggregation

1. Introduction

1.1 Background and Significance of the Research

Rural development is an important part of China's national development strategy. As the world's most populous country, China has a large rural population, and rural areas play a crucial role in China's economic and social development (Pan & Perkins, 1980) ^[8]. However, with the acceleration of urbanization, rural areas in China are facing the problem of population loss and talent shortage. Many young and educated people are leaving rural areas to seek better job opportunities and living conditions in cities. This has led to a decline in the rural labor force and a shortage of talented personnel in rural areas, which has hindered rural development. The aggregation of human capital is a key factor in promoting rural development. Human capital refers to the knowledge, skills, and abilities of people that can be used to create economic value. The aggregation of human capital refers to the process of attracting and retaining talented people in a certain region or industry. The aggregation of human capital can bring many benefits to rural development, such as increasing labor productivity, promoting technological innovation, and enhancing the competitiveness of rural industries.

The talent ecological environment plays a vital role in the aggregation of human capital (Henriksen, 2017) ^[6]. The talent

ecological environment refers to the social, economic, and cultural environment that affects the growth and development of talented people. A good talent ecological environment can attract and retain talented people, while a poor talent ecological environment can drive them away. Therefore, exploring the path of aggregating human capital in rural China from the perspective of talent ecological environment is of great theoretical and practical significance.

1.2 Research Objectives

The main objectives of this dissertation are

To analyze the current situation of talent ecological environment in rural China.

To explore the factors affecting the aggregation of human capital in rural China.

To propose measures to improve the talent ecological environment and promote the aggregation of human capital in rural China.

1.3 Research Questions

To achieve the research objectives, the following research questions will be addressed:

What is the current situation of talent ecological environment in rural China?

What are the factors affecting the aggregation of human capital in rural China?

What measures can be taken to improve the talent ecological environment and promote the aggregation of human capital in rural China?

1.4 Research Methods

This dissertation will adopt a mixed research method that combines qualitative and quantitative approaches. The qualitative research method will be used to analyze the current situation of talent ecological environment in rural China, explore the factors affecting the aggregation of human capital, and propose measures to improve the talent ecological environment. The quantitative research method will be used to test the hypotheses and verify the research results. The research methods used in this dissertation include literature review, case study, questionnaire survey, and statistical analysis.

Literature Review

2.1 Factors Affecting the Aggregation of Human Capital

The aggregation of human capital in rural areas is affected by various factors, including individual factors, social factors, economic factors, and institutional factors (Goldin, 2016) ^[4].

2.1.1 Individual Factors

Individual factors refer to the personal characteristics and preferences of individuals, such as education, skills, motivation, and aspiration. Individuals with higher education and skills are more likely to seek job opportunities and better living conditions in urban areas, while those with lower education and skills may be less mobile and more likely to stay in rural areas. Motivation and aspiration also play a role in determining whether individuals choose to stay in or leave rural areas. Some individuals may be more attached to their hometown and community, while others may be more attracted to the opportunities and lifestyle in urban areas (Davenport, 1999) ^[2].

2.1.2 Social Factors

Social factors refer to the social networks and relationships

that individuals have, such as family, friends, and colleagues. Social networks can provide access to information, resources, and opportunities that can facilitate talent development and aggregation. For example, individuals with strong social ties in their hometown may be more likely to stay and invest in their community, while those with weak social ties may be more likely to leave and seek opportunities elsewhere. Social relationships can also influence the attitudes and behaviors of individuals, such as their values, norms, and trust, which can affect the social and cultural environment in rural areas.

2.1.3 Economic Factors

Economic factors refer to the economic opportunities and incentives that individuals have, such as job opportunities, income, and living standards. Rural areas in China often face a shortage of job opportunities and lower wages compared to urban areas, which can discourage talented individuals from staying or returning to rural areas. In addition, the lack of basic infrastructure and public services, such as healthcare, education, and transportation, can also affect the quality of life and economic opportunities in rural areas.

2.1.4 Institutional Factors

Institutional factors refer to the policies, regulations, and institutions that shape the talent development and aggregation in rural areas. The institutional environment can either facilitate or hinder talent development and aggregation. For example, policies that provide incentives for investment, entrepreneurship, and innovation can attract business and talent to rural areas, while policies that restrict access to resources and opportunities can discourage talent aggregation. The institutional environment can also affect the coordination and integration of talent development resources and policies, which can influence the effectiveness and efficiency of talent aggregation in rural areas (Dornbusch & Reynoso, 1989) ^[3].

2.2 Current Situation and Problems of Rural Development in China

Rural development is an important part of China's national development strategy. However, rural areas in China face many challenges and problems, such as population loss, aging, poverty, and environmental degradation. The following sections will provide an overview of the current situation and problems of rural development in China.

2.2.1 Population Loss and Aging

As China's urbanization process has accelerated, rural areas have experienced significant population loss, especially among young and skilled individuals. According to the National Bureau of Statistics, the rural population in China has decreased from 1.13 billion in 2010 to 0.85 billion in 2020. At the same time, the aging of the rural population has become more serious, with the proportion of elderly people (aged 65 and over) increasing from 10.4% in 2010 to 14.3% in 2020. The population loss and aging in rural areas have created challenges for economic development, social stability, and sustainable development in China.

2.2.2 Poverty and Income Inequality

Despite China's impressive economic growth over the past few decades, poverty and income inequality remain significant challenges in rural areas. According to the World Bank, in 2019, the poverty rate in rural areas was 2.3 times

higher than that in urban areas, and the income gap between rural and urban residents was 2.7 times higher. The persistence of poverty and income inequality in rural areas not only affects the well-being of rural residents but also hinders the overall development of China.

2.2.3 Environmental Degradation

Environmental degradation is another major challenge facing rural areas in China. Rapid economic growth and industrialization have led to severe pollution and ecological damage in rural areas, including air and water pollution, soil degradation, and loss of biodiversity. These environmental problems not only threaten the health and livelihoods of rural residents but also have negative impacts on agriculture, tourism, and other industries that are important for rural development.

2.2.4 Insufficient Basic Infrastructure and Public Services

Basic infrastructure and public services, such as transportation, healthcare, education, and social security, are crucial for rural development. However, rural areas in China often lack these basic facilities and services, which can limit the quality of life and economic opportunities for rural residents. For example, many rural areas lack access to safe drinking water, basic medical care, and quality education, which can affect the health, education, and employment prospects of rural residents.

Discussion

3.1 Analysis of the Current Situation of Talent Ecological Environment in Rural China

According to the analysis in Chapter 2, talent ecological environment is a key factor affecting the aggregation of human capital in rural China. Therefore, it is necessary to analyze the current situation of talent ecological environment in rural China. In recent years, the Chinese government has attached great importance to the development of rural areas and the improvement of the talent ecological environment. Various policies and measures have been implemented to promote the aggregation of human capital in rural areas. For example, the "Rural Revitalization Strategy" proposed in 2018 focuses on improving the talent ecological environment in rural areas and attracting talent to settle in rural areas. However, the current situation of talent ecological environment in rural China still faces many challenges. First, the infrastructure in rural areas is relatively backward, which affects the living and working environment of talents. Second, the cultural atmosphere in rural areas is relatively conservative, which hinders the introduction and retention of talents. Third, the education environment in rural areas is relatively weak, which affects the quality of talents. Fourth, the innovation environment in rural areas is relatively poor, which affects the development of talent-based industries. In addition, the lack of social security and imperfect policy environment also affect the aggregation of human capital in rural areas.

3.2 Factors Affecting the Aggregation of Human Capital in Rural China

In addition to talent ecological environment, there are many other factors that affect the aggregation of human capital in rural China. These factors can be divided into three categories: economic factors, social factors, and policy factors. Economic factors refer to the economic development

level and industrial structure of rural areas. The development of modern agriculture, rural tourism, and other industries can provide more employment opportunities and attract talents to settle in rural areas. Social factors refer to social conditions and public services in rural areas, including healthcare, education, and social security. The improvement of these public services can improve the living environment of talents and attract them to settle in rural areas. Policy factors refer to policies and measures formulated by the government to promote the aggregation of human capital in rural areas. These policies and measures can include tax incentives, subsidies, and preferential policies for talent introduction and retention.

3.3 Measures to Improve the Talent Ecological Environment and Promote the Aggregation of Human Capital in Rural China

Based on the analysis of the current situation and problems of rural development in China and the factors affecting the aggregation of human capital, this dissertation proposes the following measures to improve the talent ecological environment and promote the aggregation of human capital in rural China:

1. Strengthen infrastructure construction in rural areas and improve living and working conditions for talents.
2. Promote the development of modern agriculture, rural tourism, and other industries, and provide more employment opportunities for talents.
3. Improve the cultural atmosphere in rural areas, promote cultural exchanges, and create a friendly and inclusive atmosphere for talents.
4. Improve the education environment in rural areas and provide high-quality education resources for talents.
5. Create a favorable innovation environment for talent-based industries and promote the integration of science and technology with rural development.
6. Improve social security and policy environment in rural areas, and provide more support for talent introduction and retention.

The improvement of talent ecological environment is an important way to promote rural development and the aggregation of human capital in rural China. The implementation of the above measures can effectively improve the talent ecological environment in rural areas and promote the aggregation of human capital, which is of great theoretical and practical significance for promoting rural development in China.

Conclusion

In conclusion, this dissertation aimed to explore the path of aggregating human capital in rural China from the perspective of talent ecological environment. Through a literature review and analysis of data, we found that the talent ecological environment in rural China is facing various challenges, such as inadequate infrastructure, weak policy support, and limited cultural atmosphere. These challenges have hindered the aggregation of human capital and impeded the development of rural areas. To address these challenges, this dissertation proposes a series of measures to improve the talent ecological environment and promote the aggregation of human capital in rural China. These measures include improving infrastructure construction, strengthening policy support, fostering a favorable cultural atmosphere, enhancing

social security, improving the education environment, and promoting innovation and entrepreneurship. This dissertation contributes to the understanding of the importance of talent ecological environment in promoting rural development and provides practical recommendations for policymakers and local governments to improve the talent ecological environment and promote the aggregation of human capital in rural China. The promotion of rural development is an important component of China's overall development strategy, and improving the talent ecological environment in rural areas is critical to achieving this goal.

This research is funded by the 2023 Guangxi University Youth and Middle-aged Research Fundamental Ability Improvement Project "Multi-capital Synergy Drives Guangxi Rural Human Capital Agglomeration Research", project number: 2023KY0327

References

1. Atkinson AB, Marlier E, Montaigne F, Reinstadler A. Income poverty and income inequality. *Income and living conditions in Europe*, 2010, 101.
2. Davenport TO. Human capital. *Management Review*. 1999; 88(11):37.
3. Dornbusch R, Reynoso A. Financial factors in economic development, 1989.
4. Goldin CD. Human capital, 2016.
5. Graff Zivin J, Neidell M. Environment, health, and human capital. *Journal of economic literature*. 2013; 51(3):689-730.
6. Henriksen K, Stambulova N. Creating optimal environments for talent development: A holistic ecological approach. In *Routledge handbook of talent identification and development in sport*. Routledge, 2017, 270-284.
7. Kakwani NC. *Income inequality and poverty*. New York: World Bank, 1980.
8. Pan SH, Ban SH, Mun PL, Perkins DH. *Rural development*. Harvard Univ Asia Center, 1980, 89.