

Research on Development's Path of Human Resources of Agricultural Population in Dazhou City

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Abstract. Realizing the development of human resources for agricultural transfer population is an inevitable requirement of people-oriented in regional economic development and new-type urbanization. As the process of new urbanization continues to accelerate, the issue of human resource development in the agricultural transfer population is also becoming increasingly prominent. As a prefecture-level city in 18 cities and 3 states in Sichuan Province, Dazhou City is not optimistic about coastal areas and first- and second-tier cities. Therefore, in light of the actual situation of this city, it is imperative to develop human resources for agricultural transfer population. This study mainly analyzes the dilemma of human resources development of agricultural transfer population in Dazhou City from the four levels of government policy, regional industrial structure, vocational education and training, and agricultural transfer population, in order to find the corresponding path.

Introduction

Since the reform of open, our country economic and social development and industrialization progress accelerate apparently. The development of agricultural productivity, make a large number of peasants liberate from the land, become an agricultural transfer population. The 18th National Congress of the Communist Party of China reported that the agricultural transfer of population to replace the customary migrant workers said. We need to speed up the reform of the household registration system, promote the urbanization of the agricultural transfer population in an orderly way, and strive to achieve the permanent status of basic public services in cities and towns. The government and academia, the connotation that transfers population to agriculture and denotative commerce are unified to define. In order to be more effective ,more focused and more convenient to study in depth .According to the purpose of this study, and the availability of data. The author defines the agricultural transfer population as: household registration is still in the rural areas, but for a long time (six months and more),in the towns engaged in non-agricultural population.

The Significance of Human Resources Development in the Transfer of Population From Agriculture in Dazhou City

With the rapid development of new urbanization modern society, the vision of human resources development was taken seriously. But the agricultural transfer population, the human resources development, has the pivotal status in the new urbanization process. At the present stage, the process of new urbanization in Dazhou city is slow. The development is not strong enough in human resources for the transfer of population from agriculture. This research has the following significance to the study of development's human resources of the agricultural transfer population in Dazhou city.

Help Dazhou city agricultural transfer population of the city urbanization.

We will promote the urbanization of the agricultural transfer population, we will gradually transform eligible agricultural transfer populations into urban residents, which was the important decision made by the third Plenary session of the 18th central committee of the Communist party of China. In recent years, we have achieved remarkable results in t promoting urbanization and

improving the urbanization of the rural migrant population. But there are many problems. Agricultural transfer population itself factor, system factor, economic factor and so on, is the unfavorable factor that restricts the urbanization of the agricultural transfer population of Dazhou city. This study is helpful to the development of agriculture transfer population an human resources development , which can promote the urbanization of agricultural transfer population in Dazhou city.

Help Dazhou city to promote the construction of a new type or urbanization.

Urbanization refers to human social production an life activities, in the urban area of the gathering process, including population urbanization , non-agricultural urbanization ,regional and the mode of production urbanization^[1]. The 2015 report on the work of the government proposes that people should be the core, to solve the problem of three 100 million people as the focus. We will give full play to the supporting role of urbanization in modernization. The new type of urbanization refers to adhering to the principle of putting people first, taking the new type of industrialization as the driving force, and taking overall consideration as the principle. Promote the modernization of the cities, urban agglomeration, urban ecology, rural urbanization, all-round improvement of the quality and level of urbanization. Take scientific development, intensive and efficient, function perfect, environment friendly, social harmony, distinctive personality, urban a rural integration of small and medium-sized urbanization developed by coordination^[2].In 2015,the urbanization rate of China's permanent population reached 56.1%.But the household registration rate is less than 40%.The number of people who live in the same area and have left the place of residence and residence registration for more than half a year, is 294 million. Among them, the floating population was 247 million, with the exception of those who were separated from their families in the metropolitan area. According to the specific situation of Dazhou city, development's research on agricultural transfer population and human resources will help push forward the construction of new urbanization.

It is helpful to the comprehensive development of the agricultural transfer population in Dazhou city.

As the core thought of Marxism ,the problem of man's all-round development has always been the object of theoretical research. The author thinks, the research of human's all-round development should unify the humanity and the times demand. Only by giving priority to human nature and taking into account the social methods can the overall development of human beings be systematized, integrated and realistic. This research is aimed at the actual situation of the city of Dazhou, in-depth research and analysis. The effective human resources of the agricultural transfer population of Dazhou city is development, which is beneficial to the rural labor force of Dazhou city. There is the primary industry to the secondary industry, the tertiary industry orderly transfer. It is conducive to the effective increase of income of agricultural transfer population and the improvement of living standard. It is conducive to the upgrading of the technical skills of the agricultural transfer population and the increase of the employment rate. This will help promote the equalization of public services in the city and promote the improvement of the residents' happiness index.

Domestic Research Status

From the angle of social capital, development expounded the function of human resources Liyangping (2002).She thinks we should be guided by the accumulation of social capital in the activities of human resources development. Form development's capital development model of human resources. Because in the 21st century, human resources development not only focused on enhancing people's knowledge and skills level, it is also necessary to improve people's ability to acquire knowledge, absorb knowledge and exchange knowledge. More important is to cultivate people's national values, institutions and behavior norms. All these can be accomplished through human resources development, human resources configurations, human resources use and human resources protection. According to the characteristics and forms of social capital. Community communication and cooperation →equal exchange norms→mutual trust relations network→overall life satisfaction →social capital precipitation→political economic development^[3]. Quyan Chun

(2012)made it clear that the government has not invested enough in the process of urbanization, the lack of government security system construction, and the deep-rooted dual structure of urban and rural areas in 《Non-equilibrium in rural public goods supply and system innovative》 and 《On the formation of dual public goods supply system in urban and rural areas》^[4].Yanlei (2012)in 《Analysis on the role of government in development or rural human resources》 pointed out that the government's role in rural human resources development is gradually failing, and there are serious defects in management methods and management system. Government financial support is insufficient, fiscal and taxation systems, distribution systems are unreasonable, government policies and methods do not pay attention to the development of urbanization, not to support rural human resources development^[5]. Xutiantie (2011)in 《In the process of rural urbanization, the study on the quality of farmers takes Zibo city as an example》 pointed out, the person's physical health condition, influence person's labor intensity, the person's physical quality is closely related with the person's development. Therefore, the protection of human health and the fundamental protection of human resources development, human resources development is essential^[6]. Mengliming(2012) in 《The role of education and training in human resources development》 pointed out, farmer oneself quality is low, skill is lacked, and consciousness of our country labor market is weak, the absorption of information and processing ability is poor. Traditional experience manages fetter ,agriculture commercializes development ,development rural human resources ,raise population quality ,it is construction socialism new-style town changes, most essential condition^[7].

The above-mentioned literature provides important theoretical and practical reference for this research, but these discussion are based on the analysis of government and relevant system as a whole. Ignoring the difference of the activity and the ability of the micro subject is not conducive to the accuracy and effectiveness of the system. There is no clear definition of rural human resources and agricultural transfer between the inherent logical relationship between the population. At present, most domestic studies focus on the rural human resources of development, not the transfer of agricultural population development. On the basis of the logic mechanism of man's all round development, this paper investigates the present situation of development's human resources in the agricultural transfer population in Dazhou city. This paper analyzes its internal influence mechanism and formation path, and then puts forward the policy choice of promoting development's agricultural transfer population human resources.

The Status of Agricultural Transfer Population in the Process of Urbanization in Dazhou City

Dazhou city is a prefecture-level city under the jurisdiction of Sichuan province, located in Sichuan, Chongqing, Hubei and Shanxi provinces and the upper reaches of the Yangtze river Chengyu economic belt. It is an important node city of Chengyu economic development area and Chengyu city cluster. Dazhou city is the east gate that Sichuan opens to the outside world, it is the center city of area of 1 million population of Sichuan key construction, it is the population and agriculture big city .

According to the 6th census, the data are as follows.

Of the permanent residents of the city, the urban population accounts for 32.7% and the rural population for 67.3%.Compared with the fifth census in 2000, the urban population increased by 893312 and the rural population decreased 1218369.The proportion of the urban population increased by 17.2 percentage points.

Table 1 Age structure of resident population in Dazhou city

Age	Population	Proportion
0-14	1113344	20.36%
15-64	3758242	68.73%
65above	596506	10.91%

Note: The data comes from the "Main Data Bulletin of the 6th National Population Census of Dazhou City in 2010"^[8]

From the data of the fifth census in 2000, the proportion of the population aged 0-14 decreased by 5.65%, and the proportion of the population aged 15-64 increased by 1.53%. The proportion of the population aged 65 and over rose by 4.12%. Among them, there were 1324 people with university degree, and the number rose to 3313. There were 6024 high school degree rose to 9101. There were 30255 people with junior high school education, up to 39046. There were 45812 people with primary school education, down to 36242. From the above data can be seen, on the one hand, the urban population increase, the level of education gradually increased, the side reflects increased employment pressure. On the other hand, the proportion of people between the ages 15 and 64 has increased by 1.53 percentage points from 2000. According to the article 15 of 《The labor law of the People's Republic of China》. The provisions of article 2, article 9, of the special protection for underage workers prohibit employers from recruiting and using minors under the age of 16. In other words, anyone who has reached the aged of 16 can be regarded as a working population, which is a positive reflection of the fact that the working population has increased.

From the above data, we can see that the urban population of Dazhou is increasing, but compared with the coastal areas of China and the second-tier cities, the new urbanization process of Dazhou city is relatively slowly. The city has an area of 16591 square kilometers and a population of 6.38 million. The urban population accounts for 32.43% of the total population, and the number of people living in the countryside accounts for 67.45% of the total population. In the process of new urbanization, the proportion of population transferred from rural to urban areas has also increased. However, it can be seen from the data that the overall cultural quality of the rural population is low. In the process of transferring the population from the countryside to the town, this part of the agricultural transfer population is also affected by the overall low cultural quality of the rural population. They cannot be well integrated into cities and towns, for the development of new urbanization in Dazhou city, but also formed a certain degree of obstacles. Therefore, it is imperative for development to transfer human resources to agriculture.

Development's Main Predicament of Human Resources of Agricultural Transfer Population in Dazhou City

Dazhou city government as a whole insufficient investment, policy support is not obvious.

Development lacks sufficient knowledge of the human resources of the agricultural transfer population, and development's mechanism is not perfect. Investment in related areas is seriously inadequate, and the relevant policy construction is not obvious. According to common sense, the concept of human resources is often associated with the development of enterprise construction, and the application of this theory is very rare in the field of agricultural population transfer. Because the municipal government and country governments at all levels do not pay enough attention to the human resources of the agricultural transfer population development. So that at this stage of the city's agricultural transfer population of human resources development's plans and systems are relatively scattered. These systems only apply to the extensive agricultural transfer population of open, and the lack of the city in different districts and countries targeted.

Dazhou municipal government and subordinate country-level government agencies, the transfer of human resources to the agricultural population of the lack of initiative development. Therefore, there is obvious lag in the formulation of the policy of promoting the transfer of human resources to agriculture by development. There is a serious imbalance between the government's investment in the transfer of population to agriculture and the investment in human resources by development. Implementer s and management people do not with the plan, for the real effective, through the government and other relevant agencies to lead the transfer of agricultural population, human resources effective development, there are difficulties. It's hard to do. It's orderly, institutionalized and legalized in the development process.

The existing social security system is not perfect, in the process of new urbanization, the transfer of agricultural population cannot enjoy the same medical treatment and education. There is a serious imbalance in public services, and the construction of social security system is the precondition and strong guarantee for the transfer of human resources to agriculture. Therefore, Dazhou city government to the agricultural transfer of human resources to the population of development insufficient investment, the lack of relevant systems and the construction of social security system. All of these serious obstacles to the transfer of agricultural human resources development, and ultimately fully effective development. Then it seriously affected the agricultural transfer population of Dazhou and transferred to the town smoothly, thus delaying the completion of the whole new urbanization process of Dazhou.

The downward pressure on the economy of Dazhou city is great, and it is difficult to find employment for the agricultural transfer population.

As can be seen from the official website of the Sichuan Provincial Bureau of statistics. From 1-8 of 2017, the overall performance of the economy of Dazhou. First, industrial production has slowed down steadily. The added value of the scale industry in Dazhou city grew by 9.1%, down 0.3% and 0.4% points respectively from the first half of the year and the first seven months^[9]. It is in line with the general trend of the whole country and the other province. From the seven major industries as a trend of six increases and one decline. Second, the economic growth is affected by the special industrial structure of the city of Dazhou. Due to the Dazhou city industry, the industrial level itself is not high, the traditional industrial production capacity is seriously excess. And equipment manufacturing and high-tech industries are still in the primary stage, the contribution to economic growth is not strong. Third, the land, the environment space and other constraints significantly intensified. The increasing demands of the people on the environment, coupled with various preferential policies to be standardized, have caused great difficulties in attracting foreign investment in the city. Fourth, the property market, local debt, financial and other areas of potential risks are beginning to emerge, the possibility of systemic risks increased.

Through the above analysis of the current situation of the economic operation of the city, it is easy to see that due to the impact of China's overall economy into the new normal, the city has been greatly affected. The weak industrial economy has seriously affected the employment of the agricultural transfer population and the human resources of development. The employment of agricultural transfer population is seriously impeded, its whole income can't get safeguard oneself, to oneself development won't get attention naturally. Therefore, the human resources of the agricultural transfer population of Dazhou are severely restricted by development.

Dazhou city vocational education is relatively backward, and related skills training is seriously lacking.

By the end of 2014, there were 2023 schools in Dazhou city. Of these, 1603 are primary schools, 328 are ordinary secondary schools, 36 are secondary vocational schools and 2 colleges. Compared with other areas of Sichuan, the importance of vocational education in the city of Dazhou is not enough. No matter be the infrastructure equipment of vocational education, still be the teacher, existence is bigger difference, bring about talent supply serious inadequacy finally.

Based on the analysis of the current agricultural transfer population and the current situation of the rural population living in the rural areas, the average education level of this group is at the junior school level. This part of the group basically does not have the skill, in the society economic development is in the weak position. Therefore, strengthens to the agricultural transfer population's technical skill training imperative.

Dazhou city agricultural transfer population thought conservative, the consciousness of self-development is lacked.

At present, the agricultural transfer population in Dazhou city is generally low in education and low in working ability. They and their predecessors compared, although said that the overall quality has improved, but compared to the city's peers, or generally low. Many people because of the low level of education, can only engage in simple work, many of them conservative thinking, closed heart.

All this has largely constrained their level of thought and creativity and made them less competitive in the urban labor market. Furthermore, although the self-consciousness of development in the agricultural transfer population is gradually increasing, the whole lack of knowledge and utilization of human resources and concepts such as development. They are not good at looking at their own development in the long term, only focus on the immediate interests, lack of enterprising mind, a serious obstacle to the transfer of human resources to agriculture development.

The human Resource Development'S Path of Dazhou City Agricultural Transfer Population

In recent years, while promoting the process of new urbanization, development has taken many corresponding measures to transfer population and human resources. For example, the city of Dazhou human resources market organized corresponding job fair to solve the problem of employment of the agricultural transfer population. Therefore, we still need to actively explore the way to effectively transfer the human resources to the agricultural population of development.

Establish the consciousness of human resources and create a humane social environment that truly respects knowledge and talents.

In the process of economic development, Dazhou city is faced with many factors, such as shortage of capital, technology and materials. According to the traditional view, Dazhou is in the natural resources, such as coal and natural gas and other areas have an advantage, but compared to the large population of the city, natural resources are not the advantage. Therefore, we must eliminate the traditional idea of relying on the advantage of natural resources and establish a new view of resources, which is human resources. The governments at all levels in the city must take development as a top priority and create an atmosphere of respect for knowledge and talents in the whole society.

In recent years, international and domestic development experience has shown that human resources, as the most important factor for economic growth and sustainable development, are the main reasons for accelerating development in some countries and regions. Since the reform of open, the east and west have formed a huge gap in economic life and social development. Investigate its reason, the development gap of Midwest area, essence is knowledge gap, information gap, talent gap. In the process of reforming open, the provinces and municipalities in the east paid attention to the development and utilization of human resources, and implemented strategies, such as the development strategy, the introduction of wisdom and the training of people, so as to develop and gather the talents. According to the calculation, the difference in the investment rate of tangible assets can only explain 19% of the difference in the economic growth rate between east and west. The rest is directly or indirectly attributed to intangible factors such as knowledge, information technology, education, etc. The development of developed area, provided reference meaning to development of manpower resource of Dazhou city.

The municipal government of Dazhou should increase capital investment, strengthen social security system and legal system construction.

The government is vital to the development of a region. As early as the country government and county-level government agencies, the transfer of agricultural population, human resources development did not pay attention to the degree. Investment in construction funds seriously tilt, moving to the transfer of agricultural population, human resources, development's investment is seriously inadequate, resulting in little success. Therefore, to increase the transfer of agricultural population, the human resources of development's investment, it is urgent, but not blind investment. Before the investment, the municipal government and the country-level government should take the initiative through market research, and then formulate the corresponding funds use plan, clear investment plan. All of these initiatives to ensure that the government's investment in the implementation of the agricultural transfer of human resources development achieved the desired results.

The construction of social security system and legal system is the premise and strong guarantee for the transfer of human resources by agriculture. Only when the rights and health of the population

transferred from agriculture are effectively guaranteed can the human resource development be better carried out so that the population transferred from agriculture can be fully integrated into urban life. We must work hard to ensure and improve people's livelihood, implement a proactive employment policy, increase the number of jobs in this municipality, encourage entrepreneurship, promote employment, and ensure the relative stability of the employment situation. We must further improve social security systems such as old-age insurance and medical insurance, and effectively address the social security problems of floating population of disadvantaged groups.

Adjust the industrial structure reasonably, optimize the relationship between the 3 major industries, promote obtain employment.

Dazhou City is a large agricultural city. It is mainly based on the primary industry and the secondary industry, but the tertiary industry development is insufficient. To achieve new urbanization and human resources development for agricultural transfer population, it is extremely urgent to adjust the industrial structure in view of the current economic situation in this city. The agricultural transfer population should be well transferred from rural to urban areas. The first problem to be solved is the employment problem of this part of the agricultural transfer population. Therefore, reasonable industrial restructuring should be carried out to solve the employment of the agricultural transfer population, so that it has stable income. The basis for the development of human resources for agricultural transfer population.

The specific measures as follows:

1. Strengthen economic regulation. In the process of economic development, the new normal of economic growth must be actively adapted and scientifically responded. It is necessary to pay close attention to changes in the economic situation and adopt effective measures to maintain a stable and healthy economic development. We will continue to do a good job in agricultural production, strengthen the promotion and application of agricultural science and technology, promote the development of scale, standardization and industrialization of agriculture, foster the brand effect of regional agricultural special products, and improve the ability of agricultural risk prevention and control. Strengthen the cooperation between banks and governments, banks and enterprises to solve the long-term financing problems of enterprises. Actively cultivate reliable market players and give preferential policies to promote their development.

2. Pay close attention to project investment and construction.

Give full play to the key role of steady growth of investment and adjustment of structure, and continue to carry out the "Project Implementation Year". Accelerate the effective transformation of government functions and streamline the administrative approval process in the investment field. Increase the intensity of investment promotion, strengthen the preparation work for the preliminary work of the project, and do a good job in resettlement, land acquisition, house demolition and other related work, and urge the project to be implemented as soon as possible and start as soon as possible to ensure that the project is completed and put into operation as scheduled, and the benefits will be fully utilized. It reflects the guiding role of government investment, actively promotes the full integration of government and social capital, relaxes the field of private asset investment, and actively encourages private capital to participate in the construction of major projects.

3. Promote structural transformation and upgrading.

Promote industrial upgrading and transformation, accelerate the adjustment of traditional industrial structures such as coal, metallurgy and textile industries, and eliminate backward and excess capacity as soon as possible. Accelerate the transformation of the industrial industry pattern, which mainly relies on increasing the consumption of material resources, mainly relying on the advancement of science and technology, the improvement of the quality of labor, and the innovation of management systems, and enhance the overall level of manufacturing. Focus on the development of high-tech industries and strategic emerging industries, focusing on supporting the development of new materials, cultural industries, energy conservation and environmental protection, new energy, information technology and other industries. At the same time, we must actively promote the integration of production services and manufacturing industries such as science and technology,

information and finance, and accelerate the development of modern service industries such as finance, logistics and commerce, and form a multi-point support structure.

4. Develop red culture in depth and form an industrial chain structure.

To realize the "tourism" industrialization construction can become the "precise poverty alleviation" of the old district, and the red culture can only realize the "tourism" industrialization construction through continuous protection, inheritance, dissemination and development. Therefore, under the guidance of the country's policy of implementing precise poverty alleviation, Dazhou has made full use of the existing red cultural resources, actively strives for support from all parties, and implements red cultural tourism planning and development, which is a long-term measure to achieve "precise poverty alleviation." Specific measures to develop red culture: Enhance cultural self-confidence, earnestly raise awareness, actively carry out commemorative activities, strengthen organizational leadership, establish "Dazhou Red Culture Tourism Work Leading Group" at the municipal level, build an industrial product system, and build a supporting transportation system.

The above is an initiative put forward in conjunction with the specific situation of Dazhou City. Putting it into practice will help improve the existing industrial conditions in the city, promote the smooth employment of the agricultural transfer population, and effectively develop the agricultural transfer population.

Strengthen vocational education and technical skills training.

In order to improve the quality of vocational education for agricultural transfer population, the government needs to increase investment in education infrastructure equipment and teacher introduction, and appropriately increase the living allowance for agricultural transfer population to participate in vocational skills training to reduce the pressure on family life. Focus on cultivating a new type of agricultural transfer population with knowledge and technology, and improve their professional quality to adapt to economic development. Specialized technical training is provided for all kinds of talents required in the new urbanization process, so that the training is highly targeted.

Transform traditional old-fashioned ideas, cultivate awareness of independent development, and actively start business independently.

The ideas and concepts of the agricultural transfer population reflect their recognition and attribution to urban life, and are important reference indicators for whether the agricultural transfer population can truly integrate into the city. The Dazhou Municipal Government, employers, social and community organizations should set up psychological aid institutions for them, conduct psychological assistance activities on a regular basis, timely guide the psychological and behavioral confusion encountered in the process of urbanization, and create a harmonious and tolerant social and cultural support environment to eliminate The urban citizens refrain from discriminating against them, reduce the social distance between them, enhance their sense of identity and belonging to the town, reverse the backward thinking of the agricultural transfer population, and cultivate their healthy mentality of optimism, self-confidence and frustration.

As the main body of human resource development in the process of new urbanization, the agricultural transfer population must become passive, take the initiative, cultivate the awareness of independent development, and establish a lifelong learning philosophy. The agricultural transfer population should give full play to its subjective initiative and learn relevant knowledge and skills independently, so that the effectiveness of human resource development is more outstanding. The agricultural transfer population can be better employed in urban areas through self-development, and can also enhance their own quality through independent development, carry out independent entrepreneurship, adapt to the current stage of mass innovation, and create a new pattern of entrepreneurship.

Conclusion

The development of human resources in agricultural transfer population in Dazhou City is a very important part of economic and social development. How to provide human resources development

for agricultural transfer populations has given a series of suggestions and measures. However, due to limitations in research conditions and capabilities, this study has some shortcomings. For example, targeted analysis of specific data and segmentation of agricultural transfer populations of different ages. Looking forward to the future, Dazhou should pay more attention to the development of human resources for agricultural transfer population. Governments, enterprises, university experts and scholars, and agricultural transfer population should all actively participate in order to better promote the development of human resources for agricultural transfer population in Dazhou.

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