

Study on the Current Situation and Countermeasures of Talent Demand in Human Resources Service Industry in Shandong Province

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Abstract: *China's human resources service industry is facing unprecedented opportunities and has a bright future. The rapid development of the industry has led to an increasing demand for human resources management personnel. Shandong Province is forward-looking in the human resources service industry, and the study of the current situation and problems of human resources service industry talent demand in Shandong Province is representative and important for the whole country. This paper analyses the current situation of the demand for human resource service personnel in Shandong Province through a study of the managers of human resource service companies in Shandong Province and comes up with targeted recommendations.*

Keywords: Human Resources Service Industry; Talent Demand; Shandong Province

1. Introduction

With China's accession to the World Trade Organisation and the opening up of the human resources services market to the outside world, the government has increased its support for the human resources services industry. In 2011, the State Council promulgated the Outline of the Twelfth Five-Year Plan for National Economic and Social Development of the People's Republic of China, which included the human resources service industry in the national development plan for the first time. In 2014, the Ministry of Human Resources and Social Security, the National Development and Reform Commission and the Ministry of Finance jointly issued the Opinions on Accelerating the Development of the Human Resources Service Industry, which for the first time provided a comprehensive plan for the development of the human resources service industry and identified the human resources service industry as a key development area for China's productive service industry. In 2017, the Ministry of Human Resources and Social Security released the Action Plan for the Development of Human Resources Services Industry, proposing to basically build a professional, informatised, industrialised and internationalised human resources services system by 2020, and to significantly improve the ability to serve employment and entrepreneurship and human resources development and allocation. In 2018, China's State Council issued the Interim Regulations on the Human Resources Market, which for the first time set out the types, content and conditions of human resources services provided by human resources service providers. In 2019, the National Development and Reform Commission released the Guidance Catalogue

for Industrial Restructuring, which includes four new industries, including human resources and human capital services, as encouraged industries for development. In 2020, China's Ministry of Human Resources and Social Security issued a Circular on Promoting Employment in the Human Resources Service Industry, specifying that human resources service providers with outstanding employment promotion roles can enjoy rent reductions and incentive subsidies. Driven by the government, China's HR service industry has entered the fast lane of development, with a clear effect of agglomeration development and industrial chain extension in the HR service industry (Xiao Mingzheng, 2020). These changes are of historic significance to China's HR service industry, highlighting the value of "human resources" as the "first resource", strengthening the confidence of industry practitioners to join the HR service industry, and increasing the awareness and importance of HR services in society.

The rapid growth of the industry has led to an increasing demand for human resource management personnel. However, the HR service industry is also facing a grim reality - compared to developed countries, the level of professionalism and development of HRM in China is still relatively low, and HRM talents are listed as one of the 12 types of talents in short supply in China. In the future, there will be more opportunities and more room for development for complex talents who have professional knowledge of the human resources services industry and are familiar with human resources management. Therefore, we need to study and measure the demand for talent in this new industry with a view to optimising the allocation of the workforce in a more rational way. Especially in the context of the epidemic, it is particularly urgent to explore the development status and talent needs of the industry of enterprise human resources service industry, to solve the employment of university students, reasonable training of talents and the future development of the industry.

The human resources service industry in Shandong Province, China, developed earlier. In 2014, Shandong Province clarified the priority direction for the development of human resources service industry, formulated opinions and supporting policies to promote the development of human resources service industry, attracted a large number of well-known domestic and foreign organizations to enter Shandong Province for cooperation, and the human resources service industry developed rapidly. By 2020, the annual revenue of the human resources service industry in Shandong province will reach 98.7 billion yuan (China Ministry of Human Resources and Social Security, 2021). With the development of the human resource service industry, Shandong Province began to make bold attempts to build a human resource service industrial park in the human resource service industry. (Wang Anzhong, 2020). As of 2021, 23 provincial and above-level HR service industrial parks with special features have been built in various cities in Shandong Province, and 819 HR service agencies have been established in the province. Shandong Province is forward-looking in the human resources service industry, and the study of the current situation and problems of human resources service industry talent demand in Shandong Province is representative and important for the whole country.

1.1 Introduction to the survey sample

This paper conducted an online survey of some human resources service industry enterprises in Shandong Province through an online questionnaire, 110 questionnaires were distributed and 105 samples were collected, with a recovery rate of 95.5%. The research is mainly conducted by the managers of the human resources departments of companies in various industries, who have a better understanding of the companies and the industry's talent situation. Among the enterprises surveyed, private enterprises accounted for 85.71%, state-owned enterprises for 7.62%, Sino-foreign joint ventures for 0.95%, wholly foreign-owned enterprises

for 1.9% and other types of enterprises for 3.81%. It is in line with the current situation where HR service companies are dominated by the private sector.

In terms of the number of employees surveyed, the number of employees within 20 accounted for 29.52%, the number of employees between 21 and 50 accounted for 21.9%, the number of employees between 51 and 200 accounted for 22.86%, the number of employees between 201 and 500 accounted for 7.62% and the number of employees above 500 accounted for 18.1%. In terms of the number of years the company has been established, the percentage of those established for less than 3 years is 24.76%, those established for 3 to 5 years is 13.33%, those established for 5 to 10 years is 20.95% and those established for more than 10 years is 40.95%. In terms of the company's operating income, 15.24% of the companies had a profit of 0~500,000, 29.52% had a profit of 500~5 million, 15.24% had a profit of 50~20 million and 40% had a profit of 20 million or more. Nearly most of the selected companies are long-established and large-scale companies in the industry, which are representative. (As shown in Table 1.1)

Table 1.1: Descriptive analysis of basic information of survey respondents

		Frequency	Percentage
Nature of business	State-owned enterprises	8	7.62%
	Collective enterprises	0	0%
	Private enterprise	90	85.71%
	Sino-Foreign Cooperation	0	0%
	Sino-foreign joint ventures	1	0.95%
	WFOE	2	1.9%
	Others	4	3.81%
	Number of employees	Up to 20 people	31
	21-50	23	21.9%
	51 -200	24	22.86%
	200-500	8	7.62%
	Over 500 people	19	18.1%
Year of Incorporation	Within 3 years	26	24.76%
	3-5 years	14	13.33%
	5-10 years	22	20.95%
	10+ years	43	40.95%
Operating income	0-500k	16	15.42%
	500-5 million	31	29.52%
	5 - 20 million	16	15.24%
	20 million or more	42	40%

1.2 Reliability tests

In the reliability analysis of the scale used in the questionnaire, the SPSS.25 data statistical analysis software was used to test the reliability of the data on the demand for human resources services in Shandong Province, where the Cronbaeh's alpha coefficient for the overall scale was 0.846, which was greater than 0.6, indicating that the scale has good reliability, high reliability of the data and internal consistency good. (As shown in Table 1.2)

Table 1.2: Reliability analysis results

Dimensionality	Kronbach Alpha	Number of items
Human Resources Service industry talent in demand	.846	81

1.3 Validity test

Exploratory factor analysis was used to test the validity of the survey data and the results of this analysis are shown in Table 1.3. From Tables 1-3 it can be seen that the KMO value is 0.690, which is significantly less than 0.05, proving that the validity of the scale is good enough for the next step of data analysis.

Table 1.3: Results of KMO and Bartlett's sphere tests between variables

KMO and Bartlett's test		
KMO values		.690
Bartlett's test of sphericity	Approximate cardinality	2211.573
	Freedom	946
	Significance	.000

2. Analysis of the current state of talent in the industry

2.1 Smaller share of master's and doctoral degrees in the company

From Table 2.1, among the companies surveyed, 49.52% of doctoral students accounted for less than 10% of the company, 58.1% of master's students accounted for less than 20% of the company, 20.95% of university undergraduates accounted for more than 51% of the company, 16.19% of specialists (senior) accounted for 21% to 30% of the company, and high school and below accounted for less than 10% of the company 32.28%, and some employees said they did not understand the personnel structure of their company.

Table 2.1: Distribution of employees' educational qualifications in enterprises

Title/options	Below 10%	10%~20%	21%~30%	31%~40%	41%~0%	Over 51%	(No idea)
PhD students	49.52%	6.67%	0.95%	0%	0%	0%	42.86%
Master's degree	40%	18.1%	5.71%	2.86%	7.62%	0%	25.71%
Undergraduate	14.29%	13.33%	16.19%	10.48%	17.14%	20.95%	7.62%
Specialist (Higher)	11.43%	11.43	16.19%	14.29%	8.57%	21.9%	16.19%
High School and below	32.38%	5.71%	5.71%	3.81%	6.67%	8.57%	37.14%

2.2 Younger age of company employees

From the age structure of the enterprises in Table 2.2, the employees of the enterprises are young, with 93.33% of employees aged 25 to 35 years old accounting for more than 21% of the enterprises, 59.04% of employees aged 35 to 40 years old accounting for less than 20% of the enterprises, 37.14% of employees aged 45 to 55 years old accounting for less than 10% of the enterprises, and 55 years old and above accounting for less than 10% of the enterprises of the company accounted for 49.52%. This indicates that most employees have been in the business for a short period of time and are highly mobile. On the one hand, the staff is young and has not accumulated enough experience in observing the market and studying and judging people and planning, which affects the development of high-end business. The career sustainability and skills enhancement of HR service practitioners deserve attention. On the other hand, the workforce is young and dynamic, which is conducive to innovation and positive for the development of the industry.

Table 2.2: Age distribution of employees in enterprises

Title/options	Below 10%	10%~20%	21%~30%	31%~40%	41%~50%	Over 51%	(No idea)
25-35 years	2.86%	12.38%	20.95%	20%	19.05%	20.95%	3.81%
35-45years	21.9%	12.38%	24.76%	11.43%	11.43%	5.71%	12.38%
45-55years	37.14%	14.29%	8.57%	4.76%	3.81%	0%	31.43%
55 years and over	49.52%	5.71%	1.9%	0.95%	0.95%	0%	40.95%

2.3 Salary levels of corporate employees need to be improved

From Table 2.3, 35.24% of enterprises with salaries below RMB 3,000 account for less than 10% of enterprises, 21.9% of enterprises with salaries between RMB 3,000 and 5,000 account for 31% to 40% of enterprises, 32.38% of enterprises with salaries between RMB 5,000 and 8,000 account for 41% of enterprises, 25.71% of enterprises with salaries between RMB 8,000 and 10,000 account for less than 10% of enterprises 25.71%, 35.24% of companies with salaries of RMB10,000 to RMB15,000 accounted for less than 10% of companies, and 49.52% of companies with salaries of RMB15,000 or more accounted for less than 10% .

Table 2.3: Salary distribution of employees in enterprises

Title/options	Under 10%	10%-20%	21%-30%	31%-40%	41%-50%	Over 51%	(No idea)
Under 3, 000	35.24%	14.29%	0.95%	1.9%	0.95%	1.9%	44.76%
3, 000-5, 000	9.52%	12.38%	19.05%	21.9%	3.81%	13.33%	20%
5, 000-8, 000	12.38%	6.67%	15.24%	14.29%	16.19%	16.19%	19.05%
8, 000-10, 000	25.71%	20%	10.48%	9.52%	9.52%	3.81%	20.95%
10, 000-	35.24%	14.29%	8.57%	3.81%	4.76%	0.95%	32.38%
15,000 and above	49.52%	6.67%	7.62%	0.95%	2.86%	1.9%	30.48%

2.4 Higher turnover rate in sales positions

From Table 2.4 job separation rates, the separation rate for sales jobs is high, with 13.33% of sales leaving at 30% or more, followed by technical separations, with 7.62% of technical separations at 30% or more, and lower separation rates for finance and product categories, with 62.86% and 50.48% of separations at 5% or less respectively.

Table 2.4: Employee departures in corporate sales positions

Title/options	Under 5%	5%~10%	11%~15%	16%~20%	21%~30%	Over 30%	(No Idea)
Products	50.48%	8.57%	3.81%	2.86%	0.95%	1.9%	31.43%
Operations	48.57%	8.57%	4.76%	4.76%	1.9%	1.9%	29.52%
Planning							
Technical	46.67%	12.38%	2.86%	5.71%	1.9%	7.62%	22.86%
Market category	43.81%	12.38%	6.67%	7.62%	4.76%	4.76%	20%
Sales category	32.38%	12.38%	9.52%	8.57%	3.81%	13.33%	20%
Financial	62.86%	6.67%	0%	1.9%	0%	0.95%	27.62%
Risk Control	51.43%	9.52%	0%	0%	0%	0.95%	38.1%
Other categories	44.76%	15.24%	5.71%	4.76%	0.95%	6.67%	21.9%

2.5 Work stress and pay and benefits become important indicators of work

As can be seen from Figure 2.1, the highest average composite scores are for job stress and salary and benefits, at 5.1 and 5.02 respectively, which most influence employees' employment and turnover, while work atmosphere, company outlook, industry outlook and company system have lower average composite scores and have less influence on employees' employment and turnover.



Figure 2.1: Distribution of reasons for staff leaving

2.6 Staff training mechanisms need to be improved

According to Figure 2.2, 19.05% of the employees said that the company has no training, 50.48% of the employees said that the company's training cost is above 0 ~ 1.5% of the total salary of employees, 21.9% of the employees said that the training cost is 1.5%~2.5% of the total salary of employees, 8.57% of the employees said that the company's training cost is 2.5% of the total salary of employees or more. It can be seen that most of the enterprises' lack of sound training mechanism, training environment, training quality there are big problems, training funds are seriously insufficient.



Figure 2.2: Staff training costs

2.7 There is excessive overtime work from employees

According to Table 2.5, 76.29% of the enterprises' employees worked overtime within 1 to 5 hours, 13.18% worked overtime within 6 to 10 hours, 7.68% worked overtime within 11 to 20 hours, and 2.86% worked overtime for more than 20 hours.

Table 2.5: Distribution of overtime hours worked by employees

Staff overtime hours	Proportion
1~5 hours	76.29%
6~10 hours	13.18%
11~20 hours	7.68%
Over 20 hours	2.86%

3. Analysis of the industry's talent needs

3.1 Number of talents in demand by companies and their requirements

Based on Table 3.1, the table of the number of talents demanded by enterprises shows that 20.95% of the enterprises have no demand for talents, 48.57% have a demand for 1 to 5 people, 16.19% have a demand for 6 to 10 people, 5.71% have a demand for 11 to 20 people and 8.57% have a demand for more than 20 people. This indicates that there is still a huge demand for human resources services companies.

Table 3.1: Number of talents in demand by companies

Number of people in demand by companies	Proportion
No need	20.95%
1~5 people	48.57%
6~10 people	16.19%
11~20 people	5.71%
Over 20 people	8.57%

According to Table 3.2, the demand for computer, human resource management and finance professionals is high, accounting for 32.28%, 35.24% and 28.57% respectively, while the demand for foreign language, law and finance professionals is low, accounting for 11.43%, 17.14% and 19.05% respectively.

Table 3.2 Distribution of the professions in demand by enterprises

Professional needs of companies	Proportion
Computers	32.38%
Human Resource Management	35.24%
Foreign Languages	11.43%
Law	17.14%
Finance	28.57%
Finances	19.05%
Others	72.38%

According to Table 3.3 Enterprise talent quality demand table (quality demand can be multi-selected), it can be seen that enterprises have higher requirements for employees' work attitude, cooperation and communication ability, and learning ability, accounting for 83.81%, 74.29%, and 64.76% respectively, while organization and coordination ability, adaptability, innovation ability, and psychological quality ability account for 42.86%, 34.29%, 23.81%, and 24.76%, and 1.9% of companies demanded more from their employees in terms of professionalism, as well as sales ability.

Table 3.3: Talent quality needs of companies

Talent quality needs of companies	Proportion
Work ethic	83.81%
Cooperation and communication skills	74.29%
Learning ability	64.76%
Organizational coordination skills	42.86%
Contingency	34.29%
Innovation capacity	23.81%
Psychological qualities	24.76%
Others	1.9%

3.2 Corporate recruitment

3.2.1 Corporate recruitment methods

According to Table 3.4 enterprise recruitment methods (recruitment methods can be multiple choice) can be seen, the enterprise's mainly through independent recruitment and internal recommendation of the way to recruit, of which 96.19% of enterprises choose independent recruitment, 59.05% of enterprises choose internal recommendation of recruitment, 18.1% of enterprises choose headhunting company for recruitment, 8.57% of enterprises choose orientation training, 5.71% of Enterprises recruit through organizational dispatch, characteristic talent management systems and the internet. In general, companies recruit in a single way.

Table 3.4: Distribution of companies' recruitment methods

Corporate recruitment methods	Proportion
Self-recruitment	96.19%
Headhunters	18.1%
Internal recommendations	59.05%
Targeted training	8.57%
Others	5.71%

Table 3.5 indicates the number of domestic universities and research institutes with which the enterprises have cooperated, of which 36.19% have no cooperation with domestic universities and research institutes, 30.47% have 1 to 2 cooperation with domestic universities and research institutes, 15.24% have 2 to 3 cooperation with domestic universities and research institutes, and 18.1% have 4 or more cooperation with domestic universities and research institutes.

Table 3.5: Number of domestic universities and research institutes with which enterprises cooperate

Number of domestic universities and research institutes cooperated with	Proportion
0	36.19%
1~2	30.47%
2~3	15.24%
4 or more	18.1%

3.2.2 Corporate recruitment effectiveness assessment

According to Table 3.6, 4.76% of companies said they could recruit the right people for all positions, 63.81% said they could basically recruit the right people, 25.71% said they could

only recruit some of the right people, and 5.71% said it was difficult to recruit the right employees.

Table 3.6: Assessment of the effectiveness of corporate recruitment

Whether the right person can be recruited on demand	Proportion
All positions available for the right person	4.76%
Basically you can recruit	63.81%
Only part of the recruitment can be done	25.71%
Difficult to recruit	5.71%

Fresh graduates recruited have problems with poor communication skills and poor professional knowledge. As can be seen from Table 3.7 (questions can be multi-selected), 63.93% of enterprises believe that most fresh graduates have the problem of poor communication skills, 63.81% believe that fresh graduates have the problem of poor professional knowledge, and 44.76% believe that fresh graduates have the problem of poor basic quality. 19.05% of companies believe that fresh graduates are not proficient in basic skills such as English and computers. 13.33% of companies believe that fresh graduates also suffer from poor organization and discipline and a lack of overall quality and stability.

Table 3.7: Problems in the work of recent graduates

Common problems of recent graduates in the workplace	Proportion
Poor communication skills	69.53%
Poor professional knowledge	63.81%
Poor basic quality	44.76%
Poor command of basic skills such as English and computer	19.05%
Others	13.33%

3.3 Talent Development Policy

According to Table 3.8 (demand can be multiple choice), 71.43% of enterprises think they want the government to improve the training mechanism for service talents, 68.57% of enterprises want the government to establish a unified exchange platform for service talents, 67.57% of enterprises want the government to improve supporting measures to help enterprises retain high-end talents, 49.57% of enterprises want the government to improve training programs for cross-border service talents and establish a self-help training platform, and 3.81% of enterprises hope that the government can improve the recruitment channels and the construction and improvement of the safety training system.

Table 3.8: The Government's needs in terms of talent development

What companies think the government needs to do in terms of talent development	Proportion
Improve training programs for cross-border service professionals and help companies to set up self-help training platforms	49.57%
Establish a unified exchange platform for service talents	68.57%
Improve training mechanisms for service personnel	71.43%
Improve supporting measures to help companies retain top talent	67.57%
Others	3.81%

According to Table 3.9 (activities can be multi-selected), 61.9% of the enterprises said that their main talent policy was the school-enterprise talent matching activities, 37.14% said that their main talent policy was the talent cultivation project, 41.9% said that their main talent policy was the preferential policy for the introduction of high-level talents, 1.9% said that their main talent policy was through other talent policies such as the Quancheng Talent Golden Card Service, etc. 30.48% of the enterprises said that they had not participated in the talent policy. School-enterprise talent matching activities have become the main talent policy for enterprises.

Table 3.9: School-Enterprise Talent Matching Activities

Whether the company has participated in the current government policy on talent	Proportion
School-Enterprise Talent Matching Event	61.9%
Talent Nurturing Project	37.14%
Preferential policies for the introduction of high-level talents	41.9%
Other policies	1.9%
Not involved	30.48%

According to the average composite score chart in Table 3.10 for talent policies, it can be seen that school-enterprise talent matching activities scored 3.02 as the most popular talent policy, followed by talent cultivation projects, and preferential policies for the introduction of high-level talents.

Table 3.10: Evaluation of the effectiveness of talent measures

Which talent policy initiatives are most beneficial for company development	Average overall score
School-Enterprise Talent Matching Event	3.02
Talent Nurturing Project	2.95
Preferential policies for the introduction of high-level talents	2.5
Others	1.15

4. Key findings and policy recommendations

4.1 Key findings

Firstly, the number of talents in demand by human resources service companies is large, mainly concentrated in several majors such as human resources management, computer and financial management, which require high competence from graduates, especially communication ability and learning ability.

Secondly, work pressure and pay and benefits have become important indicators for employees to measure their jobs. As far as the current data is concerned, most of the companies do not pay their employees well and there is excessive overtime, work pressure and pay levels are the main reasons for the high turnover rate.

Thirdly, the staff recruitment system is not sound, from the current point of view, most of the employees of the enterprise are undergraduates, the main recruitment method of the enterprise is based on independent recruitment, but the effect of enterprise recruitment is not satisfactory, only a small number of senior enterprises have relatively broad recruitment channels, and some enterprises do not understand the government's talent policy, for how to attract high-quality talent, improve the enterprise recruitment system will be difficult.

Fourthly, the enterprise training system is not perfect, most enterprises do not attach importance to staff training, less capital investment, in the absence of supervision conditions, the quality of training, training effect will be greatly reduced, and most enterprises look to the government, hope that the government can improve the service talent training mechanism to reduce the burden of enterprises.

Fifthly, the government's various talent policies have played a role in promoting the cultivation and introduction of talent in enterprises, but there are also problems of weak implementation, poor publicity and a small scope of implementation, which needs to be further improved and promoted.

4.2 Suggestions for countermeasures

Firstly, for enterprises in the human resources service industry, improving the welfare system for personnel should mainly rely on the enterprises' own economic ability to ensure remuneration packages, effectively play the decisive role of the market in the allocation of personnel resources, price and pay for talent resources through the market, and increase material incentives such as bonuses and housing; at the same time, establish a sound evaluation and assessment mechanism for enterprise personnel, and improve the promotion mechanism to avoid the heavily paid-in talents being bound in the rigid management system for vitality and creativity. In addition, enterprises should attach importance to training, increase the financial investment in training, make good selection of training, strengthen supervision and ensure the quality of training.

Enterprises should have long-term exchanges and communication with corresponding majors in research institutions, so that research institutions can provide research technology and ideological support for enterprise R&D institutions, and enterprise R&D institutions can provide practical research bases for research institutions, so as to continuously improve the training capacity of talents.

Secondly, the government should position itself accurately, grasp the relationship between "management" and "release", and focus on creating a level playing field. It should actively guide enterprises to participate in the talent policy, while broadening recruitment channels and improving the talent cultivation project and preferential policies for the introduction of high-level talents. Attracting high-end professionals in human resources services to settle in the city requires the concerted cooperation of several government departments to reduce administrative intervention, remove barriers to the introduction of talent, streamline administrative procedures, introduce preferential policies and actually implement them. To make up for the shortcomings in the demand for talents for industrial development, the standard of local subsidy support policies should also be raised, especially for enterprises in the human resources service industry that currently serve the development of the nine pillar industries can be given subsidies for the introduction of talents and job development in accordance with the amount of talents introduced, and be given taxation, industry and commerce and other aspects of policy tilt. The relevant government departments also need to accelerate the improvement of the system of rules and regulations for the human resources service industry on the basis of adequate market research, strengthen market supervision and promote the harmonious and healthy development of the whole industry.

To vigorously promote the large-scale development of the human resources service industry, we must first pay attention to the spatial concentration of the human resources service industry and build a human resources industry service park where the industry is concentrated. Adopt

tax incentives or rebate policies for parks and give one-off or long-term financial subsidies for park construction. At the same time, the support facilities around the park should be strengthened in order to retain talents.

Thirdly, the support role of universities should be brought into full play so that they can become the cradle of talent training. The professional and technical competence of human resources services practitioners directly determines the overall level of development of the industry, and the level of training in universities directly dictates the professional and technical competence of human resources services practitioners. Universities should build a collaborative cultivation system, strengthen the interaction with enterprises, government, innovation platforms and other diversified social bodies, achieve effective integration of resources, form a complementary and flexible talent cultivation model, and maximise the capacity of universities to cultivate talents. In the post-epidemic era, with the need for business development in the HR service industry, industry practitioners not only need professional HR management knowledge, good communication skills and other basic qualities, but also need to combine big data, artificial intelligence and other relevant internet technologies in order to develop and expand new business as required by the new situation. Universities should strengthen school-enterprise cooperation, with the help of major universities and research institutes, to enhance the ability to integrate new technologies. Universities can integrate the practical experience of enterprises into the training of university students, forming a long-term sustainable mechanism for training industry talents, which is conducive to the development of the human resources services industry.

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