

The Comparative Analysis of Competitiveness of Human Resources of 59 Countries and Regions Based on IMD Data

Rufei ZHANG

Shijiazhuang University of Economics, Shijiazhuang, China.
Renmin University of China, Beijing, China zhangrufei1982@163.com

Lijun LIU

Shijiazhuang University of Economics, Shijiazhuang, China
blue800410@126.com

The new technological revolution and knowledge economy led accelerating mobility of capital, technology, talents and so on. Up to now, the competitions of region and nation are in its essence the competition for talents is becoming determinant to the market competition which is based on science and technologies. Human Resource is a very important form of resource and plays a strategic role in the development of modern economy. The one who holds the human resources will be able in an invincible position in the future. Strategic human resource management is the way of an enterprise to get sustainable competitive advantage. Based on the human resource theories, this paper included 3 aspects and 32 indexes. The competitiveness of human resources evaluation indexes system was established. According to IMD data from 2007 to 2011, this paper made a comparative analysis between the 87 counties and cities, thus displaying the present situation, advantage and shortage of competitiveness of human resources of each country and region.

Key Words: competitiveness of human resources, index system, IMD data