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**RURAL SURPLUS LABOR MIGRATION: AN EXPERIENCE
INTRODUCTION TO RURAL HUMAN RESOURCE MANAGEMENT IN
CHINA**

China is a large agricultural country and a powerful country of human resources. In the rural areas of China, there are abundant rural human resources. However, due to the national conditions of more people and less land, there are many surplus labor forces in the rural areas. This article believes that the key to human resource management is to optimize the allocation of human resources, and give better play to the value and function of human resources. Therefore, the rural surplus labor transfer project implemented by China is an effective way for rural human resource management. "Rural surplus labor migration", as its name implies, is the transfer of rural surplus labor, that is, the majority of surplus labor in rural areas is gradually shifted to non-agricultural industries, and its essence is the non-agricultural transfer of rural surplus labor. In the process, this part of the rural labor force that has been transferred is called migrant workers in China. The article also reviewed the relevant data released by the National Bureau of Statistics of China and combed the relevant literature of Chinese scholars. It was found that the implementation of the rural surplus labor transfer project in China has been effective. It not only optimizes the allocation of rural human resources, improves the quality of rural human resources, but also speeds up the process of urbanization in China. The study found that there are two main methods for the transfer of rural surplus labor in China, non-agricultural occupation transition and the regional transfer of urbanization. Non-agricultural occupation transition refers to the process by which a farmer leaves agriculture to pursue a career other than agriculture. The regional transfer of urbanization refers to the peasants bid farewell to the rural original place of residence and temporarily or permanently relocate to cities and towns. At the same time, research also found that the household registration system and rural land withdrawal mechanism are the main factors affecting the transfer of rural surplus labor. How effective the transfer of rural surplus labor in China depends on these two factors.

Key words: Rural, Human Resources, Labor Migration.