# Research on Human Resources Development of Rural Public Service Department Based on Cloud Service

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***Abstract***: *The problems of agriculture, rural areas and farmers are the overall and fundamental issues related to the development of the cause of the party and the state, and are always the top priority of the work of the party and the government in the new period. Rural public service personnel are not only an important human resource in rural areas, but also an important human resource in the construction of new countryside, and are the backbone of the construction of new socialist countryside. At present, there are some difficulties and problems in the capacity building of rural public service personnel, such as unreasonable structure, lagging development of human resources, serious loss of personnel and so on. The ability of rural grass-roots public service, the adequacy of employees and how to deal with new demands are of great significance for realizing rural modernization and promoting urbanization. Based on the analysis of the existing problems and opportunities of human resources in China's rural public service departments, this paper puts forward the strategic path choice of human resources development in China's rural public service departments based on cloud service technology.*

***Keywords***: *Public service sector, Human resources, Cloud services*

## Ⅰ. Introduction

Rural public service personnel mainly refer to rural grass-roots cadres, rural teachers, rural doctors, family planning workers, grass-roots family technology extension personnel and other service personnel related to farmers' production and life [1]. They are a talent team that provides services for the development of rural politics, economy, culture and other undertakings and has certain knowledge, technology or management ability [2]. The problems of agriculture, rural areas and farmers are the overall and fundamental problems related to the development of the cause of the party and the state, and have always been the top priority of the work of the party and the government in the new period [3]. The transformation from economic development to social management and public service has gradually become the focus of rural grass-roots government. In recent years, with the attention and support of the state, the level of rural grass-roots public services has been significantly improved and gradually resonated with the city. With the rapid development of rural areas, the enthusiasm for building a new socialist countryside is rising day by day, and the rural infrastructure and hardware facilities are constantly improved and updated, while the other core unit of new rural construction, namely public service, is seriously lagging behind [4]. The quality of human resources in rural public service departments directly affects their public service efficiency. In the information age, agricultural information is the basic element of productivity. The ability of rural grass-roots public services, the adequacy of employees and how to respond to new needs are of great significance for realizing rural modernization and promoting urbanization [5].

In recent years, with the rapid development of Internet technology, cloud computing technology has been born and developed rapidly. In order to maintain their competitiveness in the fierce market competition, many public service departments have begun to use cloud computing technology to improve their operation efficiency and complete human resource management through cloud services, so as to maintain their core competitiveness [6]. With the application of cloud computing technology, the level of human resource management in public service departments has gradually increased, which has laid a certain foundation for the development of public service departments [7]. Rural public service personnel are not only important human resources in rural areas, but also

important human resources in new rural construction. They are the backbone of building a new socialist countryside. Strengthening the capacity-building of rural public service personnel will provide strong talent and intellectual support for promoting the construction of a new countryside. At present, there are also difficulties and problems in the capacity-building of rural public service personnel, such as unreasonable structure, lagging development of human resources, serious loss of personnel and so on [8]. Party and government departments at all levels must solve the current difficulties and problems by integrating resources, strengthening training, building platforms and optimizing the environment, so as to achieve the goal of comprehensively improving the ability of rural public service personnel [9]. Based on the analysis of the existing problems and opportunities of human resources in China's rural public service departments, this paper puts forward the strategic path choice of human resources development in China's rural public service departments based on cloud service technology.

## Ⅱ. The Significance of Improving the Ability of Rural Public Service Personnel

Rural public service personnel are the bridge and link between the party and the government and agriculture, rural areas and farmers. They play an important role in the construction of new countryside. If the ability and quality of rural public service personnel are not strong, they may not understand the party's line, principles and policies deeply, or even deviate. The public source of rural grass-roots public service human resources is the essential feature of rural public service organizations. Public is not only an idea, but also an ability. As an idea, public means that all people come together for the public interest, not for personal or family purposes. Improving the ability of rural public service personnel is the need to promote rural political, economic and cultural construction. From the requirements of the Party committee and the government to promote the construction of new countryside, accelerating the construction of rural politics, economy and culture and promoting the well-off process need a large number of rural public service personnel with strong ability and high quality to publicize, organize, lead and serve the masses [10]. In fact, public human resources are people who master considerable public resources and powers, take safeguarding public interests as the goal, provide public services and public products for the society, and engage in social public services and things management.

The professionalism of public service and the scarcity of public positions determine the scarcity of public service manpower. As a scarce resource, the key reason is the limitation of public positions. Its increase or decrease is based on the total number of public functions that can be provided, and is determined by the total expenditure level in the field of public services. The vision of rural human resources development should not only be upward and outward, but completely rely on foreign aid. It should mainly be downward and inward, facing the grass-roots level and rural public service personnel. Rural grass-roots cadres are the specific organizers and implementers of new rural construction and the backbone to lead the masses to develop rural economy and build a harmonious society [11]. With the development of economy and society, the diversity and complexity of rural social public affairs are becoming more and more obvious, which requires the continuous improvement of public service level and higher requirements for professional skills. Only those who master certain knowledge, have certain skills and meet certain quality requirements and can adapt to rural life can be competent for grass-roots public service work. Public service human resources individuals can engage in grass-roots public services only after receiving higher education or at least secondary education, which is the result of high investment. In particular, it is not easy for local residents in rural areas to receive higher education. When engaging in grass-roots public services and obtaining relevant posts, it also needs a lot of investment to carry out pre job and on-the-job training for public service human resources. Figure 1 shows the theoretical framework of team competence.
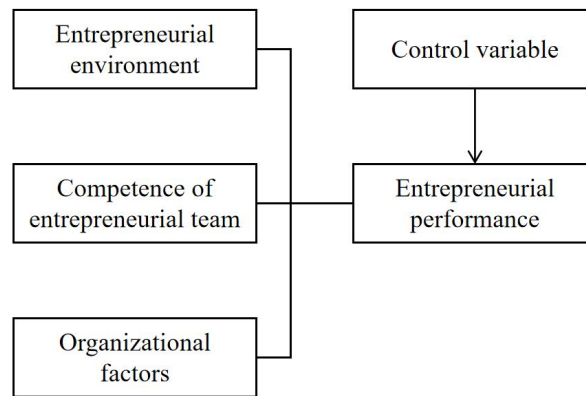
*Fig.1 The Theoretical Framework of Team Competence*

To a great extent, the development of farmers' human resources depends on rural public service personnel. Only by comprehensively improving the ability and quality of rural public service personnel, can they play a better role in rural human resources development, improve the quality of rural human resources development, and comprehensively improve the knowledge, intelligence, skills, technology and physical fitness of the majority of farmers, so as to achieve the dual effects of rural public service personnel's human resources development and being developed. In short, the development of human resources in rural public service departments is to analyze, plan and integrate human resources within the organization under the constraints of laws and regulations in order to optimize the structure and allocation of human resources and improve the level of human resources in rural public service departments [12]. Only by building a team of rural public service talents with sufficient quantity, good quality, local foothold and reasonable structure, and making them become the backbone of promoting rural industrial development, promoting rural economic development and leading the masses to increase their income and become rich, can we promote the all-round development of rural economy and society and realize the goal and task of building a new countryside.

## Ⅲ. Development Strategy of Human Resources in Rural Public Service Sector

### A. Data Collection of Human Resource Management under Cloud Computing

With the rapid development of social economy, the scale of public service departments is expanding constantly. Moreover, in human resource management, public service departments will form more complex and diverse data information. In this case, if the public service department wants to calculate the data generated in the huge and abundant human resources system, it must adopt cloud computing technology. Data management under big data technology mainly focuses on the storage, analysis and processing of massive information, but data management under cloud computing technology mainly focuses on the way of data calculation. Effective human resource management can reduce management costs, maintain the vitality of the organization, adapt to the changes of external values and systems, and provide high-quality public goods and services for the society and the public. Human resource management information system has a large amount of data and various types, which makes the sources and destinations of the whole information network increase constantly, and leads to more and more information generated in the system, which is the generation of big data. To build a learning-type grass-roots public service organization, let the rural public service department staff learn to learn and improve constantly. Learning-type organizations claim that in order to realize their long-term development, they must keep inexhaustible motive force, improve their survival ability through learning, and form a learning culture atmosphere in the organization.

Sometimes, the risk of using human resources arises in the process of employing people. That is to say, at the beginning of configuration, personnel and posts are compatible, but with the passage of time, through continuous learning, people have the quality and ability higher than the requirements of their posts. The evolution process of

human resources early warning management is shown in Figure 2.
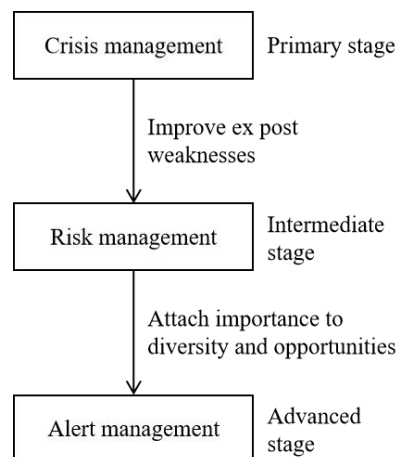


*Fig.2 The Evolution Process of Early Warning Management*

In cloud computing, the data collection layer collects the data in the process of recruitment, production and marketing. Some of these data are structured and some are unstructured, and then the data are converted and transmitted to the communication support layer. Here, the processing of data needs to be combined and converted according to certain requirements of elements with inevitable connection. The structure of human resource data storage in cloud environment is shown in Figure 3.
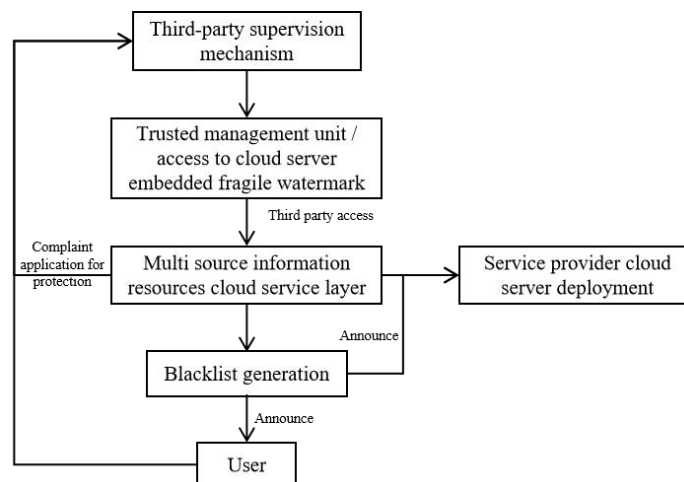


*Fig.3 The Structure of Human Resource Data Storage in the Cloud Environment*

With the development of economy and society, the requirements for public organizations are becoming higher and higher. China's rural public service departments also put forward the development concept of learning government and introduce the concept of learning organization into rural public service departments such as the government, so as to improve the personnel quality and service efficiency of rural public service departments. Cloud computing is an Internet-based supercomputing mode. It is the core technology of the next generation computing platform that can provide dynamic resource pool, virtualization and high availability. It is a network composed of hundreds of thousands or even millions of cheap servers [13]. Under the application of cloud computing technology, public service departments should collect data related to recruitment, marketing and production in human resource management. Combined with professional technology, these different types of data, combined with the close relationship and logical relationship between data, can get more accurate data information. Cloud computing shields all processing in the cloud. Users do not need to know the location of the server and how to operate internally. They can use all kinds of information resources only through the media of the Internet. The emergence

of cloud computing technology minimizes the operation difficulty of the client. Even farmers with low education and low information quality can master its use methods.

### B. Human Resource Decision Management under Cloud Computing

In the process of rural informatization construction, the main part of construction cost is the investment in the construction, operation and maintenance of basic hardware facilities. Using the characteristics of cross-platform, strong computing ability and strong integration ability of computing resources, the investment in infrastructure such as local servers can be reduced or completely omitted, and the basic hardware construction is only a few management terminals and some cloud access devices. The decision-making function of human resource management information system based on cloud computing and big data is mainly to deeply mine, analyze, process and calculate the system data, thus providing important information support for the decision-making of human resource managers and effectively improving the management level of public service departments. In the application of "cloud computing" technology, the most important decision-making function in human resource management information system can analyze and process the data in the system professionally, and then calculate and get all kinds of chart data needed by decision makers in public service departments [14].

The decision-making layer of human resource management system under cloud computing is mainly composed of decision information resource pool, decision information analysis platform and decision information service, which integrates the data of all levels and nodes and can optimize the data processing, thus providing periodic service and random service for the end users. Figure 4 shows the human resource ecosystem model.
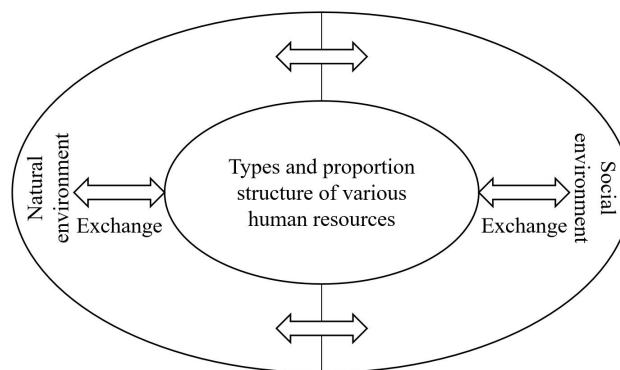


*Fig.4 Human Resources Ecosystem Model*

Decision-making information service under cloud computing service is to transform big data into charts, analysis reports and tables to provide scientific data services for decision makers according to their needs. Using cloud computing technology can realize cross-regional, cross-platform and instant sharing of information resources, so that rural people in different regions can obtain useful information efficiently and quickly according to their own needs at a very low cost, and at the same time, the information they need to share can be diffused in time. Cloud computing technology provides sufficient data preparation for the sustainable development of public service departments and their competitiveness in the market. Decision-makers in public service departments can make better use of cloud computing technology to judge the future development direction of public service departments based on various complex data information in human resource management, so that they can take scientific and reasonable measures to strengthen the management of human resources according to the actual development situation of public service departments. Cloud computing is used to integrate all resources including hardware facilities and software facilities in the cloud, further reducing the burden on clients. In the cloud, network and virtual technology are used to unify resources through step-by-step processing and grid computing, and service providers integrate and manage resources for unified and rational use.

### IV. Conclusions

The development of human resources in rural public service departments plays an important role in China's economic and social development. To realize China's strategy of "strengthening the country with talents", the development of human resources in rural public service departments bears the brunt. Human resource management is the core content of human resource management, and it is an important attempt and application for public service departments to implement configurable management of human resources through cloud computing. With the development of economy and society, the requirements for public organizations are getting higher and higher. The rural public service departments in China also put forward the development concept of learning government, and introduced the concept of learning organization into the government and other rural public service departments, so as to enhance the quality of rural public service departments and improve their service efficiency. Cloud computing management can break the defects of the original information system, such as single function, unclear management ideas and poor decision-making ability, and can also realize the comprehensive application and cooperation of multiple data, which can effectively meet the requirements of different managers in different management systems for decision-making information. Under the cloud computing technology, various rich data types generated by human resources management in public service departments are effectively analyzed and calculated. At the same time, under the cloud computing technology, it can improve the accuracy of the application of various data types by public service departments, provide certain scientific basis for public service departments to make various important decisions, and promote the improvement of human resources management ability of public service departments.

## Ⅴ. Acknowledgments

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