

FEEDBACK
from the official opponent
for dissertation of Cui Lijuan
«Human resource management in rural areas»,
submitted for the degree of the Doctor of Philosophy (PhD)
by specialty 073 – Management

1. Relevance of the dissertation topic.

Rural human resources development and management is a series of activities such as planning, education and training, rational allocation and health protection of rural human resources within the jurisdiction of a country or region, that is, on the basis of careful analysis of the entire rural population in a specific time and space, determine their health and quality level, and through certain means to regulate the number of people, vocational and technical training and education, the development of compulsory education, public health and social security, etc., to achieve the purpose of improving the overall quality and health of the rural population, and constantly promote the rational allocation, transfer and utilization of labor resources in rural areas.

In order to understand the current situation of rural human resource management, improve the level of rural human resource development and management, better meet the needs of work, and provide experience for other countries' rural construction, this study takes China and Ukraine as examples, and adopts qualitative and quantitative research methods to investigate the current situation of rural human resource management in the two countries. The purpose of quantitative research is to quantitatively process and analyze the collected data in order to understand the current situation and existing problems of human resource management in rural areas of China and Ukraine. The purpose of qualitative research is to analyze the attribution of problems existing in human resource management in rural areas of China and Ukraine by using logical reasoning, comparative analysis and other methods on the basis of combing a large number of literature materials, so as to provide a basis for putting forward reasonable suggestions.

2. Connection of work with scientific programs, plans, themes.

The dissertation was carried out following the topic of scientific research of the key project of the Ministry of Education in the "14th Five-Year Plan" of China's Education Science in 2021 (project number: DHA210343) in which Cui Lijuan

investigated the foreign experience of human resources management.

3. The scientific novelty of the obtained results.

The scientific novelty of the obtained results is the development of ideas, principles and practical recommendations for the future management of rural human resources in China and Ukraine. The scientific novelty of the most significant results obtained in the research process is as follows:

For the first time:

- the methodological foundations of the rural human resources management system based on the generation of ideas, the definition of strategic goals, tasks and principles for the sustainable revitalization and development of rural areas are scientifically substantiated;

- the axiological characteristics of human resource management models oriented towards politics, education and systemic social guarantees for the implementation of the principles of effective and efficient management of human resources in rural areas are formulated;

- the priorities of the strategy of revitalization of the Ukrainian countryside, which is based on decentralization approaches, development of social infrastructure, construction of a system of high-quality service provision in order to reduce the negative impact of the removal of the rural population, are substantiated.

Improved:

- a methodical approach to assessing the level of development of human resources in rural areas, which, unlike the existing ones, is built on the basis of qualitative characteristics of the quality and living conditions of the rural population, which allows forming comprehensive characteristics of the state of development of rural areas.

Acquired further development:

- theoretical generalization of concepts, models of human resources development based on the establishment of a relationship between the activity of decentralization transformations in Ukraine and the development of the social infrastructure of rural areas, reforming the education and health care sectors, in order to form priorities for the development of human resources;

- a scientific generalization of incentives for the movement of China's surplus labor force based on the professional transformation of farmers and urbanized geographic relocation to improve the rural human resource management system;

- substantiation of organizational and methodological support for the creation of

educational organizations based on the strengthening of the leading role of education in rural communities for the formation of full-fledged public education in rural areas.

4. Practical significance of the obtained results.

This dissertation can provide decision-making reference for the government to formulate rural development planning; at the same time, it is conducive to improving the level of rural human resources development and management, comprehensively promoting the construction of the countryside, and it can also further improve the labor market.

5. The author's personal participation in obtaining the scientific and practical results presented in the dissertation.

Approbation of the scientific and practical results presented in the dissertation was carried out by the applicant personally.

In the published works, printed in co-authorship, individual theoretical developments, setting up and conducting of all experimental studies, processing of the obtained results, scientific analysis of research results, formulation of conclusions and proposals belong to the doctoral student.

6. Complete presentation of the main results of the dissertation.

The main results of the thesis are presented in 1 publication in the Scopus databases, 6 articles in scientific professional publications or International Journals, 3 scientific conference papers.

7. The structure and content of the dissertation, its completeness and compliance with the established requirements for design.

Characterizing the structure and content of the reviewed dissertation, one should note that the work contains an introduction, three main sections, conclusions, a list of references and appendices. A brief description of the work's main content and the research results are presented in the abstract. The main text of the work is laid out on 248 pages, which also contains 40 tables and 43 figures, which complement the presentation of the author's text and illustrate the obtained scientific results. The research used a significant number of scientific sources – 201, which testifies to the validity and reliability of the obtained results.

The introduction to the dissertation contains an overview of the relevance and main elements of scientific research: goals, tasks, object and subject, and research methods. The introduction also describes the author's scientific results and their practical significance. In the first section, the author point out the essence of rural human resource management. And analyzes the impact of decentralization on rural human resources management in Ukraine. Also introduces the experience of rural human resource management in China. The second part investigates and analyzes the current situation of rural human resource management in China and Ukraine. In the third chapter of the dissertation propose some suggestions for optimizing rural human resource management in China and Ukraine. The conclusions showed that both China and Ukraine have a serious population burden in rural areas, education and training is the most important way of management, and it's necessary to learn from other countries' experience.

8. Evaluation of the language and style of the dissertation.

The dissertation is written in competent English, has meaningful integrity, consistency and completeness. The style of presentation of the material corresponds to that accepted in the scientific literature.

9. Remarks and wishes on the dissertation work.

Characterizing the dissertation work of Cui Lijuan as a whole, it should be noted that it certainly has relevance, scientific and practical significance. However, in my opinion, it is appropriate to note that there are certain debatable points in the work:

Remarks and wishes on the dissertation work.

1. The first part of the paper about the importance of rural human resources management is a little simple, it is suggested to add cases for analysis.
2. In the second part of the paper, the analysis of the fourth index is not deep enough.

The above wishes on the dissertation work are not fundamental and do not reduce the overall positive assessment of the work.

11. Conclusion on compliance of the dissertation work with the requirements of the procedure for obtaining a scientific degree.

Dissertation work graduate students Cui Lijuan submitted for obtaining the degree of Doctor of Philosophy in the specialty 073 "Management" according to the signs scientific novelty, theoretical and practical significance of the obtained results in full

meets the requirements of the "Procedure for awarding the degree of Doctor of Philosophy and annulment of the decision of the one-time specialized academic council of the institution of higher education, scientific institution on awarding the degree of Doctor of Philosophy", approved by Resolution №44 of the Cabinet of Ministers of Ukraine dated January 12, 2022 and the Requirements for the design of the dissertation, approved by order of the Ministry of Education and Science of Ukraine №40 dated 12.01.2017. Therefore, the dissertation can be recommended for consideration at a meeting of a one-time specialised academic council, and its author – Cui Lijuan– for awarding the degree of Doctor of Philosophy in the speciality 073 "Management".

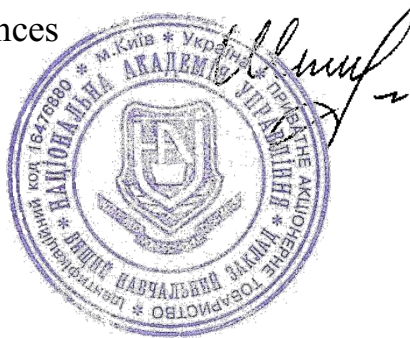
Official opponent:

First Vice-Rector

National Academy of Management

Doctor of Economic Sciences

Professor



Iryna SHTULER