

Rethinking and Perfecting the Appointment System of Civil Servants in My Country

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ABSTRACT

The appointment system of civil servants is an important part of our country's civil servant management system, which enables the development and innovation of the traditional civil servant system. In recent years, various local governments have actively explored and piloted the appointment system for civil servants. The research object of this article focuses on the appointment system of civil servants. Through the research on the appointment system of civil servants in my country, it is found that the recruitment and examination methods are unscientific, the assessment method is too formal, and the salary level is too high. It proposes a clear recruitment method and assessment procedure. The countermeasures of openness and transparency and the establishment of salary standards provide a reference for the improvement of the appointment system of civil servants.

Keywords: Civil servants, Appointment system, Reflection.

1. MY COUNTRY'S CURRENT CIVIL SERVANT APPOINTMENT SYSTEM

With the mutual turbulence of industrialization, urbanization, informatization, and globalization, some highly uncertain and highly complex exceptional public affairs have emerged in the development of emerging industries, urban and rural construction and governance, finance and foreign trade security. In order for the government to accurately manage such exceptional matters, it needs to recruit a group of relevant professional and technical personnel. This is manifested in the hiring of professional township cadres to promote the development of township enterprises in the 1980s. In order to adapt to the development of modern society and to deal with the credibility and financial pressure of the government, Western countries have changed the way the government operates on a large scale [1]. In recent years, the employment of economic and financial, urban construction, and intelligent transportation in various provinces to promote the development of economic zones such as high-tech zone economic development zones and free trade zones. The recruitment of civil servants under the appointment system is a policy and social activity [2]. Professional talents in the fields of tourism planning, tourism planning, etc. Therefore, when the existing supply of civil servants is difficult to meet the demand for highly sophisticated professional and

technical personnel, it is an effective institutional arrangement to fill the vacancies through the form of high-paying appointment system of civil servants.

As an innovative measure of the civil service system, the appointment system is not a new thing. The appointment system implemented by the government is a major change in the government's employment system[3]. In 1993, the "Interim Regulations on National Civil Servants" stipulated that the appointment system should be implemented for some positions; in 2002, the "Regulations on the Selection and Appointment of Party and Government Leading Cadres" issued by the Central Committee of the Communist Party of China stipulated that certain professional leadership positions in party and government agencies should be implemented. Appointment system: By the 2006 "Civil Servants Law", it is clearly stated that agencies can implement an appointment system for highly professional and auxiliary positions based on work needs and with the approval of the civil service authority at or above the provincial level. However, it was not until 2007 that the Ministry of Human Resources decided to take the lead in piloting the civil servant appointment system in Pudong, Shanghai and Shenzhen, Guangdong. In people's thinking and understanding, civil servants are supposed to be permanent and do not need to be reformed and should not be reformed [4]. Since then, the civil servant appointment

system has begun to be practiced all over the country. First, the implementation of the civil servant appointment system is of great significance to the practice of my country's public personnel management system. The appointment system of civil servants can meet the employment needs of government departments, especially the needs of highly professional government departments for high-tech talents; the appointment system of civil servants can also enhance the sense of responsibility and risk awareness of the appointed, and promote the ability of the civil servants. Ability; the civil servant appointment system can further improve the employment mechanism and enhance the vitality and vitality of the civil servants.

The characteristics of civil servant appointment system assessment [5].The difficulty of appraisal practiceAt present, in addition to the appointment system, there are three forms of appointment of civil servants in my country: selection system, appointment system and examination system. Among them, the selection system is the appointment of civil servants by election, which is mainly applicable to leaders; the appointment system is the method of directly appointing civil servants by the head of the agency, which is applicable to assistants such as assistants who are responsible to the chief executive; the examination system refers to the method of passing an examination To select civil servants. As the basis of the civil service system, the examination and appointment system is currently the most adopted method in our country. The appointment system is based on a fixed-term contract to hire specialized personnel, which is suitable for experts, scholars and scientific personnel with scarce professional skills. Compared with the other three types of appointments, the appointment system mainly addresses the demand for professional talents and embodies the principle of "appointing people on their merits"[6].

2. THE FOCUS OF CONTROVERSY OVER THE APPOINTMENT SYSTEM OF CIVIL SERVANTS IN MY COUNTRY

2.1. The Method of Recruitment is Unscientific

The recruitment procedures of civil servants in my country include: formulating recruitment plans, issuing recruitment announcements, registration, review of qualifications, examinations, assessments, physical examinations, identification of candidates, establishment of legal relationships, probation and so on. According to the "Civil Servants Law of the People's Republic of my country", the appointment system is applicable to some professional posts and auxiliary posts, which refines the appointment system's civil servant position selection, appointment time, process, and how to protect the rights of the appointment system. At present, my country's employment system has not yet formed a fixed model.

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In this template, the "Styles" menu should be used to format your text if needed. Highlight the text you want to designate with a certain style, and then select the appropriate name on the Style menu. The style will adjust your fonts and line spacing. Use italics for emphasis; do not underline. To insert images in Word, position the cursor at the insertion point and either use Insert | Picture | From File or copy the image to the Windows clipboard. Second, the evaluation of civil servants under the appointment system lacks open and transparent scientific evaluation standards. "As long as they don't make particularly serious mistakes, qualification is not a problem" [7].The lack of internal and external supervision in the recruitment process will provide a breeding ground for corruption. . The appointment system will eventually be reduced to a standard of qualifications and a principle of humanism.

2.2. The Assessment Method Is Too Formal

There are two types of assessments for civil servants: daily assessment and annual assessment. If a civil servant is incompetent after two consecutive years of assessment, the appointment and dismissal agency will dismiss it in accordance with relevant regulations. However, the year-end assessment will play the most critical role, and the daily assessment will not be taken seriously, which will greatly reduce the fairness and objectiveness of the assessment. The appraisal mechanism for civil servants under the appointment system lacks quantitative indicators. The working environment of the appointment system of civil servants determines that its evaluation mechanism refers to the appointment system of civil servants. The indicators in the evaluation system are broad and unable to be quantified. Most of the evaluation content is qualitative mode, and effective quantitative indicators cannot be evaluated.

My country's "Civil Servants Law" stipulates that the categories of civil servant positions are divided into categories such as comprehensive management, professional technology, and administrative law enforcement. Article 95 of the law stipulates: "According to the needs of the work, the government agency may implement an appointment system for highly specialized positions and auxiliary positions with the approval of the civil service department at or above the provincial level. In this regard, Zhang Hongwei, an associate professor at the School of Public Administration of Renmin University of China, believes that the appointment system is mainly applicable to professional positions and auxiliary positions[8]. The particularity of the former is that it is highly technical and has fewer applications; the particularity of the latter is that it is not the main body of

civil servants and exists. The reason for the requirement of mobility is more in line with the professional, temporary and small-scale characteristics of the appointment system. "In response to the "zero dismissal" phenomenon of Shenzhen's civil servants under the appointment system, Zhao ting said: "Shenzhen's civil servants' appointment system is very special, and its connotation is different from the general appointment system [9]. In recent years, Shenzhen has included all new civil servants into the appointment system, not limited to highly professional positions and auxiliary positions. This is a demonstration of the pilot reform of the civil service system.

2.3. High Salary Raises Doubts

Many people think that the annual salary of 300,000 yuan is not worth the labor cost corresponding to the work of civil servants. Theoretically speaking, since it is a new attempt and new mechanism for the government to introduce talents, it will show sincerity and attract the high-level talents that the government really needs. The annual salary of 300,000 yuan is not equivalent to the income of civil servants in the general understanding, but includes the professional risks, opportunity costs and even pension expectations of these talents. In addition, negotiated wages can only be implemented for civil servants under the appointment system. This system reflects the principle of classified management. According to the competency characteristics and importance of the position, the two parties negotiate the salary and other benefits of the civil servants under the appointment system. The basis of the negotiation is mainly the characteristics of the position [10]. At the same time, it refers to the market salary level of the personnel in similar industries and similar positions, and proposes the position reference salary level. The final salary is determined by the two parties through negotiation.

3. THOUGHTS ON THE DISPUTES OVER MY COUNTRY'S CIVIL SERVICE SYSTEM

3.1. Clarify Recruitment Methods

The traditional civil servant recruitment procedures are relatively strict, adopting open examinations, equal competition, and merit-based admission, while the employment system of civil servants is relatively flexible. Article 96 of the "Civil Servants Law" stipulates: "The agency may refer to the civil service examination and recruitment procedures for public recruitment, or directly select and hire from qualified personnel." The agency can adopt two methods to select suitable candidates: 1. One is open recruitment, and the other is direct recruitment. Open recruitment is conducted in accordance with the procedures of civil

servant examination and recruitment: direct selection is to directly sign employment contracts with qualified personnel. In hiring civil servants, agencies should also break through the current flaws in the content and methods of examinations and the appointment system in the public recruitment methods.

The recruitment of civil servants under the appointment system should design different examination questions for different positions, and select talents that meet the requirements in a targeted manner. At the same time, the direct selection and appointment of civil servants should be open and transparent. In addition, when recruiting civil servants under the appointment system, open recruitment should be used in principle. Only when the requirements for professional skills are high or suitable talents cannot be recruited through open recruitment, the provincial department has reviewed and approved it [11]. In order to be able to adopt the direct selection method to hire civil servants. In addition to the above, attention should be paid to the diversification of assessment subjects and the diversification of assessment methods to achieve quantitative assessment.

On the one hand, focus on diversification of assessment methods. Methods such as target assessment method and scale analysis method should be introduced into the assessment system, and data should be used to measure the work results of appointment system civil servants to realize the quantification of assessment methods; on the other hand, focus on the diversification of assessment subjects. The assessment committee is composed of personnel departments, unit leaders and colleagues, external experts and scholars, and work service objects, and comprehensively listens to internal and external opinions, and realizes the scientific and fairness of the assessment results. In this way, the combination of dynamic evaluation and static evaluation, qualitative and quantitative, can comprehensively and objectively evaluate the performance of civil servants under the appointment system.

3.2. The Assessment Procedure Is Open and Transparent

The fairness of the hiring process is a key step in the implementation of the appointment system for civil servants. The recruitment procedure for civil servants under the appointment system should include the steps of publicly publishing recruitment information, registration, qualification review, written examination, interview, and physical examination. The recruitment process must be carried out in strict accordance with the procedures. At the same time, in order to ensure the fairness and justice of recruitment, a special supervision agency should be set up to comprehensively supervise the entire recruitment process [12]. It is necessary to standardize and apply the examination process to the recruitment process of civil servants under the appointment system, introduce all

selection links to third-party agencies, and ensure fair recruitment through a fair and reasonable selection process. Regarding how to ensure fairness in the process of recruiting civil servants, Wang Jingbo, deputy dean of the Law and Government Research Institute of China University of Political Science and Law, believes: "In order to prevent unfair selection, we should strengthen the selection conditions and the openness of the selection process, and supervision is also very important."

In the recruitment process, modern human resource evaluation technology is introduced, mainly to test the ability and psychological quality, taking into account the construction requirements of the core competence of high-level civil servants, and forming more detailed test results and analysis reports. Under the influence of the appointment system for civil servants, the majority of cadres and the masses are highly motivated to work as entrepreneurs, which makes the leading cadres of the party and government gradually become highly qualified and professional. The appointment system implemented by the government is a major change in the government's employment system. The practice of the appointment system has opened up a smooth and legal channel for the government to attract outstanding professionals, and the government can also use auxiliary and operational personnel more flexibly.

3.3. Establish a Corresponding Salary Mechanism

From the perspective of various regions of the country, the salary of civil servants under the appointment system varies greatly due to different positions. For example, the Gui'an New District Planning and Construction Administration of Guizhou Province will openly recruit 2 civil servants under the appointment system from across the country, and the annual salary system will be implemented for 2 civil servants under the appointment system, with an annual salary of 350,000/person/year (before tax), and enjoy housing subsidies, medical subsidies, etc. . The remuneration package of civil servants under the appointment system is stated as "The hiring agency shall, based on the position of appointment, comprehensively consider factors such as the salary level of similar personnel in the market and other public servants of the unit, propose the salary limit required for the appointment position, and report it to the human resources, social security, and financial departments at the same level. Approved." [13]Chen xi, a professor at the Central China Normal University, said that the salary of civil servants under the appointment system is also borne by the state. The salary should be comprehensively considered in the salary level of other civil servants in the region and the unit, and there should be no too large disparity, and the stability of the civil servants should be ensured. "In addition, the level of economic development in the region must be considered.

There must be a difference between economically developed and underdeveloped regions. Although there are no strict standards at the national level, local governments must be cautious when determining the salary of civil servants under the appointment system. Comprehensive evaluation of decision-making." Wang Yukai said.

Due to the special nature of the work of civil servants under the appointment system, the government should not unilaterally consider the remuneration package for the appointment system for civil servants, but should attach more importance to the role of high-quality professionals in improving the efficiency of administrative management services. Government departments should combine the characteristics of such civil servants and formulate a matching incentive system. Although there are only a few civil servants under the appointment system, it is also necessary to establish related salary mechanisms, evaluation systems, and training courses.

AUTHORS' CONTRIBUTIONS

I used the method of reading a lot of literature to study the employment system of civil servants. The appointment system of civil servants refers to the sum of a set of systems in which the government directly hires and manages civil servants from the society. The "Civil Servants Law" stipulates that the appointment system for civil servants means that the state organs shall, according to work needs, be approved by the civil servants department at or above the provincial level, in accordance with the principles of equality, voluntariness, and consensus for highly professional and auxiliary positions that do not involve state secrets. The form of appointment of civil servants hired by contract. The smooth operation of the appointment system for civil servants is not only conducive to optimizing the structure of the civil servants and absorbing high-quality professional talents, but also conducive to improving government performance and building a service-oriented government that satisfies people. Due to the many restrictions with the traditional cadre personnel management system and the civil service system, some problems have arisen in the actual operation of the civil service appointment system.

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The appointment system for civil servants has injected vitality into the current civil servant management system. The current civil servant management system is basically a lifelong system and lacks a scientific and reasonable exit mechanism. Once a civil servant is hired, there is no way to determine the reason, without going through legal procedures, and not to be dismissed. Although my country's civil service law also clearly stipulates the withdrawal conditions of civil

servants, as long as there is no major fault in the work, very few civil servants will be dismissed. Due to the lack of flexibility in the management system, the ability to enter but not exit, the ability to go up but not down, and the lack of effective incentives and rigid constraints, to a certain extent the enthusiasm of the civil servant group is inhibited.

As an important part of the civil service system, the establishment of its legal status is not only conducive to improving the structure of the civil servants, improving the overall quality of the civil servants, and better promoting the reform of my country's cadre and personnel system, but also the selection and appointment of civil servants in my country. The change in the direction of the cadre is conducive to breaking the lifelong system of the cadre team in the past, promoting the promotion and demotion of cadres, and fully and accurately implementing the openness, democracy, competition, and selection of the best in cadre work.

At present, the civil servant employment system is still in the exploratory stage, and there are still shortcomings in many aspects, and it needs to be promoted and improved step by step in different aspects.

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