# The Public Administration and Comprehensive Reform of Xi Jin Ping- building a Human Resources Model— Multivariate Linear Regression Method Based on SPSS

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**Abstract**

This article takes the China Postal Savings Talent Model database in the context of characteristic socialism as a sample, adopts the multivariate linear regression method to establish a model, and observes the multivariate linear regression relationship. The research results show that it is necessary to start from studying Xi Jinping's public management policies and different human resource management models at home and abroad, focus on various factors affecting human resources, reveal the nature and operating laws of human resource management models, and construct this paper. Based on the research of predecessors, the concept of "platform" of human resource management model is proposed. The author believes that "platform" is the cornerstone of human resource management. Only by consolidating this cornerstone can there be greater breakthroughs in human resource management. The second is to find "test fields" for research objects and model operations so that we can verify the arguments we put forward. Postal enterprises are currently in a period of major adjustment and transformation. This has created conditions and opportunities for Xiamen Post Office to re-integrate and streamline the human resource management system and improve the level of human resource management. This provides a broad research space and rich research materials for authors with the dual identities of enterprise human resource practitioners and human resource management researchers.

***Keywords:*** *The public administration and comprehensive reform; human resources model;—Multiple Linear Regression*

## 1.INTRODUCTION

The concept of shared development is an important guiding ideology established by Xi Jinping for the development of socialism with Chinese characteristics. This ideology is based on China's own national conditions and national aspirations, and integrates rich connotations such as the great rejuvenation of the Chinese nation and the Chinese dream, reflecting the extraordinary vision and mind of General Secretary Xi Jinping. However, this thought is not only an accurate pulse of the cause of the construction of socialism with Chinese characteristics, it also objectively provides useful inspiration for the future development of the entire world and all mankind. Xi Jinping has combined the concept of shared development with global development, advocated the establishment of a global community of human destiny, and promoted countries around the world to work together in the development process to promote a win-win situation.

In the context of characteristic socialism and the context of public management policies proposed by President Xi Jinping, the development of enterprises urgently needs a good model. A good model can make an enterprise dynamic, creative and successful in business, but it does not mean that with the evolution and development of nature, a good model will be obtained. We have seen that many enterprises have low efficiency and even bankruptcy due to model defects, which shows that enterprises need something that can maintain production and development. "The theory of economic growth regards the system as an endogenous variable of economic growth." And what is the role of the model for an organization? After all, what is the pattern? The model is a kind of incentive structure and

an incentive system. A good model should be able to motivate people to use their creativity, improve their production efficiency, and effectively use high technology. Since the model is also a kind of system, we infer that the model can also be used as an endogenous variable for enterprise development. Therefore, it can be said that the core role of the model is to make enterprises more competitive and achieve greater success. So how does this model reflect the role of postal enterprises when it is introduced into postal enterprises?

## 2. MANUSCRIPT PREPARATION

In 1998, the postal and telecommunications industry underwent a major reorganization, and the postal service, as a public enterprise unit, was pushed to the historical stage by itself. As a monopoly enterprise, the postal service is facing various changes: the adjustment of institutions, the shrinking of traditional businesses, the increase in market competition pressure, etc., These issues are all placed in front of the managers. How to grasp the pulse of postal enterprise development in the context of socialism with the characteristics of the new era and the public management policies proposed by President Xi Jinping is an important issue facing managers, especially for labor-intensive enterprises. Human factors cannot be ignored. Chinese scholars have not done much research on the special industry of postal services, and even less on the human resources of this industry. Obviously, the research on human resources in this field is a very challenging topic. At present, domestic research in this field is still in the exploration stage. Through the strategic positioning of the human resource management system of Xiamen Post Office, this research adopts methods such as investigation and analysis, optimization of organizational structure, job analysis and description, and job evaluation to initially build a human resource management platform. On this basis, a qualitative leap in postal personnel work has been achieved: from the labor and personnel management model under the planned economy to the human resource management model that matches the market economy and modern enterprise system, from single, static personnel management to reasonable and scientific dynamic management of human resources.

### 2.1. Put forward a new global governance concept of "discussing, building and sharing"

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Jinping. However, this thought is not only an accurate pulse of the cause of the construction of socialism with Chinese characteristics, it also objectively provides useful inspiration for the future development of the entire world and all mankind. Xi Jinping has combined the concept of shared development with global development, advocated the establishment of a global community of human destiny, and promoted countries around the world to work together in the development process to promote a win-win situation. In October 2015, when Xi Jinping presided over the 27th Collective Study of the 18th Politburo of the Central Committee, he pointed out that "it is necessary to promote the innovation and development of the concept of global governance" and "promote the concept of global governance that is shared by consultation and construction." It clearly puts forward the idea of global governance of "discussing, building together, and sharing". Transcend the concept of shared development from China's own layout, and provide valuable ideological resources for current global economic and political exchanges. As the second largest country in the world economy, China should take the initiative to assume its due responsibilities and demeanor on the world political and economic stage. In his speech to the United Nations on September 28, 2015, Xi Jinping said: "Peace, development, fairness, justice, democracy, and freedom are the common values of all mankind and the lofty goals of the United Nations. The goal is far from complete, and we still have to work hard. In today's world, all countries are interdependent and united in solidarity. We must inherit and carry forward the purposes and principles of the Charter of the United Nations, build a new type of international relations with win-win cooperation as the core, and build a community of human destiny"[1].

### 2.2. Promote "two simultaneous" growth and strengthen the economic foundation for shared development

Strengthening the economic foundation is a prerequisite for realizing the concept of shared development. We must strive to promote "two simultaneous" growth, that is, "the income level of urban and rural residents is synchronized with economic growth, and the remuneration of workers is synchronized with the increase of productivity." Maintain efficient production capacity in the production link, create more material products, and realize the simultaneous growth of the total economy and national income; in the process of wealth distribution, it is necessary to increase the proportion of residents' income and increase people's income in order to improve people's sense of acquisition. To this end, we must deepen reforms in an all-round way and expand the shared cake. To share the "cake", we must first build the "cake" together. To share the cake better, we must make

the cake bigger and stronger. All this depends on the continuously improving level of social productivity. Facing socialist China with a huge population base, it is not easy to expand the shared "cake" and share the "cake" rationally. We believe that the first is to make the shared cake bigger through the active efforts of all the people. Give full play to the creativity and initiative of the majority of the people, continue to promote the development of productive forces, create richer material products, and continuously make the "cake" of economic foundation bigger. The second is to follow the principle of fairness and divide the larger and larger "cakes". Every member has the right to share this cake fairly and satisfactorily, and the people's sense of acquisition has been improved. Therefore, Xi Jinping emphasized that we should further deepen reforms, increase socialist social productivity, and strengthen the material foundation for shared development. We must be prepared for long-term efforts. Even if we encounter resistance, we must go against the current and carry out reforms to the end., "Reform and opening up are only in progress, not completed. "[2] "No matter how difficult the reform is, we must move forward." [3]

### 2.3. Human resource management model

Operating characteristics of the human resource model. Looking at the development of human resource management theory, the human resource management model also shows the characteristics of stage, timeliness, initiative and continuity in the development process—Phased.

The development of HRMM is accompanied by the emergence of enterprises, the development of enterprises, and the demise of enterprises. According to the development stage of the enterprise, HRMM can be divided into the following stages (see Figure 1):
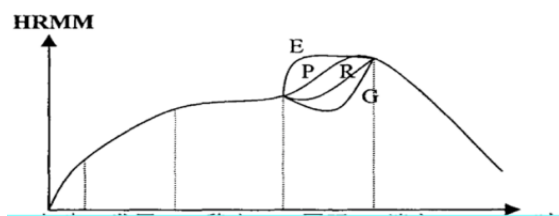


**Figure 1:** H RMM operating mode.

### 2.3.1. Review of China's Human Resource Management Model

With the deepening of my country's reform and opening up, the concept of human resources has been generally recognized by people, and people's freedom of thought, concept, and behavior has been greatly respected[6]. People's thoughts and concepts have become active and their behaviors have become open. This is a liberation of human nature itself and a true

manifestation of respect for human rights. People are looking for an opportunity to show themselves, and the large social environment does provide people with such an opportunity[4]. However, due to the inertia of tradition, people still haven't been able to completely get rid of some old habits. According to a series of human resource management methods currently implemented by different types of domestic enterprises, we can also infer the characteristics of various existing human resource management models of domestic enterprises: 1) traditional agricultural civilization is the dominant; 2) extensive division of labor; 3) management lacks flexibility; 4) Low staff quality.

Lin Zeyan said in the article "Two kinds of Enterprises, two destinies, one by one on the two typical models of human Resource management in Chinese Enterprises" published in the journal "Human Resource Development" in 1999 that although "employees are an accessory, the self-centered and irrational family management" model cannot be regarded as human resource management in the true sense, but to some extent it also reveals the changes in the human resource management model of Chinese enterprises: gradually shift to a "people-centered, rational team management" model[5]. At present, some companies with relatively mature conditions have indeed implemented the so-called "Chinese characteristics" human resource management model, and have achieved considerable success.

### 2.3.2. Mathematical principles of multivariate regression analysis

In real life, it is necessary to statistically divide a dependent variable

When analyzing, there is often more than one independent variable that affects the dependent variable. When it is necessary to consider the relationship between the k independent variables X1, X2, X3..., XK and the dependent variable y, establish a regression equation:

$$y_i = b_0 + b_1 x_{i1} + b_2 x_{i2} + \cdots + b_k x_{ik} + u_i \qquad (1)$$

In the equation: b0, b1,..., bk are the regression coefficients to be estimated; i = 1, 2,..., n (n is the sample size); ui is the random error.

$$Y = \begin{bmatrix} y_1 \\ y_2 \\ \vdots \\ y_i \end{bmatrix} \qquad X = \begin{bmatrix} 1 & \cdots & x_{1k} \\ \vdots & \ddots & \vdots \\ 1 & \cdots & x_{ik} \end{bmatrix}$$

$$B = \begin{bmatrix} b_0 \\ b_1 \\ \vdots \\ b_k \end{bmatrix} \qquad u = \begin{bmatrix} u_1 \\ u_2 \\ \vdots \\ u_i \end{bmatrix}$$

Assuming that the overall random error distribution N $(0, \sigma^2)$ is distributed and independent of each other, $b_0$, $b_1$,..., and $b_k$ can be estimated by the least squares method under the observed samples of X and Y. The regression equation can be written in the form of a matrix:

The multivariate linear regression model represented by the matrix is: $Y = XB + u$ (2)

Where: Y is the vector of observed values; B is the parameter vector; X is the constant. Number vector; u is a random error vector.

### 2.3.3. Introduction to SPSS

SPSS is currently one of the most popular statistical software in the world and is widely used in various fields of social sciences and natural sciences. The basic functions of SPSS include data management, statistical analysis, chart analysis, and output management. Its basic functions mainly include more than a dozen categories such as descriptive statistics, correlation analysis, regression analysis, clustering analysis, and time series analysis. It has the characteristics of simple operation, easy operation, powerful functions, comprehensive data interface, flexible combination of functional modules, and strong pertinence.

### 2.3.4. Analysis of human resource management model based on the SPSS during the transition period of Chinese State—owned Enterprises and Postal Savings

This part will propose the HRMM for this period based on the characteristics of the transition period of postal enterprises. This model organically combines management methods and management mechanisms to form a unified mode of operation. However, it must be noted that this model is also based on the human resource management platform for operation, and the construction of the "platform" will not be repeated. In Chapter 1, an example analysis of the construction of the "platform" will be carried out specifically.

The dominant model of enterprise HRMM can be expressed as a function of several elements. Together, they determine the level of the enterprise's entire human resource management model and whether it can be adapted to the overall management of the enterprise. In addition, the size of the enterprise, the asset structure, the market competitiveness of the enterprise, and the number of employees all directly or indirectly affect the HRMM of the enterprise to a greater or lesser extent.

1. Proposal of elements

According to the needs of HRMM research, we extracted 6 elements from the questionnaire (Table 1). We believe that there are six elements such as employee quality (K), matching degree (F), diversity of incentives, satisfaction, training, and policies for building the leading sub-model of HRMM of postal enterprises. These elements are a synthesis of the various contents of the questionnaire, and the selection of them is based on certain principles.:

(1) Comprehensively summarize all aspects of HRMM. These six elements are used by postal enterprises in Fujian Province and Yunnan Province, where there are relatively large geographical and economic gaps, and they are comparable and persuasive. Moreover, these six aspects are also the first problems that postal enterprises must solve when establishing a modern human resource management model.

(2) The focus of the allocation of elements tends to focus on employees and the relationship between employees and the enterprise, especially flexible management. As we all know, an excellent corporate culture is the spiritual pillar that an enterprise can support and turn defeat into victory for a long time, even in times of difficulties. From the perspective of corporate efficiency analysis, corporate culture is a culture of efficiency and a "soft instruction" in enterprise management. As a century-old enterprise, the postal enterprise has been deeply rooted in the hearts of the people as a green symbol, and it has also been recognized and accepted by the world. The charm of "green" makes most employees of the company, when it comes to the company, have a sense of honor and pride. During the interview, we found that some employees can love their own company, unconsciously integrate themselves with the company at work, regardless of personal gains and losses, consciously and voluntarily work overtime and talk about dedication. All this is the result of being influenced by a good corporate culture. Therefore, when building HRMM, there will be no so-called incomplete corporate culture.

**Table 1:** Element design standard.

| Feature name | Code name | Element standard |
| --- | --- | --- |
| Staff quality | KNOWLEV | The higher the cultural level of |

| | | employees |
|---|---|---|
| Matching degree | FIT | The degree of matching of employee abilities and positions |
| Diversity of incentives | INCENTIVE | Reflectemployees' satisfaction with their jobs |
| Satisfaction | SATIS | Reflect the company's regular training system |
| Training | TRAIN | Reflect the company's regular training system |
| policy | POLICY | Degree of completeness of corporate policies |

### 2.3.5. Staff quality

When the World Bank recently re-measured the country's wealth, it added a new standard, that is, the quality of human resources. Therefore, the quality of the overall human resources will determine the rise and fall of an enterprise and even a country. In the process of operation and management of an enterprise, it is necessary to accurately understand and analyze the quality structure of employees in a timely manner. The quality structure of employees is the basic starting point for formulating various training programs for enterprises.

**Table 2:** Age distribution

| Age group | 25 years old | 25-35 | 35-45 | 45-55 | Over 55 years old |
|---|---|---|---|---|---|
| Organs and units of Fujian Province | 4.5% | 45.05% | 22.52% | 22.52% | 5.41% |
| Yunnan Provincial Authorities | 9.02% | 37.7% | 20.49% | 22.13% | 10.66% |
| Xiamen Post Office | 34.56% | 46.79% | 14.98% | 3.67% | 0 |
| Kunming Post Office | 11.65% | 44.34% | 29.69% | 12.14% | 2.18% |

### 3.CONCLUSIONS

Through the use of multiple linear regression methods to establish a model, observe the observation of multiple linear regression relationships in the transition

period database of characteristic socialist postal savings. On this basis, the work of postal personnel has achieved a qualitative leap: the transformation from the labor and personnel management model of the planned economy to the human resource management model corresponding to the market economy and the modern enterprise system has been successfully completed.

### ACKNOWLEDGEMENTS

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