China's Civil Service Examination in the Post-Epidemic Era Status, Problems and Optimization Strategies of the Interview Hiring Process

Based on AGIL model analysis

Xiaoting Zhao[1, *]

[1] School of Law and Humanities, China University of Mining & Technology, Beijing

*15720252079@163.com

Abstract. From a sociological perspective, we analyze the current situation of China's civil service examination interviewing process in the post-epidemic era by using sociologist Parsons' AGIL model, and point out that the current Chinese civil service examination interviewing process has encountered difficulties in the four major functions of adaptation, goal achievement, integration and model maintenance. The way out of the dilemma lies in constructing the adaptive function of pre-determined activity within the interviewing process, the directional guidance. It is also a dynamic coupling integration function, and an effective and sustainable mode maintenance function within the interviewing process. The coupling and coordination of these four functional subsystems to jointly establish and maintain the active quality of the interviewing process of the Chinese civil service examination.

Keywords: post-epidemic era; Chinese civil service interviewing and hiring process; AGIL model.

1   Introduction

In early 2020, a sudden new crown epidemic swept the country, bringing unprecedented impact on China's economic development. In the post-epidemic era, China's economic development growth slowed down and the employment situation was complicated and severe. The career advantages of high stability and benefits of civil servants and the lenient settlement policy have led to a new level of enthusiasm among employed people to apply for civil service.[1] The number of participants in civil service examinations has been increasing year by year in recent years. In recent years, the number of participants in civil service examinations has been increasing year by year, and the procedure of civil service examinations has shown a trend of standardization and transparency, however, there are still many problems in the current civil service interview process [2] However, there are still many problems in the current civil service interview process. Based on the AGIL model, this paper analyzes the real dilemma of the development of

China's civil service interviewing and hiring process and proposes optimization strategies for China's civil service interviewing and hiring process in the post-epidemic era in order to improve China's civil service examination and hiring system.

2   A brief overview of the basic civil service interview and hiring process in China in the post-epidemic era

China's civil service interview admission procedure has made great achievements through continuous practical exploration, but there are still certain problems, mainly due to two reasons: First, due to the short time of establishment and rapid development, China's civil service interview admission system is still in the primary stage; second, in the post-epidemic era, the employment situation is severe social background, the civil service position with stable work and excellent benefits has become the first choice of many employed people. The supply exceeds the demand, and there are a series of problems such as imperfect interview procedures and lack of fairness in the admission process.

The AGIL model is a dynamic analysis model proposed by sociologist Parsons, which is often used to analyze the structural state and functional performance of a social action system, stating that as a social action system, it should meet four basic requirements, such as adaptation, goal attainment, integration and pattern maintenance, in order to fully realize the system's function, solve the prerequisites, direction, coordination and continuity problems in the action system, and thus maintain the proper stability of the system. coordination and continuity, and thus maintain the stability of the system.[3] In the AGIL model, the social action system is a system of social action. In the AGIL model, the social action system has both internal and external functional requirements: its relationship with the environment and its own internal organizational relationships. The function of the civil service interview hiring process is subject to the combined influence and constraints of the external environment of examiners, interview rules, government, and society, and the internal needs of the candidates themselves. The civil service interview and hiring process should adapt the assessment content to the characteristics and organization of the civil service recruitment system in the post-epidemic era; it should clarify the hiring objectives to ensure that the civil service interview and hiring process has a clear direction of force; it should coordinate and unify the various elements involved in the civil service interview and hiring process to achieve coupling and efficiency in the operation of the process within the system; it should promote a fair, just and open assessment and hiring culture, formulate relevant evaluation system and regulations, and strengthen supervision and management.[4] In summary, the AGIL model can help to improve the efficiency of the interview process. In summary, the AGIL model helps to grasp the problems in the four functions of adaptation, goal attainment, integration and dimensional model of the civil service interviewing and hiring process in China as a whole, and explain the rationality of the structural factors that constitute these functions, so as to promote long-term development by adjusting the system structure.

3   Analysis of the dilemma of the interview and recruitment process of Chinese civil servants in the post-epidemic era

3.1   The dilemma of adaptation function

The adaptive function emphasizes the ability of the social action system to adapt to the external environment; it includes the ability of the system to respond to the constraints and pressures of the external environment and to exert subjective initiative to ensure the system's benign operation. In the post-epidemic era, civil service interviewing and hiring procedures have failed to effectively adjust to changes in the social environment. Under the premise of responding to the normalization policy of epidemic prevention and control, the civil service interview assessment in many regions was changed to online, and candidates operated in the form of mostly double-machine monitoring to minimize the possibility of cheating, but there were still irregularities such as leaking questions in the same examination room, which caused a certain impact on the fairness of the interview assessment process; secondly, candidates' answers were seriously templated[5] The second is the serious templating of candidates' answers. In recent years, the number of training institutions and books on interview techniques for civil service examinations has increased, and the number of candidates who improve their interview scores through collective training and template excerpts has increased, and the candidates' answers are seriously templated, which is contrary to the original purpose of examining comprehensive ability and cannot meet the actual ability assessment requirements of civil servants in the new era.

3.2   The dilemma of goal achievement function

The goal-achieving function emphasizes that the social action system first sets clear goals and then actively coordinates and operates the various functional structures within the system to achieve the set goals. In the post-epidemic era, there is a phenomenon of goal replacement in the Chinese civil service interviewing and hiring process. Goal replacement refers to the inversion of goal system and goal means in the process of goal achievement, which is manifested by the core goals being replaced by secondary goals, means becoming goals, etc. [6] It is well known that no matter what form of examinations are conducted, it is not possible to achieve the goal of the examination. As we all know, no matter what form of examination, the ultimate purpose is to select talents, and the examination is only a means or an instrument. At present, in China's civil service recruitment practice, the written test plus interview recruitment procedure has become the main way of civil service examination and recruitment. In most cases, civil service organs at all levels do not in fact have a choice of hiring methods other than examinations.

3.3   The dilemma of integrating functions

The integration function emphasizes the maintenance of harmonious relationships among the sub elements within the social behavior system, proper arrangement and combination, adjustment and control, in order to keep the system consistent and synergistic, and achieve the coordination and balance of the whole system. The civil service interviewing and hiring process should be coordinated and coherent with all related resources to form an overall coupling force. In the post-epidemic era, the resource integration function of China's civil service interviewing and hiring procedures still needs to be improved: First, it is not strongly targeted. "The nature, size of responsibilities, complexity and difficulty of tasks vary among different levels and categories of civil service positions, but the current process of interviewing and hiring procedures for civil servants in China has such prominent problems as rough classification and grading, especially in the unified interview examination mode, which is becoming increasingly Uniformity [7] Second, the effectiveness needs to be improved. The current Chinese civil service interview process has high reliability and validity in general, but there is also a large room for optimization, especially in the absence of specific classification and grading of the corresponding measurement standards, the single interview results are relatively low for the evaluation of the actual work efficiency of the hired personnel; third, professionalism needs to be strengthened. In the actual interview assessment process, the scoring standards of examiners are inconsistent in their grasp of the scale and are prone to greater subjective arbitrariness. Therefore, Chinese civil service interviewing and hiring procedures need to be functionally integrated in terms of professional theory, technical research, professional talent training and professional talent team building

3.4   The dilemma of model maintenance function

The development of social media platforms makes the end of each user's participation experience behavior not the end, but the starting point of another user's participation experience behavior. Therefore, government departments should guide users to take the initiative to share their learning perceptions and experience of ICH skills, which is better than the official's own short video dissemination, which is why the video of a certain ICH learning experience of users' online platforms tends to gain more attention. Unfortunately, most of the ICH information released by official platforms generally has the problems of single content and single means of interaction. Even if a user releases an experience of ICH skills with a high number of views, the official platform lacks attention and does not interact with it in time, nor does it encourage fans and users to share, comment, and forward, and the overall means of dissemination only stops at content release, and secondary The overall means of dissemination is only content publication, and secondary dissemination is not yet effective.[7] The overall means of communication is only content release, and secondary communication is not yet effective.

The model maintenance function emphasizes that under a series of guarantee conditions such as system, culture and norms, it ensures that the social behavior system can

maintain the balance and stability under the original model in an orderly and standardized manner, and eliminate undesirable behaviors that are not conducive to the maintenance and development of the system. In the post-epidemic era, the supervision and guarantee level of civil service interview and recruitment process needs to be improved: on the one hand, it is reflected in the supervision mechanism. At this stage, the supervision mechanism of civil service recruitment process is clearly stipulated in the Civil Service Recruitment Regulations (for trial implementation), but there is a lack of comprehensive supervision mechanism in the actual interview and recruitment, which affects the fairness and effectiveness of the interview. [8] The interviewing process is clearly defined in the Civil Service Recruitment Regulations. At present, civil service interview exams invite NPC deputies, CPPCC members, and democratic party members as supervisors, and the effectiveness of such supervision depends on the supervisors' own quality and self-awareness, and lacks standardized management norms and accountability systems. On the other hand, it is related to management measures. In the post-epidemic era, examination center management is still dominated by manual operations, and there are many loopholes. With the progress of information technology, many operations can be replaced by machines instead of manual labor, but the current examination room management is restricted by the conditions of the examination room, and cannot all realize information technology [9].

4   Optimization Strategies of Chinese Civil Servants' Interview Hiring Process in the Post-Epidemic Era

4.1   Enhanced active adaptation function

Adaptation is a prerequisite for the survival of an action system. In other words, only when the action system has the ability to adapt to the needs of the external environment can it obtain the corresponding resources for survival. The formulation of special regulations for civil service interviews, so that disciplinary violations in the interview process can be handled in accordance with the law, is the fundamental solution to the problem of discipline in the post-epidemic era of China's civil service interviews and recruitment examinations. In case of serious disciplinary violations in the interview, once found, a lifetime ban will be imposed. [10] Secondly, establish a screening system for the examination question bank, improve the structured interview questions, ensure the quality of interview questions, reduce the repetition rate of examination questions, and combine the characteristics of the post-epidemic era to bring structured interview questions that are in line with the current national policy into the examination room. Also do a good job of alternative question bank, so that once the intermediate links lead to the leakage of interview questions, the questions can be replaced temporarily.

4.2   Clearly directed target functions

The goal attainment function is the process by which the action system defines its own development goals in accordance with the needs of the internal and external environment. This function indicates the direction of the action system and plays a guarantee role in the whole action system. In the post-epidemic era, as the social environment changes and China's administrative reform deepens, the quality and ability requirements for civil servants are correspondingly raised, and the selection of virtuous people becomes the core goal of the civil service interview and recruitment assessment, which requires that the civil service interview and recruitment process must combine the characteristics of the times and optimize and innovate the civil service interview and recruitment assessment in a timely manner according to the employment needs of civil service organs. "To improve the scientific level of the examination and assessment, we must implement the classification and grading examination and assessment, to focus on the characteristics of different categories of level civil servants, grasp their respective growth laws, to achieve a reasonable allocation of civil service talent resources and promote the career development of civil servants."[11] The focus of constructing civil service classification and grading assessment system is to improve the classification and grading system of civil service positions, refine and grasp the employment characteristics and employment standards of civil service organs at all levels in China, determine the quality requirements and ability elements of the required personnel, construct measurement models, and form an examination-based, combined examination and test, targeted and effective civil service The assessment system of classification and grading for recruitment.

4.3   Integration function of dynamic coupling

Integration function means that the system resolves conflicts and contradictions within and between systems by constructing its own structure and rationally allocating existing resources to achieve a virtuous cycle of the whole action system. In the post-epidemic era, the ways to improve the resource integration function of civil service interview and recruitment procedures include: optimizing the current civil service recruitment examinations, increasing the ability testing, forming a set of examination evaluation standards and systems with strong scientificity, fairness and objectivity; strengthening the organization and analysis of basic information and data, conducting scientific analysis of test questions, and improving the credibility and validity of civil service examinations; increasing the expert team The government should strengthen the management of the examiner team, formulate relevant laws and regulations, and improve the supervision mechanism for examiners. [12] The government should strengthen the research on civil service recruitment examinations, follow the new development and new situation of international civil service examinations, optimize the relatively mature civil service interview recruitment procedures, study the framework of Chinese civil service interview recruitment procedures in the post-epidemic era, update the test assessment techniques, enrich and deepen the ability assessment elements, and strive to improve the relevance and effectiveness of interviews.

5   Conclusion

The development of the civil service interview and admission process is a systemic project, and its emergence and existence are bound to interact with the reform of China's civil service system and the development of China's administrative management system in terms of adaptation, objectives, integration, and dimensional model, and in practice, it fits in with the AGIL model. In the post-epidemic era, in the process of deepening the reform of China's administrative system, the reform of civil service interview and recruitment procedures has become a pioneering project. Improving the civil service interview hiring process, ensuring maximum scientific and fair consideration in the interview process, and enhancing the authority of the civil service workforce are topics that scholars need to focus on.

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