

Discussion of Government Behavior Problem in Human Resources Market

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Abstract. With social and economic development and the arrival of integration of world economy, human resources play a vital role. As socialist market economy system was established and developed, human resources start to flow and allocate freely through the market. However, the government still bears the responsibility of regulating and supervising human resources market. On this basis, this paper mainly discusses government behavior problem in human resources market.

Introduction

Human resources market as a means of resource allocation has both positive and negative effects. To give play to its positive effects, transform and restrict its negative effects, it is absolutely necessary for the government to intervene in and regulate the market from general interest. In current historical background, government sector undertakes human resource work. Thus, working mechanism for human working mechanism by the market is still not established in human resources market.

Overview of human resources market and government behavior

Concept of human resources market

In a broad sense, human resources market is labor market. It is an essential core component of production factor market. It provides corresponding space and platform for transferring labor force use right. Both parties of labor force achieve human resource allocation through equal negotiation and two-way selection. After China established development of socialist market economy system in the 14th plenary meeting, the era when the government arranged labor force ended. Then, labor market speeded up to construct. Through the development for more than 20 years, human resources market has taken initial shape. Personnel recruitment, selection, training, labor level assessment and authentication, salary management, labor relation adjustment as well as even flow and management of transnational human resources can be completed through human resources market.

Concept of government behavior

Government behavior is a behavioral pattern of national administrative department for regulating and managing nationwide political thought, economic lifeline, cultural transmission, social influence and its own work. The implementation of such behavior is usually based on laws and regulations. So, government behavior may generate certain legal consequences. It is a means for national administrative department to manage and regulate human resources market. It mainly involves the following: (1) the government regulates labor market through government output (including workers' pay, government-leading materials purchasing, transfer payment and local subsidy); (2) the government influences labor market through tax revenue; (3) the government manages labor market through legislation; (4) the government formulates corresponding rules and regulations for labor market (mainly including local minimum wage, local minimum guarantee and association for enterprise workers); (5) the government issues a series of policies for promoting employment.

Positioning government role in human resources market

Government and demand subject of human resources market

Government behavior still occupies an essential position for long-term stable development of human resources market. One of concrete effects of national administrative department on human resources market is that demand subject of human resources must obey management and regulation of national administrative department.

Human resources market and market managers

Government's administrative department also undertakes the role of manager in human resources market. The market must comply with government's macro-direction while spontaneously conducting resource allocation in accordance with market supply and demand. An efficient market system must be supported by the government.

In addition, national government is the manager of society. It must be responsible for constructing and developing human resources market as well as establishing the mechanism to balance supply and demand among departments and between departments and the government so as to guarantee coordination and unification of human resources market and whole social development.

Government behavior problem in human resources market

Imperfect labor law and social security system

China issued the first Labor Law in 1993 and issued Labor Contract Law in 2007. For a long time, the two laws have become legal basis of human resources market operation. The two laws play a significant role in human resources market. However, Social Security Act has always delayed to be issued.

At present, the state adopts the method to downsize staffs and improve efficiency for the enterprises with excessive employees in order to boost overall efficiency. In practical policy implementation process, some problems exist in pension and medical security for unemployed persons. This is mainly because local government sector, employers and staffs have no explicit responsibility assignment for social security funds. This seriously affects further expansion of coverage of social security system.

Currently, the coverage of social security system is very limited in China, while the social responsibility undertaken by government sector is not explicit, either. Social security mainly includes three forms: social insurance, social assistance and social welfare. In recent years, the government has started to social assistance social security system in vast rural areas. However, since China has a large population and limited financial resources, social security level of rural population is very low and cannot reach guarantee and relief level.

Besides, social security integration system has not been established, which increases the cost in trans-regional flow process and goes against effective allocation of human resources.

Ineffective supervision of employers

Recruitment trap

Due to imperfect recruitment system, individual enterprises will deliberately conceal actual conditions of enterprises or workers' working environment as well as remuneration of labor and welfare. Even some enterprises deceive employees to sign some unequal contracts by utilization of their incomprehension of Labor Contract Law.

With continuous development of network technique, online recruitment gradually becomes a mainstream recruitment mode. Thus, the phenomena of internet frauds become more and more, which gives rise to great harm to victims' mind and body.

Some illegal employers just collect relevant training cost to defraud without interview and requirement for education background.

Therefore, relevant departments should enhance supervision of recruitment units and improve normalization and authenticity of enterprise recruitment.

Common occurrence of wage arrears

We can often see workers collectively seek help from the government to claim wages. Ubiquity of such phenomenon reflects imperfect supervision of employers by local government.

Income gap of workers in different industries and departments continuously expands

Market as an effective means of resource allocation. This cannot be denied. Labor market was gradually established in China from 1990s. In terms of workers' remuneration, employers own complete autonomous right. Hence, employers can confirm employees' wages independently according to labor force supply and demand situation as well as their own interest. As a result, workers; income gap become increasingly large. Government's regulation and management in this aspect looks very weak.

Imperfect supervision of workers

Since current society has high requirements for diploma, there are numerous fake diplomas in society.

Related departments through investigations find that the number of fake diploma holders in China exceeds 500000. Improper use of fake diplomas loses individual integrity and even causes it is hard to value real talents. At present, appraisal of enterprise job title depends on individual education background to a large extent. Employees will use fake diplomas and counterfeit personal data to prove their personal abilities in order to gain good job title. Fake diploma making communicated in the form of small advisements further drives people's enthusiasm for fake diploma making.

On the other hand, national punishment measures for fake diplomas are not perfect enough, and the punishment is light. Even if employers find the use of fake diplomas, the employees will be fired at most. Individuals will not suffer great losses.

On this basis, it is badly urgent to establish perfect punishment methods for fake diploma, set up individual credit file and improve citizens' integrity degree. It is also necessary to enhance supervision of fake diploma makers. Once fake diploma makers are found, they must be punished seriously. Only in this way, the number of fake diplomas on the market will further reduce.

Government behavior countermeasures to ensure positive operation of human resources market

Legislation construction of human resources

Nowadays, because the coverage of laws and regulations is not broad enough and not perfect enough, safe and efficient human resources market management operating system fails to form. Hence, the government should accelerate perfection of legislation of human resource market management, summarize actual operation features of China's human resources market, rationally utilize existing laws and regulations and investigate international conventions and default rules in order to speed up legislation construction.

Legislation construction of human resources market contains the following contents: (1) utilization and development of legal protection system and human resource in each place; (2) laws and regulations on labor service input and output, overseas immigrants and other human resources; (3) standardize and perfect laws on managers, laws on technical personnel and laws on national public servants as well as other human resource laws and regulations; (4) perfect and maintain social security act, human resources market order act and anti-unfair competition law etc.; (5) perfect social security act and salary law etc.; (6) perfect procedural law on labor disputes, occupation introduction law and human resources market management law etc.; (7) perfect tax law and public security punishment law etc.; (9) supplement and revise labor law and labor contract law and make them more systematic, independent, comprehensive and fair.

Enhance macroscopic control of government

The state as system and policy maker and issuer, its macroscopic duty is to convoy safe, orderly, scientific, stable and healthy development of human resources market.

In current market economic environment, human resources market must be managed and regulated by the government. It is necessary to start from main work and management functions to create a

good, fair and public policy environment to guarantee stable and permanent operation of human resources market.

Macro-management and regulation functions of government mainly include the following contents:

Firstly, plan, design and develop human resources development objective and accelerate harmonious development of society and economy;

Secondly, summarize and formulate feasible social security and social allocation system;

Thirdly, reasonably standardize and perfect human resources market, strictly supervise and carefully maintain daily operation conditions;

Fourthly, create favorable development environment and growth environment as well as do well infrastructure of human resources market.

The specific task of government's macro-control is to enhance coordination force of human resources market, propose policy strategy to promote development of human resources market, optimize overall structure of human resource system and construct favorable social environment and development atmosphere. In order to ensure control of human resources market, government's administrative department should change the thought, adopt long-distance guidance and indirect management to plan, design and guarantee stable and healthy development of human resource, and carry out professional and systematic planning of team construction and overall structure to team construction features of government's policy, strategy and macro-control.

It is also necessary to perfect rational and effective early warning and supervisory mechanism for human resources, and strengthen government's comprehensive service and social management functions to make sure human resources market has a stable order and healthy operation with high speed.

Enhance behavior norms of subjects of human resources market

Enhance supervision of employers

The employers as one of subjects of human resources market should standardize and regulate their behaviors in human resources market. Employers' laws and regulations should be continuously perfected.

1). Rationally formulate Anti-employment Discrimination Law; required age, nationality, gender, marital status and education background as well as the industries, employers or posts with special requirements could be explicitly indicated. In addition to these, others belong to strict prohibition range.

2). Rationally standardize employers' recruitment advertisements and clearly indicate legal consequences and legal liabilities employers shall undertake after violation of laws and regulations.

3). Enhance supervision force of law-enforcing department. Law-enforcing department should actively check and supervise employers' discrimination behaviors and illegal behaviors, and give serious punishment for violators.

Standardize workers' individual behaviors

Firstly, related departments should pay attention to schools' occupational guidance education, and make workers cognize their behaviors and form self-discipline.

Secondly, individual credit system construction must be accelerated. Several places in China have started to try to establish individual credit file. Shandong has preliminarily prepared personal credit file and investigated the feasibility. Changchun (Jilin Province) is also exploring formulation of personal credit file to create diversified personal credit files.

Conclusions

In conclusion, in current market economic conditions, human resources market is a main means for enterprises to carry out human resource allocation. In human resources market, government behavior is a major factor of improving core competitiveness of enterprises and ensuring scientific and rational development of human resources market. To enhance management and restraint of human resources market, the government can conduct macro-control and comprehensive

management of human resources market management to ensure stable and orderly development of human resources market.

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