

Research on the Human Resource Management of Chinese Public Institutions from the Perspective of Public Management

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Keywords: Public management; public institution; human resource management; problems; countermeasures

Abstract: In the process of development, Chinese public institutions have always paid more attention to human resource management issues. Especially in the context of new public management, the human resource management of public institutions should be strengthened and improved to promote the transformation of human resources of public institutions into economic resources and social resources. When analyzing the human resource management activities of public institutions under the perspective of public management, this paper starts from the influence of public management theory on human resource management of public institutions, and deeply discusses the problems of human resource management of public institutions and development countermeasures.

1. Introduction

The state pays great attention to the development of public institutions and grants certain powers to public institutions so that they can be effective in the fields of scientific research, teaching, literature research, and medical health. The key to determining the effectiveness of public institutions lies in the quality of internal management activities of public institutions, especially in human resource management. Based on this, the managers of public institutions must grasp the development trend of new public management, deepen the research on human resource management issues, and improve the quality of human resource management of public institutions on the basis of continuous practice and summing up experience.

2. Literature Review

Wang Zian points out that institutions was referred to social organizations established by the state, whose main responsibility is to provide corresponding services to society and the masses while managing and supervising social affairs. The particularity of public institutions determines that they have certain public rights and basic duties of serving the people. If the internal control of public institutions is weak, it is easy to have loopholes in the management work, leading to various corruption and malpractice for favoritism and other illegal and irregular phenomena [1]. Zhang Yanbo points out that Strengthening the internal control of public institutions can improve the credibility of public institutions among the people, and it is also conducive to the improvement of the work quality and efficiency of public institutions. public institutions must fully understand the problems and deficiencies in internal control, adopt effective strategies to improve the quality of internal control and the service capabilities of public institutions, so that public institutions can better serve the people. The public management major has appeared in China for a short time and lacks professional training programs. The development of the public management major is still in the exploratory stage [2]. Li Jing points out that in the process of training public management professionals in China, there are irregular professional settings and inconsistent with social needs. Such issues need to innovate traditional professional management methods, build a reasonable curriculum development system, and continuously improve students' subject quality through the joint development of basic courses and practical courses, so that students can master emergency response capabilities, and learn from foreign advanced talent training models, to improve the quality

of professional personnel training in China's public management [3]. Hu Dengfeng points out that the administrative management of public institutions is related to the work efficiency of the institution and its own development, and directly affects the future development direction of the institution. From the perspective of public management reform, it is necessary to carry out effective reform of the administrative management system of public institutions based on the requirements of the development of the current era and the work content of public institutions, improve the efficiency of public institutions' administrative management work, give full play to the role of administrative management, and realize the reform of public institutions. Good and fast development [4].

3. Methodology

This article analyzes the impact of public management theory on the human resource management of public institutions, and effectively combines the existing problems of human resource management of public institutions in China under the perspective of public management to analyze the reasons for its formation, and finally puts forward the human resources of public institutions under the perspective of public management Solutions to management problems [5].

4. Findings and Analysis

4.1 The impact of public management theory on human resource management of public institutions Impact

Public management theory is a scientific management theory based on macroeconomics and management. When public institutions conduct human resource management, they need to deepen research on new public management theory, and pay attention to cost trading and talent selection management. From this, a series of requirements such as talent training management, human resource development management, salary incentive system management, and performance appraisal management are derived. Institutions need to focus on improving the quality of public services through scientific human resource management activities under the new public theory, improve and update the human resource management system, and uphold the specific principles of human resource management under the public management theory, including taking public service goals as the core , The combination of spiritual incentives and material incentives, the combination of external incentives and internal incentives, the combination of active and passive incentives, etc., to ensure integration into the connotation of public management to adapt to the development trend of the times. In the course of operation, public institutions need to pay attention to the changes in their public functions.

When public functions change, the human resource management activities of public institutions must be adjusted accordingly. Public management theory requires public institutions to adjust their human resource management behaviors according to the changes in their own public functions, so as to reflect the best human resource management status and enable public institutions to provide more high-quality public services [6]. Under the concept of public management, public institutions should coordinate the relationship between various departments, streamline the human resource management model, clarify the responsibilities of human resource management, and avoid the abuse of power by the public sector. When there is a functional change, each department needs to clarify work tasks and simplify or add some human resource management functions.

4.2 The Current Situation of Human Resource Management in Institutions from the Perspective of Public Management

First of all, some public institutions lack a rational understanding of the concept of public management, cannot grasp the essence of human resource management under the concept of public management, and cannot give play to the actual public service value of the institution. Secondly, some public institutions are not very proactive in human resource management, blindly follow traditional management concepts and methods, and lack understanding and application of modern information technology methods, which cannot truly promote the deep integration of modern public

management concepts and human resource management concepts. As a result, the effect of human resource management is not obvious, it is unable to effectively coordinate the internal labor relations of the unit, and it is also unable to provide talent support for the institution to further improve the level of public service. Talent training is an important prerequisite for exerting the value of human resources. In the current human resource management activities of public institutions, most public institutions have the problem of "paying attention to use and neglecting training", and there are problems in the personnel training system and the content of personnel training. problem. For some small-scale and low-level public institutions, the services they provide are relatively basic, the work is less difficult, the workload is small, and the operating funds are limited, so there is a relatively lack of attention to talent training. For large-scale and high-level public institutions, the work difficulty is relatively high and the workload is relatively large, so most of the staff lack the energy to participate in the training work, which leads to the low effectiveness of the training work. In addition, some public institutions or departments directly link department benefits to personal workload and income, and the departments do not support training.

As the training cannot be carried out effectively, the long-term development benefits of the unit will be affected. Some public institutions have problems with imperfect incentive mechanism and unobvious incentive effects in salary management. When formulating the salary incentive system and salary management system, the setting and matching of incentive elements is unscientific, which is specifically reflected in the unscientific matching of material and spiritual incentives, unscientific matching of external and internal incentives, and unscientific matching of positive and negative incentives. Science etc. Material incentives occupying a leading position will not be able to exert the personal spiritual value of employees, and cannot meet the requirements of the new era of public management concepts for the spiritual belief of talents. In addition, the inflexible compensation mechanism will also result in the inability to stimulate the enthusiasm of employees, and even lead to a serious loss of talents. In the process of human resource management, public institutions generally adopt the form of examinations in the selection and promotion of talents. This form has an obvious "performance system orientation." Under this guidance, talent selection and promotion show higher fairness and objectivity. However, in terms of the actual status of human resource performance appraisal, the implementation of the "contribution system-oriented" appraisal work has been hindered, resulting in the inability to play the actual value of the "contribution system-oriented" appraisal mechanism.

4.3 Solutions to the Problems of Human Resources Management in Institutions from the Perspective of Public Management

In the new era, strengthening the internal control of public institutions conforms to the development requirements of the times. The leaders of public institutions and ordinary staff must change their concepts in time, have an accurate understanding of internal control, incorporate the construction of internal control into the planning of public institutions, and treat internal control management as part of normalized management in daily management. Institutions should divide the job responsibilities of different functional agencies and establish a sound risk early warning mechanism and reward and punishment mechanism. Once an incident occurs, the responsible person can be immediately implemented to be responsible for proper resolution, and the executive departments and employees who strictly follow the internal control management system should be rewarded. On the contrary, those employees and departments that undermine the construction of the internal control system must be punished accordingly. When public institutions conduct human resource management, they need to implement the concept of public management, to improve the level of social public service as the starting point, change the service thinking, and update the management concept based on democracy and harmony. A large number of outstanding talents have gathered in public institutions in our country, and they all have good professional qualities and higher spiritual pursuits. The use of scientific human resource management methods to stimulate the greatest potential of the elite backbone is an important starting point for public institutions to conduct human resource management. . As managers of public institutions, they should pay attention to in-depth

interpretation of public management concepts, communicate with employees in an equal manner, respect employees' opinions and needs, and personally practice public service policies to take the lead effect. Based on the above management concepts, public institutions need to implement a flat organizational structure, simplify management levels, implement flexible management strategies, enhance the flexibility of human resource management activities, practice the "people-oriented" management policy, and promote the effective improvement of human resource management. .

In public institutions, there are certain irrational problems in the composition of talents, which are reflected in the large differences in the level of talents and professional skills. Based on the long-term development benefits of the unit, combined with the talent development requirements under the concept of public management, public institutions should develop a sound talent training system with the characteristics of the position as the core, and carry out talent training in a targeted manner. Under a scientific talent training system, Talent potential will be fully tapped. The training content should cover a comprehensive range, including not only the basic historical evolution of the unit, vocational skills, etc., but also the training of talents' innovative capabilities and future development trends of the unit. At the same time, we must pay attention to the implementation of a vertical training system, that is, regular training should be carried out from the beginning of the employee's entry, so that they can master different professional skills according to the change of position. And for employees of different positions and levels, it is necessary to distinguish training content and training methods to ensure that employee skills are fully matched to the job position.

An important management content in human resource management is salary management, and the core of salary management lies in a scientific incentive system. Salary management activities under the perspective of public management pay more attention to fairness and incentives. Public institutions should continuously optimize the salary system during management and pay attention to the scientific nature of salary levels, including the matching of salary and position, the scientific connection of salary and promotion, and The connection between salary payment and employees' work enthusiasm, etc. In addition, business units must also pay attention to introducing a diversified welfare system to meet the actual needs of employees in different aspects, and pay attention to employee care, so that employees can feel loved and respected, so that they can align their goals with corporate development goals.

Institutions should establish a flexible and complete performance appraisal mechanism, clarify performance appraisal indicators according to the requirements of human resource management, conduct a comprehensive investigation and scientific evaluation of the work behavior of all personnel in various departments, and ensure that the special effects and performance are integrated. Under scientific evaluation indicators, human resource managers can adjust management behaviors and management priorities, and provide specific references for salary management, talent training, etc. When performing performance appraisals, business unit managers can use information technology and big data technology to build a performance appraisal database and an informatized appraisal management platform to realize centralized processing of data corresponding to appraisal indicators, and in-depth mining of data value to find out key information. Guide the follow-up human resource management work.

The construction of internal control of public institutions is a dynamic process. It requires communication between various departments to improve the quality and efficiency of internal control. Public institutions must establish a complete information communication mechanism to ensure horizontal and vertical information exchanges within public institutions and avoid The phenomenon of different departments acting independently, reducing the efficiency of internal control of public institutions. Institutions regularly hold information exchange meetings to communicate and discuss internal control issues within the institution, determine the responsibilities and problems that can be resolved by different departments, break down major issues, resolve them quickly, and improve the institution's response to various issues. Kind of problem ability. In addition, unobstructed and transparent information can enable internal control personnel and employees of public institutions to keep abreast of the dynamics of internal control of public institutions, which is conducive to the improvement of their own work in various departments and positions, and joint internal control work.

5. Conclusion

Institutions are an important guarantee for the realization of social public interests. Institutions have strong public welfare and their main responsibility is to serve the society. Human resource management is an important part of the internal management of public institutions. From the perspective of new public management, we must pay more attention to the transformation of human resource benefits and control the details of human resource management. Managers should update their management concepts, strengthen talent training, optimize the salary management system, and improve the status quo of performance appraisal, in order to build a new human resource management model, and promote institutions to improve the efficiency of human resource management from the perspective of public management. Strengthening the construction of internal control of public institutions is conducive to improving the service capabilities of public institutions and safeguarding national interests. Institutions should take effective countermeasures to solve the difficulties and problems in internal control, and improve the quality and efficiency of internal control construction of institutions.

Further research: Institutions must strengthen internal control construction, always maintain their own advanced nature in a complex economic environment, and provide quality services to the people. Specifically, public institutions can adopt the following countermeasures to solve the difficult problems encountered in the construction of internal control. Under the new perspective of public management, higher requirements are put forward for the administrative management activities of public institutions. Public institutions need to combine the specific development of the current era and the characteristics of actual management work to rationally carry out administrative services, increase reforms, and clarify reform Direction, so as to effectively improve the administrative management level of public institutions, and provide more intimate and high-quality services to ordinary people.

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