

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

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## 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.

## ACKNOWLEDGMENTS

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.

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.

## 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.

### 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.

### 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.

## 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.

### 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.

### 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.

## 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.

## 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.