

The Summary and Enlightenment of the Experience of the Development of Civil Servant Human Resources in Western Countries

Ying Guo

Chongqing Institute of Engineering, Chongqing, China

Abstract:

In the 21st century, Chinese government organizations are eagerly looking for the channels and methods for the transformation of government functions. From 2015 to 2019, the government strengthened the construction of the civil service in terms of channels for the transformation of government functions. The research of this paper is based on the background that the state and society demand the improvement of civil servants' quality and ability, and the form of civil servants' human resources development is not comprehensive and systematic. Through combing the advanced experiences of Western countries in the development of civil servants' human resources, this paper puts forward some enlightenments for the development of civil servants' human resources in China, it provides the important reference value to our country civil servant when carries on the modern human resources development.

Keywords: *Civil servants, Human resource development, Revelations, Experience.*

I. INTRODUCTION

The concept of "human resources are the primary resource" has been recognized by more and more people in government organizations. The training of civil servants in government organizations needs to be gradually transformed from the traditional cadre and personnel management system to the modern human resources management.

Foreign studies on human resource development of civil servants mainly stay at the national level of macro system. Some developed countries have formulated human resource development system suitable for civil servants by taking advantage of their own foundation and advantages in the management field. The American civil servant human resources development system is mainly embodied in the combination of university education and government training institutions, and the complementarity of resources is realized through the development of civil servant human resources network. France is one of the first countries to establish a complete legal system of civil servant training and development. The General Constitution of Civil Servants and the Law on the Status of Public Servants constitute the legal cornerstone of the civil servant development system in France, which provides a strong legal guarantee for civil servant training. In Britain, the internal development, external professional organizations and the development of

higher education institutions are really combined to build a three-dimensional training and development network. The development of civil servant human resources in Germany runs through the entire civil servant management system to ensure that civil servants continue to receive formal training and development, and constantly improve their own quality. Japan, on the other hand, pays attention to the comprehensive improvement of the professional ethics of civil servants. In the development of various types of civil servants in Japan, the contents of the professional ethics training for civil servants are arranged, and the training is carried out through handouts, discussions, speeches and other ways. Foreign studies on civil service human resource development will be carried out through the development of policies and institutions at the national level, and will integrate multiple departments and categories [1].

The research on human resource development in China originated in the 1990s. Most of the relevant experience of human resource management in China was introduced with the inflow of foreign management ideas during the reform and opening up period, and the development of human resource is the most important aspect of human resource management. After years of development and research, the theory and practice of human resource development with Chinese characteristics have gradually formed in China [2]. Of course, domestic research on human resource development is mainly focused on the medium level, basically from the perspective of enterprise development. The research on human resource development of civil servants in China is basically confined to the human resource development of civil servants by taking government organizations as the unit, mainly starting from the existing training and career planning. On the whole, there are more researches on the importance, existing problems and development methods of human resources development for civil servants, but less researches on the strategies of human resources development for specific types of civil servants in a specific region.

The rapid development of modern science and technology provides a new opportunity for the research of human resources development. The new era has new talents and new requirements. After years of exploration and practice in many western countries, a relatively mature civil servant training system has been formed. Now is an era of knowledge economy, civil servant human resources development if still stay in the traditional way of management and development will be eliminated by the market. Many advanced foreign countries have rich experience in human resource development of civil servants, which can provide abundant reference for the study of human resource development of civil servants in China.

II. EXPERIENCE OF CIVIL SERVANT HUMAN RESOURCE DEVELOPMENT IN WESTERN COUNTRIES

2.1 American experience

As a typical liberal country, the United States fully believes in the development of the free market. The United States believes that the allocation and development of human resources should be based on the market, and the importance of the market to human resources development is self-evident. The market can directly give every employee absolutely fair treatment and requirements, and strengthen the development and training of human resources for civil servants by taking the market as a test. In addition, the civil

service training system of the United States is as the United States civil service system arises at the historic moment, with technical about computer operation training in the civil service are free, you can see the United States attaches great importance to the training work of civil servants, so far, has formed a mature system of civil servants training.

2.2 French experience

In the French government management system, they attach great importance to the human resource development of civil servants, and elevate the human resource development of civil servants to the level of national policy, especially the efficient handling ability of civil servants as an important content of the assessment of civil servants [3]. French civil servant training pays attention to good incentive mechanism, combines civil servant training with job promotion, and fundamentally guarantees the quality of civil servant training. Emphasis on the output efficiency, according to the performance of the ranking, so as to select outstanding and talented personnel for the position. It ensures the standardization and fairness of civil servant training, helps stabilize the talent market, and constructs a complete civil servant training system.

2.3 British experience

The training of civil servants in the UK has developed into a complete system of systematic management and supporting facilities. At the same time, laws and regulations have been added to make corresponding adjustments. British civil servants training pertinence is stronger, to customers and the demand guidance, in order to improve the skills as the goal, for the civil service training personnel positioning is clear, can according to different training personnel, tailored for him to belong to own training plan, will solicit opinions of the experts, to help customers identify the most suitable training schedule. In terms of teacher resources, the UK will also employ teachers and experts with rich teaching and training experience to train civil servants, which is highly targeted and operable, so as to improve the quality and efficiency of training.

2.4 German experience

Germany is good at combining its own training characteristics with the actual situation of the country to arrange the training plan for civil servants. In Germany, the training of civil servants is an important part of quality renewal, and the assessment of the training of civil servants adopts the "assumption performance appraisal method"[4]. They believe that this assessment method is more reliable than the factor analysis method of other countries, and is more suitable for their own national situation. In addition, German civil service training attaches great importance to talents and examination and employment, and emphasizes the use of unified management methods to implement decentralization management, so that the training and assessment of civil servants are more strict and the training effect is more obvious [5].

III. SUMMARY OF CHARACTERISTIC EXPERIENCE OF CIVIL SERVANT HUMAN RESOURCE DEVELOPMENT IN WESTERN COUNTRIS

3.1 Human resource development of civil servants is guaranteed on the basis of legal training

As an important task closely related to social and economic development, the human resource training of civil servants has been incorporated into laws and regulations in western countries. Some countries have even incorporated the civil servant training system into the national law, and have made clear legal provisions on the rights and obligations of civil servants to receive training [6]. We should pay more attention to the overall training of civil servants from the perspective of institutionalization and standardization, and provide effective guarantee for civil servants to participate in various kinds of training [7].

3.2 Human resource development institutions for civil servants take network media as the carrier

Professional civil servant training institutions in many countries have been the national level and social stratum attention, usually will establish a systematic civil servant training and education system, and there are hundreds of trends. With the constant upgrading of information technology tools and means, various kinds of information technology have been used in the research of human resource development continuously [8]. Naturally, various kinds of information technology and tools have been introduced in large quantities in the human resource development of civil servants in western countries. Human resource development institutions in many western countries begin to take network media as the carrier to develop the contents and methods of human resource development for civil servants. In addition, many developed countries have imposed restrictions on human resource training institutions, attracted and introduced more and more private institutions to enter the field of enterprise human resource development and training, and even started to get involved in the human resource development market of civil servants [9].

3.3 The content of civil servant human resources development aims at pursuing results

The ultimate goal of human resource development for civil servants is to improve their working ability and efficiency, and finally flexibly apply what they have learned in training and development in their work, that is, the main contents of post-training tracking and evaluation to be fed back[10]. When western countries develop civil servants' human resources, it is the basic requirement for civil servants' human resources training to improve their tracking efficiency. In recent years, the development of civil servant human resources in many western countries takes the basic theories of professional basic knowledge, practical operation skills and international economic and political forms as the main content of the development of civil servant resources, and attaches importance to the ability of practical problem-solving of civil servant on the basis of practice.

3.4 Human resource development of civil servants is based on job classification

Civil servants position classification is very strict and standard, position classification as well as for each different level of civil servants in the post rank and salary welfare benefits the basic classification of signs, many western countries at the beginning of the human resource for civil servants and on this basis, carries on the corresponding human resources development content distribution. Different levels and categories of civil servants take part in different ways of human resource development [11]. When designing the specific content of human resource development for civil servants, the ways and contents of human resource development for different contents will be set strictly according to different stages and positions of civil servants.

3.5 The way of human resources development for civil servants should be flexible and scientific

There are various ways of human resource development, especially in the enterprise human resource development, whether it is lecture method, lecturing method, leading the new with the old, online learning, on-the-job training, job rotation, school education or special topic learning, etc., are all the ways of human resource development for enterprise employees. Although civil servants are limited by the work nature of national government organizations, in western countries, there are also very flexible development methods for civil servants. Network training, job rotation learning, school education and other methods can also become the way of human resources development for civil servants. Therefore, in western countries, the way of civil servant human resources development is flexible and scientific, instead of only using some traditional closed development methods. Especially with the development of information technology, besides some traditional ways of human resource development, there have been many other ways of human resource development which depend on information technology and evolve, thus enriching the connotation of human resource development of civil servants.

IV. CONCLUSION

After we study the experience of this, we can get some suggestion of the human resources development of civil servants in China. With the development of society and the continuous improvement of people's living standards, people are more and more combining the quality of occupation with the quality of life. The occupation is no longer just to get a salary, but to realize the pleasure and value brought by the occupation itself. Although Chinese scholars have made some achievements in the study of human resource development in public sectors, there are still many problems and deficiencies. There are certain limitations in the specific development forms and channels for the study of human resource development in civil servants. The domestic research on human resource development of civil servants will be carried out more in the aspects of empirical research and specific development strategies, which need to learn from the successful model and method of human resource development of civil servants.

4.1 Attach great importance to human resource development of civil servants

Human resources development is a major event related to the prosperity of national economy, so we should attach great importance to human resources development of civil servants. Civil servants are the human resources of government organizations. Strengthening the development of civil servants human resources can play a very important role in strengthening the service ability and ruling ability of government organizations. Civil servants and employees of enterprises should be regarded as equally important resources for human resource development. We should actively carry out well-targeted and diversified training, pay attention to the investigation and organization of training needs, strengthen the practicality of training, combine training with actual needs, and build a three-dimensional training network with resource sharing and complementary advantages.

4.2 Only by taking "people" as the foundation can human resource development play its maximum role

People-oriented, people-oriented and serving the people are the fundamental tenets of our country to serve the people. The cultivation and development of civil servants should also follow the basic concept of people-oriented, and the human resource development should run through all the process of human resource development of civil servants. Assign responsibility to people and improve work efficiency. The importance of "people" should be fully considered to reflect the important position of civil servants in their work and their personal initiative. Full respect should be given to employees, allowing them to make independent choices in human resource development based on their personal needs and their basic requirements based on their positions. In general, human resource development should be targeted in combination with the development of employees, posts and the company, pay attention to the matching relationship among employees, posts and capabilities, and pay special attention to the importance of "people" among them, and be people-oriented to achieve the matching of employees and posts and their applicability .

4.3 Strengthen the education system and promote the development of human resources

In order to catch up with the pace of the era of science and technology, the higher cultural quality of the people is the necessary foundation. Colleges and universities are the main carrier of national human resources development, but there are some unreasonable systems in Colleges and universities in our country, which make the function of College Students' human resources development deviate. Now we need applied, operational and skilled talents. Strengthen the education system, make comprehensive use of social learning resources, cultural resources and educational resources, formulate scientific and standardized quality evaluation and supervision, and improve the impact of the education system on promoting the development of human resources.

4.4 Attach importance to the long-term cultivation of civil servants and improve their loyalty

Employees with high loyalty can bring sustained and stable benefit growth for enterprises, so improving employee satisfaction and loyalty has become an important content in the management process of many enterprises. At the beginning of entering the enterprise, employees may not have the intention to work in an enterprise for a long time, but through the running in with the enterprise, the recognition of the enterprise will greatly enhance their loyalty to the organization. Because of the stability of their career, civil servants' loyalty to the organization is much higher than that of ordinary posts. But in modern society, when the cost performance of all kinds of jobs is greatly improved, civil servants also have a lot of turnover tendency. Therefore, in modern society, we should pay more attention to the long-term cultivation of civil servants and improve their loyalty.

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