

Exploring Human Resource Management in the Public Sector

Yunong Xia

Krirk University, Bangkok 10220, Thailand.

Abstract: In the process of nation building and development, the services of the public sector are inseparable. Government is a key sector in public sector management, providing quality public services through key public sector human resource management, bringing more convenience to people's lives, while promoting steady social and economic development. The exploration of human resource management in the public sector promotes the importance of human resources in the public sector, and the use of new management concepts and management techniques can more effectively stimulate the potential of public sector human resources and make public sector services work more efficiently. It is time for the government to strengthen openness and efficiency so that the management of human resources can better solve the problems currently encountered.

Keywords: Public Sector; Human Resource Management; Exploration

Introduction

Human resource management, needs to keep pace with the development of the times in order to enable talents to play a better role in society. As the main sector leading the development of society, the management of human resources in the public sector is directly related to the effectiveness and driving force of social development. The process of human resource management is also a process of people-oriented management in enterprises. In enterprise management, human resources, goods and capital are among the resources of an enterprise, and the development process of an enterprise is the process of maximising the benefits achieved through the rational integration of resources. In the current society, human resources have become the core of competition among enterprises, and optimising human resources management has become the key to which enterprises need to pay attention, which will directly strengthen the operational efficiency of enterprises^[1]. The optimisation of human resource management in the public sector can promote the services of the state. As the national public sector is not an organisation that aims at social benefits, it does not spend too much resources on human resource management, which causes various problems in human resources and brings more inefficient services.

1. Overview of human resources management in the public sector

1.1 Public sector human resource management connotation

The state sets up the public sector to carry out the relevant functions of the service, through the public sector to intervene in social affairs, but also through the public sector to maintain the common basic needs of citizens, and through the public sector to carry out the management of legal channels, etc.. The public sector is the basis for the state to serve society and consists of two main functional units, including governmental functions and various enterprises and institutions to carry out public services. The process of human resource management in the public sector is for the administrative organisational units of the state and the business units at all levels. Both types of public sector, are the main sectors of government human resource management^[2]. The management process in the public sector is guided by laws and regulations to carry out the analysis of human resources management within the authorities, including human resources establishment planning, examination and recruitment and remuneration mechanisms. The management of human resources in the public sector not only has an impact on the internal organs, but also contributes to social services. It is therefore necessary, to a certain extent, to make progress in the exploitation and rationalisation of human resources.

1.2 The role of human resource management in the public sector

In the process of implementing the management functions of the public sector, the demand for services required by the social functions should be combined with the actual situation for the improvement of the quality of services in the performance of the functions. The state needs the public sector to communicate better with the people and to make the government's ruling position more secure. The public sector's mission to serve the people is central to the management of human resources in the public sector and must be underpinned by the concept of selfless service. Human resources in the public sector are managed in a unified manner, according to the work needs of society, and are planned to be prepared according to actual positions, thus realising the own values and work needs of public employees^[3]. In the personnel structure of human resources adjustment, the building of human resources, all should be based on the development of society and the public sector balanced and harmonious, so that government functions through human resources management, to get better performance, to enhance the efficiency of the state administrative capacity.

2. Public sector human resources management problems

2.1 Lack of a sound performance appraisal mechanism

In the arrangement of work content in the public sector, it is required to be carried out according to plans and policy arrangements. The strong assessment system for social workers in the public sector is constantly borrowed and absorbed, but it cannot be used in full in the assessment of human resources in the public sector, and a more comprehensive approach to performance assessment is needed. As the public sector is a socially beneficial service, the services are too diverse and scattered to give approved standards. In public sector human resource management, it is difficult for the public sector to develop refined and quantifiable indicators, making it impossible to quantify the work of staff, thus making the appraisal results lack rationality and clarity. The lack of detailed delineation of job responsibilities in public sector human resource management has led to a situation where staff performance appraisals are prone to interlocking tasks that are difficult to distinguish and affect staff attitudes to work.

In the process of public sector human resource management, the systemisation of the job appraisal system has been further refined and has the characteristics of the times. From the public sector human resources management performance assessment conditions, mainly with foreign experience-based performance appraisal methods, and the actual domestic conditions or differences, resulting in a variety of assessment problems, affecting the effectiveness of public sector human resources management^[4]. The public sector is more difficult to have quantitative standards for the public benefit of performance appraisal. Using the quality of social services as an appraisal indicator does not allow for a specific value to be assigned to benefits, which requires a more reasonable solution. The division of jobs in the public sector cannot be quantified and changed from time to time on the basis of scientific plans, but rather through establishment, leaving the whole organisation inflexible. The method of setting up posts for the job is not applied, and the lack of clarity of job responsibilities creates a high level of scoring mechanisms for public sector appraisal.

2.3 Lack of human resource development planning

Public employees in the public sector lack a general career goal planning, within the scope of the department as a self-investigation and change. The announcement of the public of the sector is arranged by superiors and does not have arbitrariness, so it needs to rationalize the allocation of work resources, while there is no clear allocation of departmental functions, lacking the main work orientation, thus affecting the efficiency of public employees' services and easily causing the situation of low satisfaction of the people in society.

3. Public sector human resources management development strategies

3.1 Institutionalization of human resources management in the public sector

From the current international research on human resources management in the public sector, we should learn from the basis, further combine with the adjustment, make flexible according to the actual situation of the improved public sector human resources management system, so that the public sector human resources management institutionalization, combined with the actual situation of the basis, so that the public sector management system according to the provisions of the law, better to provide social public services.

3.2 Market-oriented human resource management development mechanism in the public sector

The market economy is the basis for the circulation of goods, and the public sector also needs to draw on the development methods and laws of the economy and combine the characteristics of the external environment, so that the internal work can be monitored and improved in a model, thus enabling the marketisation of public sector human resources management and allowing the public sector to improve service satisfaction.

3.3 Optimising incentives for public sector human resource management

Public sector human resource management needs more comprehensive incentive mechanisms to carry out the improvement of the quality of service of public employees. The measurement mechanism and assessment methods should be analysed in detail according to the job responsibilities of public employees to find out the staggered services, so as to adjust the objectives of management and assessment, make the quantified criteria of work effectiveness and make the job responsibilities clear, so that the public sector can adopt reasonable incentive policies, so that the remuneration of public employees can be reasonably rewarded according to their services, thus stimulating the enthusiasm of work.

4. Conclusion

In conclusion, public sector human resources management needs to be based on the public sector's public welfare characteristics, diversified development, so that public employees can better serve the people and society, so that the people can establish a good national image and enhance the satisfaction of the government. This is the need for the development of human resource management in the country, but also the requirement for advanced measures to be introduced into the state function. The state's measures in human resource management should be improved in combination with the market in order to better promote the rationalisation of human resource management in the public sector. In the Chinese public sector, there are various problems with the human resources management mechanisms, assessment methods and long-term planning, which urgently need to be improved in accordance with the needs of social development. The introduction of digitalisation into public sector human resource management is very intentional as a social advancement, greatly improving the level of service in China's public sector and giving quality services to the people.

References

- [1] Yan D, Wu LJ, Shen SJ. A study on the innovation of the teaching mode of the counterpart classroom - taking the public sector human resource management course as an example [J]. Science and Education Wenhui, 2022(18):65-68.
- [2] Chen DX, Liu GC. Human resource management in the public sector in the era of artificial intelligence: practical applications and theoretical research [J]. Public Management and Policy Review, 2022,11(04):38-51.
- [3] Tian LL. Research on the incentive mechanism of public sector human resource management based on expectation theory[J]. Old brand marketing,2022(13):148-150.