

# Analysis of Human Resource Management in Public Sector from the Perspective of New Public Management

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## Abstract

The 18th CPC National Congress and the Third Plenary Session of the 18th CPC Central Committee put forward the new requirements of "Innovating the social governance system". In a sense, the concept of public management needs to be highly consistent with the state, and the management of human resources in the public sector is undoubtedly the key to changing the traditional concept of public management. From the perspective of new public management, this paper analyzes the existing problems of human resource management in public sector from the perspective of new public management, including the backward concept of human resource management, the lack of attitude towards talent training, and the shortcomings of management system; Finally, the countermeasures are given according to the problems, including updating the concept of human resource management, optimizing the incentive system and improving the assessment system, so as to promote the better development of human resources and improve work efficiency.

## Keywords

Human resources new public management development.

## 1. Introduction

With the continuous progress of society, there is a contradiction between the traditional social system and the development of the current era, so innovating the social system is the inevitable trend of development. At present, China is in a critical period of social system transformation. In the follow-up development, the government will become the direct manager of the public sector. Therefore, we must improve the management ability of the public sector. The first thing to do is to change the management concept and have the courage to innovate. However, there are many problems in the current public sector human resource management, which affect the process of work development. Optimizing the human resource management system of public sector is the inevitable trend of development. This article focuses on the development of departmental human resource management under the background of new public management, and explores how to carry out public management in the future.

## 2. Reasons for Slow Development of Human Resources in Public Management

### 2.1. Development Concept Cannot Keep Pace with the Times

The traditional human resources is mainly to ensure the attendance rate of employees, and verify and count the staff of each department. However, with the progress of society, the human resources department needs to work in combination with the current new management concept to improve the ability of talent allocation. However, the public sector still adopts the traditional resource management method, with repeated attendance, statistics, distribution

and work. In the process of employee assessment, the assessment objectives are mainly based on the working years and qualifications. There is no certain affirmation of the development prospect and working ability of new employees, and even the exclusive right of the personnel department. In the long run, it will also affect the work enthusiasm and creativity of other employees. It has brought a lot of negative emotions to the development of the Department, so in the process of development, the Department must change its development concept and keep pace with the times.

## **2.2. Lack of Awareness of Talent Training**

At present, the main function of human resources is to recruit talents. There is no systematic real quality work. When recruiting new employees, human resources do not use their professional ability to promote communication with new employees. They do not have a certain understanding of the actual situation of new employees, which can not make employees have a sense of belonging. Moreover, many human resources departments lack professional training for new employees. As a result, there will be a lack of specialty in the actual work, which will affect the work quality. In addition, in the process of development, the enterprise is unable to unite talents with strong abilities in various fields, resulting in reduced work efficiency, strong dispersion and uneven staff. It is difficult to unite together to provide high-quality services for the enterprise. Therefore, the enterprise must improve the relevance of the industry and take this as the background to promote the development of talents in a comprehensive way, Ensure the positive role of human resources department in talent development [1].

## **2.3. Backward Management System**

Human resources is mainly based on the performance appraisal system in the form of management. At the same time, it must promote the development of incentive mechanism, but many units lack the establishment of these two mechanisms. For the incentive mechanism of employees, the human resources management departments of relevant units often choose to ignore it on the grounds of fairness, forgetting that the incentive system is to promote the guarantee of employees' work efficiency and quality, so it affects the enthusiasm of employees to a certain extent. For the performance appraisal mechanism, many units lack scientific appraisal standards in the appraisal process, and often make mistakes. Even enterprise appraisal is just a form, and performance is just an empty slogan [2].

# **3. Effective Measures to Improve the Human Resource Management of Public Sector from the Perspective of New Public Management**

## **3.1. Change the Concept of Human Resource Management**

First, combined with the concept of marketization. With the rapid rise of market economy, the new public management mode is mainly to promote the application of market-oriented concept to the human resource management of public departments. In addition, it is necessary to apply the price mechanism and cost-benefit to the staff management system to promote the staff to further understand the transaction cost. By fully developing the market-oriented concept, we can fully mobilize the enthusiasm of human resource management in the public sector. The number of employees must be managed scientifically to ensure the professional ability of employees. At the same time, in the process of development, the new management believes that the quality of public services determines the recognition of the society, so it is very important to promote service quality and improve management ability. At the same time, it is also necessary to establish a competition system, especially in the context of rapid social and economic development, all departments need to broaden their horizons and develop in combination with the key elements of the development of the new era. The public sector needs

to break the traditional pattern, promote the application of competition mechanism, improve input and output, and enhance the utilization rate of resources.

Secondly, the integration of humanistic thought is also worthy of reference. In the public management department, especially in the government, the purpose of its work is to serve the people. Under this background, the development of new public management needs to fully integrate the humanistic concept into the field of human resources, replace the official standard with the humanistic concept, and improve the public image of the government. In the development of human resource management, we need to fully integrate the humanistic concept into the management work, improve the working environment of the public sector, and promote the enthusiasm of employees, which can promote the development of talents to a certain extent. In other words, it is to promote the sound development of the incentive system with various available methods, technologies or means, which not only facilitates management, but also improves employees' sense of professional belonging and recognition.

Finally, it is necessary to integrate the concept of rule of law. At present, China is in the key stage of building a socialist rule of law. From the perspective of new public management, it is necessary to optimize the public sector and promote the development of human resource management. Integrating the concept of rule of law into it can not only standardize the behavior of department members, enhance the awareness of rule of law, but also promote more scientific public sector management to a certain extent, Provide a good environment for follow-up development [3].

### **3.2. Optimize the Incentive System**

Through the development of new public sector management, the current functional identity of the public sector can change policy executors and policymakers. For human resource management, we need to optimize the incentive system and use scientific means to promote the development of talent mechanism. First, we need to develop incentive policies based on the principle of fairness and justice, as well as transparent assessment standards and salary system. The recruitment standards and elimination principles need to be continuously optimized. At present, the public sector uses the lifelong system in talent recruitment, which leads to a certain inertia of many employees. They always think that this is an iron rice bowl, so they don't want to make progress in their work. Therefore, a strict employment mechanism and elimination mechanism must be established. Employees who are not enterprising need to be eliminated in a certain way, and employees with high work quality must be rewarded. Second, improve the scientific management system, promote the rational application of quantitative analysis and simulation methods, and improve the scientific management of the Department to ensure that the human resources system can obtain favorable information when facing the talent market. The evaluation of employees needs to adopt the form of network development to promote network management, reduce management costs and improve management efficiency. Third, on the professional competence of staff, regular training is needed to let employees clarify their job responsibilities, improve work quality and promote employees' sense of trust in the Department.

### **3.3. Improve the Assessment System**

From the perspective of new public management, the assessment system needs to be continuously optimized. The more perfect the system is, the more efficient the development of human resource management can be. In the process of improving the appraisal system, performance appraisal needs to be the focus of development. First of all, it is necessary to integrate qualitative assessment and quantitative assessment, ensure the rationalization of assessment standards and improve the scientificity of assessment standards, so as to ensure the simultaneous rise of the quality and quantity of public sector work. Secondly, optimize the attendance system. The attendance system needs to be continuously optimized to make

employees have a certain sense of restraint and eliminate the problem of being late and leaving early. In particular, the public sector, which belongs to the key department of national development, must focus on people's service. If it often happens late and leave early, it will affect the whole management and even the normal progress of the work process. In particular, units such as the municipal management public service center should pay more attention to it, so it is necessary to optimize the attendance system. Finally, the performance appraisal mechanism is adopted. The performance appraisal can promote the understanding of the actual work ability of employees to a certain extent. Although many employees ensure the quantity in the process of handling work, they do not guarantee the quality. Therefore, the establishment of the performance appraisal system can promote the work efficiency of employees and ensure the efficiency of public sector work, Obtain a more satisfactory public opinion reputation.

### 3.4. Optimize Talent Training System

In optimizing talents [in the work of the training system, the key is to pay attention to the development of talents, and regular training is the backing. It is suggested that work guidance can be carried out in the mode of old leading the new and mentoring. In particular, experienced old employees need to take the lead to promote new employees to quickly integrate into the collective, give full play to their own advantages in work and bring new atmosphere to the development of the unit 。 At the same time, it can promote mutual communication within the enterprise,. In the specific optimization work, we can adopt all possible ways to cultivate talents, keep pace with the times, improve the professional quality of workers and employees in the human resources department, improve employees' professional well-being, and give full play to employees' subjective initiative.

## 4. Conclusion

In short, with the rapid development of the new society, how to improve public sector management has become an important factor in the current development of human resource management. Because there are many problems in the traditional management concept, the efficiency of human resource management is very low, and the employees' work enthusiasm and work attitude are also affected to a certain extent. In this context, it needs to be managed in a new way of human resources management in the public sector. Through the new management mode, combined with the advantages of competitive management, we can promote the work efficiency of the public sector to a certain extent. According to the actual situation of the current development, this article analyzes it from the perspective of new public management, and puts forward effective measures for the development of human resources department according to the problems encountered, so as to provide constructive suggestions for follow-up development, as well as beneficial reference suggestions for staff in their work. Only in this way can we better and effectively promote the development of human resource management in the public sector.

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