Transformation and Strategic Development of Human Resource Management in Public Sector Under Digital Economy

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ABSTRACT

Digital economy is a new economic form after the traditional economy such as agriculture and industrial economy. It takes modern information network as an important carrier, the key production factor is digital knowledge and information, and the effective use of communication technology as an important driving force to improve efficiency and optimize economic structure. It has become a leading force to promote global economic and social development and technological change. In early 2020, the outbreak of COVID-19 accelerated the development of the global digital economy. The public sector, as a direct bearer of the government license function, directly affects the realization of the functions of the government and the realization of the well-being of the people. Under the background of digital economy, the human resource management of public sector in China is still in the transition stage from traditional personnel management to modern human resource management. In order to meet the development needs of human resource management of public sector in the new era, improve the management ability of public sector, change the management mode, update the management concept, deepen the system reform of public sector, and promote the development of public sector The strategic development of human resources.

Keywords: Digital economy, public sector, human resource management

1. THE TRANSFORMATION OF HUMAN RESOURCE MANAGEMENT IN PUBLIC SECTOR UNDER DIGITAL ECONOMY

Human resource management in public sector refers to the management of personnel and positions in order to achieve government goals. Its development is closely related to the social process. As the direct undertaker of government functions, the way of human resource management of public sector directly affects the performance of government functions and the realization of people's happiness.

Under the background of digital economy, human resource management of public sector in China is still in the transition stage from traditional personnel management to modern human resource management.

1.1. Informatization Of Management Mode

With the in-depth application of information technology represented by big data, it optimizes and improves the management mode and process of human resource management in public departments, greatly improves the management efficiency, and fully reflects the requirements of management informatization[1]. In the era of digital economy, traditional human resource working methods include trend analysis, ratio analysis, regression analysis and expert prediction. With the help of big data technology, more scientific human resource planning can be carried out based on the analysis of long-term flow data and macro development data, which is conducive to improving the scientificity and accuracy of planning. The informatization of human resource management in public sector not only effectively

reduces the management cost, but also improves the management efficiency.

1.2. Modernization Of Management Concept

For a long time, the main work content of human resource management in public sector remains in the management of people, that is, the management of specific affairs related to people. With the development of digital economy and the arrival of the era of big data, the human resource management of public sector abandons the traditional management mode and path, and the core of human resource management changes from manager to motivator, that is, public servants are regarded as valuable resources of the unit, so as to motivate staff to work actively and fully tap the potential of human resources. At the same time, the use of market-oriented concept, people-oriented and legal concept to carry out human resource management of public administration. In order to improve work efficiency, we should apply market-oriented concept to manage civil servants and simplify human resource structure with the help of cost-benefit tools. With the help of the competition mechanism in the market-oriented concept, improve the crisis awareness of public servants, fully stimulate the enthusiasm of employees, and promote the optimization of human resource management. The idea of humanism is to serve the people, replace the idea of "official standard" with "human standard", and use public power to serve the people. The public sector advocates the concept of legalization for the construction of a society ruled by law, manage staff in accordance with the law, uses laws and regulations to restrict public servants, gradually eliminates the "rule of man" mode, truly reflects the fairness of human resource management, and strives for the openness and transparency of human resource management mode[2].

1.3. Deepening the Reform of Public Sector System

In the nineteen major reports of the Communist Party of China, President Xi Jinping pointed out that in order to adapt to the new era of socialist modernization with Chinese characteristics, we must further deepen the reform of the institutional and administrative system. In the environment of government function transformation and simplification of government institutions, the staff structure is optimized, and the traditional personnel administration is gradually transformed into public human resource management mode. Some advanced human resource management mechanisms are introduced appropriately, and the organization forms of marketization and commercialization are introduced into the human resource management of public sector.

We should accelerate the reform of the public sector personnel system, and form a mechanism of employing talents and a distribution mechanism which is conducive to the growth of excellent talents. We will comprehensively implement the employment system, break down the lifelong system of cadre status and introduce competition mechanism. The post management system is implemented. The leaders of different public departments shall be directly appointed, appointed and appointed according to the standards of the management authority of cadres.

2. STRATEGIC DEVELOPMENT OF HUMAN RESOURCE MANAGEMENT IN PUBLIC SECTOR

President Xi Jinping stressed that not sticking to formalities should be established for talents, but also for the ability of talents to do their best. We should take talents as the first resource, first capital and first driving force for the development of the public sector, improve the understanding of the importance of talents, and build a new talent development strategy system.

2.1. Promoting Talent Transformation

In the digital economy era, the public sector human resource management has put forward higher requirements, and more high-level talents who can master and skillfully use information technology are needed. Only those with relevant field expertise can accurately mine the effective information in big data. In the current human resource management of public sector, managers should adapt to the needs and changes of the digital economy era, and have a data-based thinking. They should not only master the basic information, work ability, performance and other management skills of human resources in the Department, but also master the data analysis, so as to make the data have the formation of the human resources management work in the Department I'm very supportive. In addition, we should further improve the control ability of information technology and better use of it to serve the human resource management of public sector.

2.1.1. Establish the Correct View of Talents

The development of human resource management in the public sector is inseparable from the cultivation of talents. For the public administration, talents are the cornerstone of the sustainable development of the sector. We should strengthen the concept that everyone can become talents and talents exist among the people, and expand the scope of the concept of talents. People with high level of knowledge, strong innovation ability and rich practical experience belong to talents.

2.1.2. Optimize the Talent Environment

The public sector should create a good social environment, encourage talents to do business, support talents to achieve business, help talents to achieve good business, build a talent development environment with positive interaction among government, enterprises and society, and enhance the inclusiveness of social assistance, insurance, innovation and entrepreneurship. Efforts should be made to create a healthy humanistic environment and implement the concept of respecting knowledge and talents in real life. We should create a policy environment for gathering, cultivating and making the best use of talents. We will continue to promote the construction of a learning society, provide digital transformation training for staff, such as skills training represented by artificial intelligence, cloud computing and other digital technologies, and cultivate digital talents in the new era.

2.2. Improving Human Resource Management System in Public Sector

The 21st century is an era of information technology and knowledge economy. However, the traditional human resource management system of public sector overemphasizes the stable structure and event centered management, which is difficult to cope with the rapidly changing internal and external environment. Therefore, the public sector should promote the reform of human resource management system to better cope with the challenges of the new era[3].

2.2.1. Optimize Personnel Recruitment

First, we should improve the transparency of recruitment and improve the examination and employment system of public departments. Ensure its primacy in human resource management recruitment in the public sector. Second, we should promote the improvement of the government employee system, change the real malpractice of recruitment, bring new vitality to the public sector, and improve its efficiency. At the same time, we should avoid the possible adverse phenomena of the system, such as the false high salary of government employees, paying more attention to the introduction than the use. Third, we should pay attention to fairness in the recruitment process. Let every step in the recruitment process be open and transparent, and actively accept the supervision of the regulatory authorities and the masses.

2.2.2. Strengthen Human Resource Training

Change the concept of training, fully understand the necessity and importance of training, carry out short-term and long-term training planning for staff in a targeted and planned way, and help staff better adapt to

work and improve efficiency. Training requirements match the needs of employees. The training content of public sector should be adjusted according to the individual needs of employees. The training content should be connected with the reality in theory to improve the moral quality and professional public management ability of employees. Improve the knowledge ability and academic level of the trainers, actively implement flexible and diverse training methods such as self-taught and online learning.

2.2.3. Pay Attention to Personnel Performance Appraisal

To formulate scientific and reasonable performance appraisal standards, we must take public service as the guidance, and take providing social and public satisfactory service as the goal. Strengthen the openness, fairness and justice of the assessment system, so that the assessment indicators can reflect the real performance of employees[4]. Using scientific assessment methods, performance evaluators should improve their professional quality, reduce cognitive bias, take into account the work differences of different positions, combine work ability with performance, and quantify the performance of staff as much as possible, so as to more scientifically calculate the performance of public sector staff.

2.2.4. Improve The Salary Management System

We should speed up the institutionalization of salary management, and adopt transparent and standardized management on the subsidies and subsidies outside the salary, so as to avoid the "gray" income. The importance of incentive factors in salary system is clarified, and multi-level incentive mechanism is introduced. The proportion of performance wage should be increased, and the performance wage and the actual performance should be calculated to improve the enthusiasm of staff and the administrative efficiency of public sector[5]. At the same time, the system adjustment of salary reflects the difference between industry and region. The salary rise and fall is determined according to the changes of positions, education background, working years and so on. According to the level of economic development and financial ability of each region, the salary of public sector personnel can be adjusted to the level of regional economic development.

2.3. Innovating The Means of Human Resource Management

In the era of digital economy, the public sector should adhere to the introduction and utilization of big data technology in human resource management, establish the awareness of big data, and gradually establish the concept of big data in combination with the

actual work. We should help the staff to realize the importance and necessity of big data, so as to consciously collect, sort out and analyze the relevant data in human resource work. Invest special funds to purchase and configure the equipment and software needed for big data analysis, and actively advocate the use of relevant staff in the work. The application of big data not only improves the work efficiency of the public sector, but also promotes the progress of human resource management ability of the public sector.

2.4. Introducing Human Resource Strategic Planning Management

In the era of digital economy, there are higher requirements for people's creativity. Whether people have enthusiasm in the process of work and the level of enthusiasm are very important for their ability to play[6]. The public sector should allocate human resources in a scientific and standardized system, achieve the best allocation of human resources, and adjust the structural contradictions in the allocation of human resources. The introduction of human resource strategic planning is to promote the better development of the public sector, predict the type and quantity of human resources needed in the future, put forward relevant training and management plans, balance the supply and demand of human resources in the public sector, and achieve the goal. Therefore, the introduction of human resource strategic planning management can not only provide the public sector with appropriate talent reserves and enhance the innovation ability of organizational talents, but also timely find out the problems in talent management and put forward solutions.

3. CONCLUSION

The development of human resource management in public sector is not only an important guarantee for the public sector to perform its duties effectively and serve the people better, but also an important requirement for the realization of national economic and social development. As the strategic resource and core competitiveness of the public sector, human resource must be fully considered in the future decision-making of the public sector. The optimization of human resource management will provide strong support for the strategic development of the public sector. In order to promote the development of human resource management in China's public sector and meet the needs of the development of human resource management in the public sector under the digital economy, we should strengthen the concept of human resource management in China's public sector, promote the reform of personnel system in the public sector, and truly implement the human resource management in the public sector.

ACKNOWLEDGMENTS

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