

The attempting discussion of public human resource management and exploitation

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Abstract: This paper investigates the relationship between public human resource management (HRM) and exploitation prospect. It gave a definition to the public sector and the human resource, and then raised some creative ideas and future developments of the public human resource management, which based on the analysis of the necessity of the public human resource management. The public human resources management, which is relation to international and domestic environment, is developing quickly in China. Whether the western public human resources management theory is suitable to China, is the core of public human resources management in China. Nowadays, there are lots of problems in public human resources management in China. We should explore the rule of public human resources management and its development, which is used to the practice of management in our country.

Keywords: Public human resource management, Exploitation, Development tendency, HRM.

INTRODUCTION

With the development of economic globalization, the rise of new technology revolution and citizen democratic consciousness enhancement, the tendency about redesign public administration to make it follow the economic development strategy and democratic politics development strategy make public human resource management arises at the historic moment. The so-called public human resource management means the whole process management to people who engaged in public affairs management about their recruiting, hiring, training, promotion, and transfer until retirement [1]. The public human resources and its management show some universal ethical principle orientation. It grounded in the public rights and bears public responsibilities. And its object is the public affairs; the pursuit of it is public interest.

The development tendency of public human resource management and the main problems in China

The development tendency of public human resource management [2]

- We should pay attention to the theory of people foremost and canonize the person oriented in the public administration [3]. The essence of the humanistic management is to inspire the inner world and let it by serving the organization acquire the self-satisfy and development, its core value view is to respect people, care about people and realize human values. The person managed the

emergence of the theories and practice to match originally the request of knowledge-based economy ages nowadays, have important realistic meaning.

- Institution management has taken place of personal willpower. The relationship between independent management and systematic management is that of mutual compensation. A company's effectiveness of regime management is decided by its members' attitude of obedience to the regime and their corresponding behavior, the same as public human resource. Institution management takes well-designed compensation and incentive systems, because of this, work efficiency is improved and economy benefit is enhanced consequently. So, Human Resources Managers are facing an important subject that to establish a scientific and effective technicians, managerial staff performance evaluation system.
- Enhance the level of specialization in the manpower resource department is becoming more important [4]. The human resource management is a complicated systematic program, depending on the detailed and scientific statistic data. Management of human resources is a highly specialized career.

Human resource manager should improve unceasingly their humanities quality by the way of learning, practicing and innovation

The main problems in China [5]

- The current level of management in general is still relatively backward, and the concept of public human resource management is far behind the objective needs of practical [6].
- The sort of plan theory and implementation measure.
- In our country, public-servants' training system has not formed to be a standard and unified system, it has many problems, seriously affected the training effect.
- Incentive mechanism and the performance assessing mechanisms are not well developed.

The exploitation of public human resource

The exploitation of public human resource means to make full use of it in exercising the nation administrative power, managing the country and social affairs. It is an integral part of the whole of resource allocation, Quality enhancement, utilization of capacity, r and d program and benefits first [7].

The exploitation of public human resource is strategic, systematic, sociality, foresight. Its main content includes four aspects [8]

Forecasting and planning

Forecast the demand of public human resources' quality, and demand structure. At the same time, draw up a plan to make public the supply and demand of public human resources balance

Education and Training

According to the needs of economic and social development, in order to meet the needs of different post's requirements, The exploitation of public human resource should organize some training activities to improve the civil servants' intelligence level, political and professional qualities and change their social values.

Selection and using

According to some procedures and identifications, it will select someone who meets certain requirements. Then make full use of the talent resources, give the chosen one selected that meet the requirements of the certain person selected, the corresponding responsibilities and rights to make them work actively and effectively.

Configuration and management

There should be a clear organization chart and all staff should have up to date job descriptions that clearly indicate their responsibilities. In the long run, consideration is needed in creating jobs that meet the

needs of the country's development. It is aimed to put the right person on the right position, make them work efficiently and cooperatively

The thinking about public human resource management in China

It is well known that human resources' exploitation and utilization is becoming one of the most motivating forces of the development of society, becoming an important symbol of the progress of society and prosperity of our nation. In order to meet the requirements of rapid development of modern science and technology, adapt to the changing about economy grows way by extensive model to intensive change and from the planned economy to market economy, public human resource management in China is steering away from the traditional model. It adhere to the implementation of modern management model, follow the path of introducing both management and exploitation. In transition changing, some measures effective and active must be taken to realize the transition from traditional personnel management to modern manpower resources management, promote the public human resources development and utilization. It's of great importance for the purpose of propelling the development of our country's rural economy and even development of the whole society.

The establishment of new concept about public human resource and exploitation

- Chinese government should firmly establish an important thought that "human resource is the first resource", and mends the pace of educational reform and development. In the past, the fight among world nations is for the natural resources and capital resources, but now the fight is for human resources, especially the brain resources. There are four main resources in the world; they are human, financial, physical, and informational. Human resources, especially the brain resources, are one of the carriers of science and technology.
- Advocate a concept of manpower in the conceptual dimension. The low efficiency of the personnel resources is the outstanding contradiction and problem in the personnel capital development of our country at present. The central issue of continuing-development strategy is to exploit human resources and to increase benefit of human capital. We should further renew concept to form atmosphere, adjust structure to guarantee emphasis, improve training high-level human capital.
- The human resources has universality as well as particularity. Having a strong understanding of its subjective initiative

and particularity is very important. Public human resource exploitation is human's purposeful and conscious activities. The flux of human resource capital is a behavior choice made by its owner to meet his own needs and desires. It can adjust connections between outside sources and itself, have a better knowledge and accurately evaluation on the outside world.

Some countermeasure of accelerate the development of public human resources

- We will intensify our efforts to public human resources through development. It is the key to develop human resources, and to maximize the functions, and to strengthen the systematical construction. The overall cultivation and public human resources development is a complex social system project. The plan about it should be carefully researched, appropriate for the situation, more scientific, provide a solid organizational guarantee for the overall public human resources development.
- Only scientific personal scheme can ensure the efficient implement of the adjustment of the structure of public human resource and promote the nation development of the enterprise. On the one hand, we should promote regional economy coordination development, achieve reasonable deployment of human resources. On the other hand, it should be oriented to social development, adjust with the changing about industrial structure
- Some interrelated reform measures should be rendered, provide institution guarantee for human resource management and exploitation. Reform of the political system in the country, particularly in the national civil service reform as the focus, constantly improve the civil service system, to adapt to a service-oriented government. To implement and perfect civil servant insurance system and wage distribution system are an inherent demand of the construction of modern civil servant system. It is feasible to inaugurate a civil servant system of guaranteeing stimulation, apply Pygmalion, encourage innovation, carry out flexible management and blaze the potential of public human resources.
- Broadening horizons and strengthening international exchanges and cooperation. Go out to try our best to take part in the competition of international talent

resources.

- The innovation and advancement of technology are accomplished by human beings, knowledge-based employees are the very carrier of science and technology, and become a sort of competitive capital. Therefore, we must vigorously develop education, strengthen human capital investment, promote modernization of people, and break the region isolation, change people's attitudes by further opening up.

CONCLUSION

In the above analysis, according to the development tendency of public human resource management and the main problems in China, by analysis of public human resource exploitation and combining with Chinese situation points out a road for Chinese public human resource management and exploitation.

At the same time, the conclusions of the study hope that this article is able to rail against China's human resources manager have a positive significance.

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