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Research Article

The Innovation Model of Teaching and Human Resource Cultivation in Major of Public Administration in the Process of State Governance Modernization *

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Abstract

The modernization of state governance is the extension and development of China's "four modernizations" (of industry, agriculture, national defence and science & technology). With the progress of China's governance modernization, the shortage of highly qualified administrative professionals comes into sight. The cultivation of highly qualified administrative professionals and talent pool are important factors that determine the process and level of China's governance modernization. Therefore, the teaching and training model of administrative professionals is extremely important. By using the method of literature review, in this paper, the author studies the current situation of the teaching and human resource training mode of major of public administration in colleges and universities of China, learns about the current situation of the cultivation of administrative professionals in China, and proposes improvement measures for administrative professionals from the perspective of educational authorities, colleges and universities and individuals.

Keywords

Public Administration • Teaching and Human Resource Cultivation • Innovation Model

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Public administration is the act of using state power to directly manage social affairs (Wiley-Blackwell, 1984), which exists with the existence of the state. In a broad sense, administration can also refer to the internal administrative affairs management of enterprises or institutions (Vandenabeele & Wouter, 2007). Public administration is an indispensable part of social operation, not only in economic construction, public health and environmental protection, but also in cultural education (Duffy, 2001; Funk & Bruun, 2007), maintaining social order and other aspects.

The level of public administration directly determines the effectiveness of management (Marr, Gupta, Pike & Roos, 2003), and the level of public administration depends on the teaching and human resource cultivation in major of public administration (Denhardt, 2001; Jaramillo, Munier & Aniórté, 2017). The discipline of modern public administration in China develops relatively late (Rice, 2004). In the process of modernization of state governance, the quality of administrative professionals and the level of public administration directly affect the process of state governance modernization (Bolman & Deal, 2010). Therefore, the understanding of the current situation of China's public administration human resources and the improvement and development of the human resource training model have not only a major impact on the discipline construction, but also a profound impact on the process of state governance modernization.

Current situation of teaching and human resource cultivation in major of public administration in China

China's modern administrative professionals training started relatively late (Hoy & Miskel, 1987), and with the advancement of the state governance modernization, the shortage of highly qualified administrative professionals has become increasingly apparent (Harris, Kacmar, Zivnuska & Shaw, 2007), prompting a large number of colleges and universities to offer major of public administration. On the one hand, it alleviates the shortage of human resources in the process of China's governance modernization. On the other hand, too many colleges and universities offering major of public administration and the human resources cultivated are on various educational levels also aggravates the conflicts in social development of China.

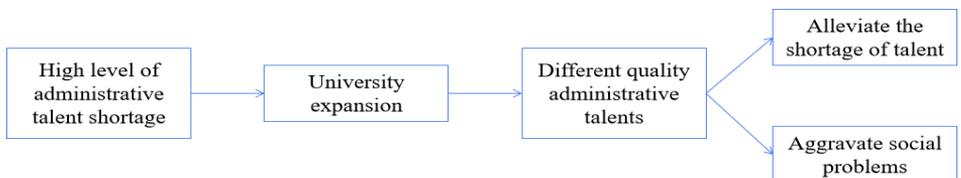


Figure 1. Problems in the modernization of state governance.

Method of study

Literature research method is a commonly used indirect research method. Referring to existing relevant research data provides convenience for our research, so as to avoid repeated studies and improve the quality of

research. In this paper, the author summarizes the current situation of the cultivation of administrative professionals in China by referring to relevant literature and materials.

Current situation of teaching and human resource cultivation in major of public administration in China

It is rather utilitarian According to the statistics of the Ministry of Education on the major of public administration offered by various colleges and universities of China, such a major offered by most colleges and universities tend to cultivate human resources for the Party and government organizations. The utilitarianization has led to a series of problems – not only the administrative professionals cultivated are on different levels, but also a large number of graduates are deadlocked in finding a suitable job. Figure 2 below shows a survey of the employment situation of recent graduates in the major of public administration.

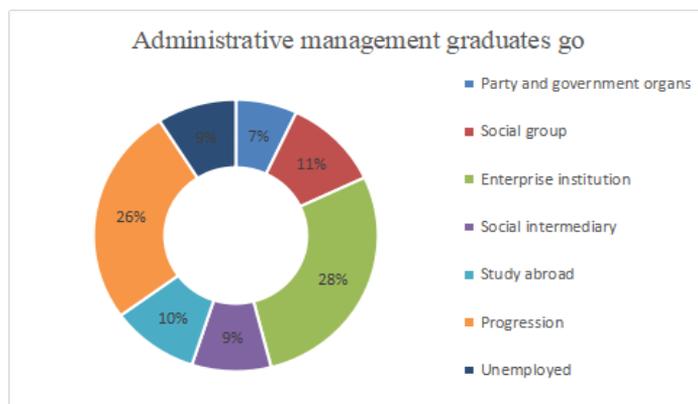


Figure 2. Major of public administration graduates go.

According to the analysis of the employment survey report of graduates in Jiangsu Province in 2017, it is found that less than 20% of graduates in the major of public administration can be employed by the Party and government organizations and social groups, and the high rate of continuing education and going abroad and the nearly 10% of graduates are unemployed also reflect that graduates face many problems and difficulties in choosing jobs.

The quality of teachers varies greatly Colleges and universities offering the major of public administration in China can be basically divided into the following four types, as shown in Figure 3.

The traditional colleges and universities famous for the major of public administration with China University of Political Science and Law, together with some emerging colleges and universities making a figure in the major of public administration account for less than 20% of the total number of colleges and universities offering this major but own nearly 80% of outstanding scholars and professors, which makes it difficult for exploratory and start-up colleges and universities in construction of this discipline. Without excellent academic leaders and scientific research funds, the latter ones blindly imitate those excellent colleges and universities – they do not

have their own characteristics at all, but become stereotypical production lines for human resource training, which aggravates the problem of graduates' employment difficulties.

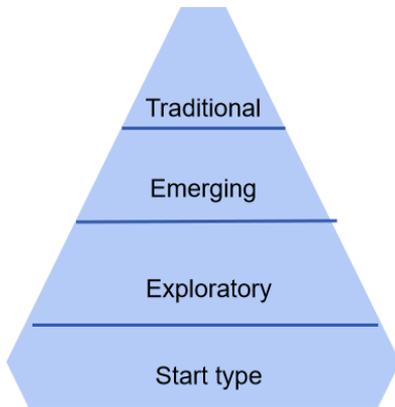


Figure 3. Classification of colleges and universities offering major of public administration in China.

The course structure is unreasonable: With the development of higher education in China, the division of secondary disciplines is becoming more and more detailed, and the differences in the curriculum arrangement of secondary disciplines are relatively small. A large number of “jack-of-all-trades” majors have emerged, while the major of public administration overlaps with some social science majors in the curriculum arrangement. A large number of experts and scholars have made great efforts in elementary course courses but rarely make achievements in specialized courses. Taking the compulsory course “Principles of Public Administration” for example, there are hundreds of versions in the market for colleges and universities to choose from, but as for the specialized courses, they use the same version of textbooks. According to the Survey Report of Fresh Graduates in Jiangsu Province 2017, the five most popular public administration courses are shown in Figure 4. From the analysis in the figure, it can be found that the popular courses are mostly specialized courses, while the compulsory courses such as Principles of Public Administration and The History of Western Management Thoughts are less recognized by college students and are ranked among the most unpopular courses.

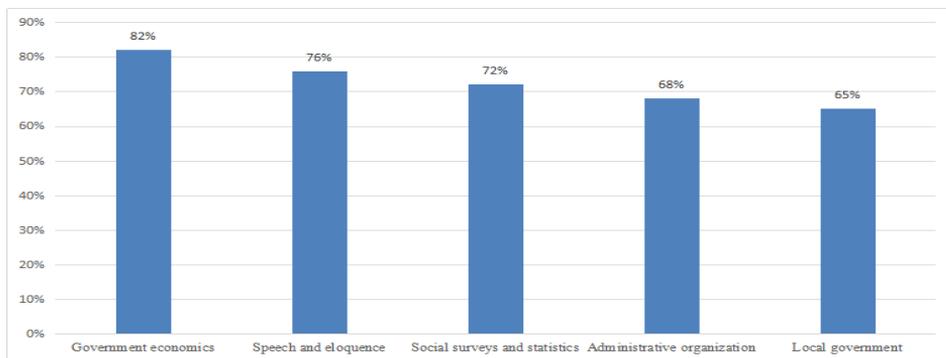


Figure 4. Top 5 most popular administrative courses.

Innovation model for teaching and human resource cultivation in major of public administration

Analysis of causes for the current situation of teaching and human resource cultivation in major of public administration

In the modernization process of state governance, with the economic construction and social development, the requirements for administrative professionals are becoming more and more stringent. At the same time, colleges and universities are also exploring and reforming the human resource training model and have significantly improved the level of human resource training. However, as far as the current situation of teaching and human resource cultivation in major of public administration in the process of modernization of governance in China is concerned, the existing problems are still quite serious, which are summarized in Figure 5.

Study on the innovation model for teaching and human resource cultivation in major of public administration

Aiming at the current situation of teaching and human resource cultivation in major of public administration and its causes, the author mainly studies and analyzes the innovation model from four aspects: training system, training process, training object and training idea, so as to reform and improve the training measures for teaching and human resource cultivation in major of public administration.

Training idea Idea is the forerunner of action, and only through the correct cultivation of ideas can we guide correct and positive actions. To cultivate highly qualified administrative professionals for China's governance modernization, we need to change our awareness and idea from top to bottom, and take cultivating administrative professionals as an important historical task. With the historical opportunity of the modernization of state governance and the expansion and reform of institutions of colleges and universities, we should change the assembly-line mode of training, and cultivate highly qualified administrative professionals with both specialized knowledge and practical problem-solving ability by utilizing surrounding resources and combining with the actual conditions of different colleges and universities.

- 01 Social supply and demand imbalance
- 02 Insufficient incentives for schoolevaluation
- 03 State intervention is too heavy and insufficient funds
- 04 Student self-awareness disorder

Figure 5. Analysis of the Causes of the Current Situation of Major of Public Administration Talents.

Training system Since the enrolment expansion of colleges and universities, higher education has moved from elite education to mass education. However, the guiding role of the education authorities in the process of rapid expansion is not obvious. The examination of the major offering in colleges and universities is not rigorous and the examination of teachers is not in place, which is one of the causes leading to the chaos of the major of public administration. In 2016, Shanghai listed the major of public administration into the "yellow card" early warning major. Prior to this, the popularity of this major has led to the establishment of public administration in various colleges and universities in Shanghai and graduates not from well-known colleges and universities face severe employment problems. The education authorities should guide the discipline construction of colleges and universities from a macro perspective. It is necessary to consider both academic development and future employment market in order to better serve the modernization of state governance.

Training process Colleges and universities are the main places of training administrative professionals. Therefore, in the process of establishment of major of public administration, colleges and universities should have their own characteristics, and they can jointly train human resources together with local enterprises. According to the questionnaire survey of graduates in the major of public administration, nearly 70% of the fresh graduates have no management experience. Through the practice in enterprises combined with theoretical knowledge learned in colleges and universities, effectively utilizing the opportunities of practice in enterprises, and cultivating highly qualified administrative professionals with solid theoretical and practical ability and problem-solving ability, can we better serve the modernization of state governance.

Training object Human resources are the object of education and training. Confucius's theory of "Officialdom is the natural outlet for good scholars" affects generations of Chinese, which also makes a large number of candidates blindly apply for the major of public administration, and students in this major often think they are superior. In the complicated employment environment, there are too many graduates in major of public administration, and the ones with the various abilities shown in Figure 6 will be favored by employers.

In a more complex environment in the future, only by improving their own strengths in all aspects can they commit themselves to the process of modernization of state governance.

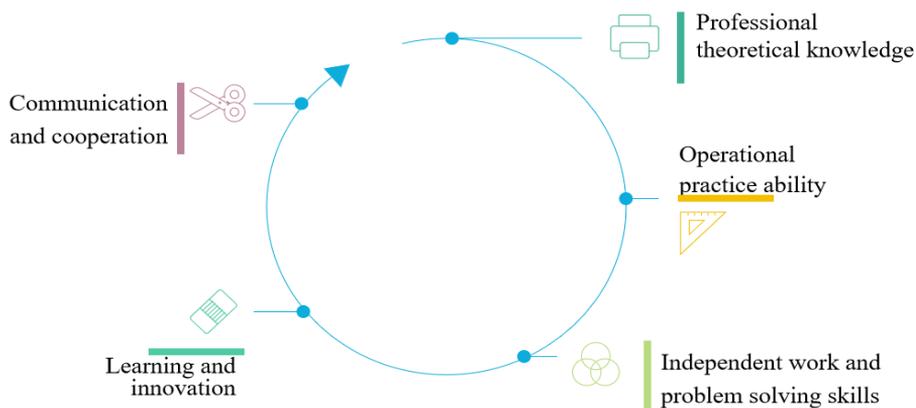


Figure 6. The ability of highly qualified administrative talents.

Conclusion

Strengthening and improving teaching and human resource cultivation in major of public administration is an important factor in determining the process and level of China's governance modernization. In this paper, the author studies the innovation model and draws the following conclusions:

(1) By using the literature research method, combined with the survey results of college graduates in recent years, the author studies the current situation of the teaching and human resource cultivation in major of public administration in China and finds that it is rather utilitarian, the quality of teachers varies greatly, the course structure is unreasonable, etc.

(2) Aiming at the current situation of teaching and human resource cultivation in major of public administration and its causes, the author studies the innovation model from the training system, idea, process and object, and puts forward some thoughts and suggestions on reforming and improving the teaching and human resource cultivation in major of public administration from different aspects.

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