

Research on the Optimization of the Civil Servant Team Structure under the Background of Clean Government Construction

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Abstract: *Optimizing the structure of civil servants has undoubtedly become an inevitable choice to improve the party's ability to build a harmonious socialist society. The modernization of national governance system and governance capacity is the general goal and task of China's comprehensive deepening reform. The modernization of government governance is an important part of the overall change stage of modernization, and it is also an important driving force for modernization. A careful analysis of the current situation and changing trend of the structure of civil servants can more pertinently explore ways to improve the Party's ability to build a harmonious socialist society and provide lasting political support for the construction of a harmonious socialist society. The research on the theory of rule of law has been going on for a long time, but how to apply the principle of rule of law to the field of anti-corruption and organically combine the rule of law with the construction of a clean government should be said to be a new attempt. Studying the methods and measures of anti-corruption has positive theoretical and practical significance for effectively curbing corruption and building a country ruled by law. In order to promote the construction of clean government, this paper analyzes the optimization strategy of civil servant team structure under the background of clean government construction and expands the new ideas of civil servant team management.*

Keywords: *The civil service team; Rule of law construction; Building a clean government; Structural optimization*

1. Introduction

Service-oriented civil servants are the personnel base of building a service-oriented government, which plays an important supporting role and embodies the effectiveness of ruling ability construction. Grass-roots civil servants are the cornerstone of civil servants, directly serving the people and representing the image of the party and the government [1]. The ability and quality of grass-roots civil servants determines whether the principles and policies of the party and the government can be implemented to the letter. The establishment of public service-oriented civil servants is the basis and important content of building a clean government [2]. The key to building a harmonious socialist society lies in the Party. Only a Party with reasonable structure and full of vigor and vitality can lead the broad masses to realize the strategic conception of building a harmonious socialist society. It is very important to strengthen the construction of grass-roots civil servants in China, which is also the basic means for the government to effectively organize public management and services and improve administrative efficiency [3]. Some achievements have been made in the construction of personnel system of grass-roots civil servants in China, but there are still some problems in the construction of grass-roots civil servants, and the human resource management system is not perfect [4]. It is of great practical significance to seriously study the changing trend of the combination of civil servants and find the way to strengthen the party's construction and improve the party's ability to build socialist harmony.

There are still some problems in the personnel system of grass-roots civil servants, such as over-concentration of township management authority, single management mode and lack of effective supervision mechanism in the management system, but the most fundamental thing is the lack of effective incentive mechanism [5]. China's civil servants, as a professional group that continuously responds to changes in social needs in the form of high performance, should constantly develop towards democratization, rule of law, institutionalization and high efficiency under the background of modernization of government governance [6]. Optimizing the structure of civil servants has

undoubtedly become an inevitable choice to improve the party's ability to build a harmonious socialist society. A careful analysis of the current situation and changing trend of the structure of civil servants can more pertinently explore ways to improve the Party's ability to build a harmonious socialist society and provide lasting political support for the construction of a harmonious socialist society [7]. The great destructive power formed by corrupt activities has seriously hindered the normal and orderly growth of society [8]. Therefore, since the emergence of corruption, every country and all people with high political responsibility have paid great attention to corruption. In order to promote the construction of clean government, this paper analyzes the optimization strategy of civil servant team structure under the background of clean government construction and expands the new ideas of civil servant team management.

2. The essential implication of modernization of government governance

National governance includes government governance, social governance and market governance. The modernization of government governance is an important part of the overall change stage of modernization, and it is also an important driving force of modernization. How to improve the recruitment system of grass-roots civil servants and improve the ability and quality of the recruits is an important task for the construction of civil servants, and it is also the focus and difficulty of the examination and recruitment work. Unreasonable team structure is one of the common problems in the current construction of civil servants in China, which is manifested in the imbalance of gender ratio, the mismatch between ability and quality, and so on. To solve the structural problems of civil servants needs in-depth study and discussion [9]. In the national construction and growth of China, the government, as an important executive body of national decision-making, has played a great role. At present, with the deepening of China's political system reform, the government's responsibility is constantly moving in a rational and scientific direction, but its core position has never changed. The most important thing to improve the recruitment system of grass-roots civil servants is to optimize the structure of grass-roots civil servants. The interaction among the government, the media and the masses under the spread of modern media is shown in Figure 1.

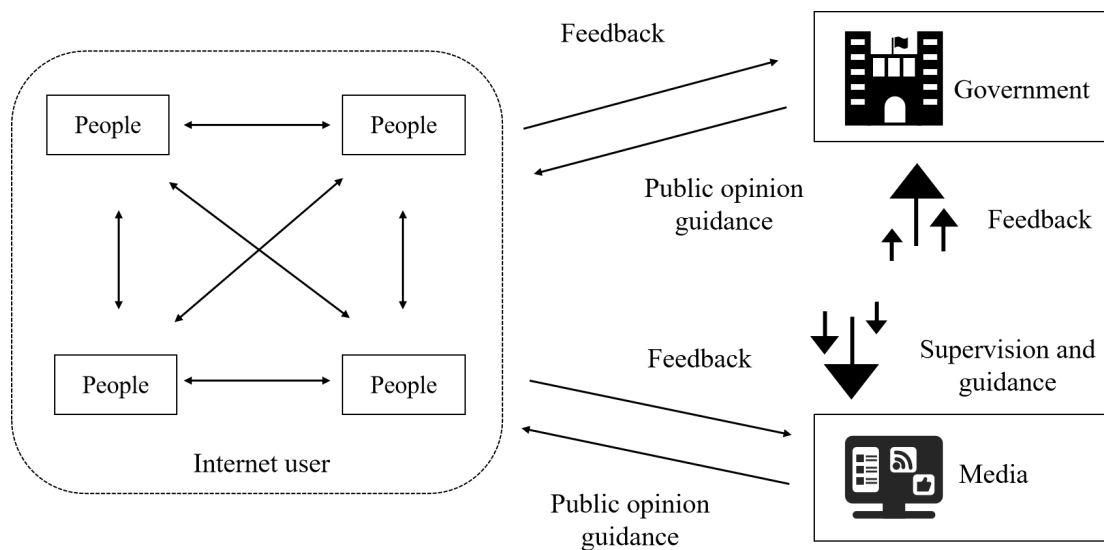


Figure 1: Interaction among government, media and masses

Grass-roots civil servants are the main executors of various administrative functions. They need not only college graduates with strong professional knowledge, but also practical talents with rich grass-roots experience, so as to attract outstanding talents from all walks of life. In the stage of promoting the modernization of state governance, which is embodied in government governance but not equal to government governance, it is need to take the modernization of government governance as the core in order to form systematic advantages and finally realize the modernization of the whole country. It is need to adhere to the principle of competitive selection, strict selection criteria, improve the quality of employed personnel, and absorb outstanding talents from grassroots project personnel into the civil service to form a good orientation for grassroots employment. There are many reasons for the unreasonable structure of grass-roots civil servants [10]. These reasons are intertwined, and each institutional reason that causes the unreasonable structure of the civil service team will lead to several

team structure problems. The government is the main administrative organ of the country and an important executive organ of state power. According to the national nature of the people's democratic dictatorship in China, the government is the executive organ of the people's will and always represents the people's interests. Whether the government can correctly exercise the power entrusted by the people and fulfill its duty of serving the people is an important aspect of the growth of democratic politics in China.

3. Optimization strategy of civil servant team structure

3.1. Optimize the structure of civil servants

The key to building a harmonious socialist society lies in the Party. Only a party full of vigor and vitality can lead the people of the whole country to achieve the strategic goal of building a harmonious society and build a society full of vigor and vitality. It is need to do a good job in the construction of grass-roots party organizations through measures such as setting up a separate party branch at grass-roots outlets, strengthening the construction of active positions of grass-roots party organizations, and continuing to carry out party spirit practice activities. It is generally believed that, contrary to the over-bureaucratization of the civil service system in western developed countries, the main problem of China's civil service system is the lack of bureaucracy. This is not only the key to improve the incentive mechanism for civil servants, but also the key to solve the problem of insufficient bureaucracy in China's civil service system. Only on this basis can we talk about the flexibility and sufficiency of incentives. At present, young party member's consciousness of ruling responsibility and ruling hardship is getting weaker and weaker, and even some party member joined the Party for speculative purposes. According to party member's age, education level, jobs and other conditions, we should implement hierarchical and classified education, design differentiated training programs, and carry out targeted training and education. Innovative education and training methods, through centralized training, party class learning, red education, online learning and other ways, to stimulate the enthusiasm and initiative of the majority of party member to participate, and improve the effectiveness.

3.2. The construction of performance appraisal mechanism

The construction of the performance appraisal mechanism of civil servants needs to be clear at first that the performance appraisal and examination is an incentive means, aiming at improving the public service ability of civil servants, which is an important content in the construction of civil servants and plays an indispensable role. Make effective use of the existing incentive resources and stimulate the enthusiasm of grassroots civil servants in many ways. It is unrealistic to fully meet all the needs of grass-roots civil servants under the condition of lack of township resources, but township governments can make full use of limited resources and motivate grass-roots civil servants through various channels. The knowledge of the ruling party is an inevitable choice for the party to cope with the knowledge economy era and information society, and it is also an inevitable requirement for building a harmonious socialist society. Building a harmonious socialist society is an unprecedented systematic project, and the Party has no ready-made experience to learn from in the stage of leading the construction of a harmonious socialist society, so it can only rely on groping ahead. Career development plan is closely related to personal values and attitudes, which determines the individual's cognition and choice of self-professional experience. We should actively explore new ways and new ideas, carry out various forms of post clean government education, ideal and belief education, purpose and regulation education, anti-corruption and anti-corruption warning education, and enhance the ability of party member cadres to resist corruption and change.

3.3. Create a fine style of work

Under the background of modernization of government governance, the governance concept and mode of China government are constantly changing, and the requirements for civil servants are also changing accordingly. The future society is an era of knowledge economy and information. The Party must master modern knowledge in construction practice and constantly promote its own knowledge. In essence, career development plan is the self-role orientation made by employees in their work experience. Organizing, guiding and participating in employees' career development plans can not only make employees more clear about the relationship between working environment characteristics and self-positioning, but also coordinate their work with employees' personal strengths in the stage of

continuous matching between individuals and organizations. At present, the academic structure of civil servants has undergone gratifying changes, but it should be further optimized to attract more highly educated and knowledge-based talents to join the party. A harmonious society must be a knowledge-based society that emphasizes talents. Only by constantly optimizing the academic structure of civil servants and promoting the knowledge of the ruling party can we meet the requirements of building a harmonious socialist society.

4. Conclusions

With the rapid growth of economy and society, public management affairs are becoming more and more complicated, and the public has put forward higher and higher expectations and requirements for civil servants. Under the background of modernization of government governance, the governance concept and mode of China government are constantly changing, and the requirements for civil servants are also changing accordingly. The changes in the structure of civil servants have brought new challenges and opportunities to party building. Whether the government can correctly exercise the power entrusted by the people and fulfill its duty of serving the people is an important aspect of the growth of democratic politics in China. Managers should, according to the requirements of Scientific Outlook on Development, speed up the construction of modern civil servant personnel system, constantly improve the incentive mechanism of grass-roots civil servants, promote the construction of grass-roots civil servants in China, improve the government's effective organization of public management and service level, and improve administrative efficiency. First of all, we must always adhere to the direction of high efficiency and democratization in the construction of civil servants, so that they will always strive to continuously improve their modern service capabilities, gradually build a modern professional spirit and professional ethics, and ultimately help the smooth progress of the modernization of government governance and state governance.

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