

Advantages and Disadvantages of New Public Management in Human Resources and Social Security

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Abstract: *As a new public sector management method and practice orientation, the new public management is well adapted to the requirements of government management and reform in the era of globalization and knowledge economy. Under the influence of China's socialist market economy, the reform of administrative system is imperative. Based on this, this paper first defines the relevant concepts, briefly describes the present situation of our country, then analyzes the significance of new public management in human resources and social security, and studies its advantages and disadvantages in detail. Finally, it gives the corresponding countermeasures against the disadvantages.*

Keywords: *New public management; Concept; Human resources; Advantages and disadvantages; counter-measure*

1. Introduction

With the development of economy, new public management has been widely used in human resources and social security. China is also facing a certain administrative crisis, so it needs relevant departments to do a good job in management. The relevant departments can solve the existing problems one by one. Through a simple analysis of the advantages and disadvantages of new public management in human resources and social security, the corresponding strategies are implemented according to the disadvantages, so as to further reduce the negative impact of the disadvantages and promote the sustainable development of new public management.

2. The concept of human resources in social security

In social security, human resources mainly refer to the actual quantity of labor force, which can create certain economic value for the society through efforts. For example, for higher vocational colleges, human resources mainly refer to senior leaders, teachers and other related personnel, including logistics and other related personnel. Human resources in higher vocational colleges have a great influence on the cultivation of talents. Higher vocational colleges need to be student-oriented, increase capital investment through education, and further promote the development of human resources. Relevant departments need to take corresponding measures according to different regions, especially poor areas. Relevant departments can also carry out related activities to cultivate students' psychological quality, further enable students to form a good comprehensive quality, and cultivate compound applied talents for the society, so as to meet the talent demand of the society^[1].

3. The basic concept of new public management

The new public management includes theoretical cognition and practical cognition. In theoretical cognition, it is mainly to liquidate the traditional public mode, and it also includes total negation, to re-recognize the original related management concepts and means, and to deeply reflect on the paralysis system of the administrative departments of the relevant units. It is also necessary to re-examine the advantages and disadvantages of the corresponding science and technology and further sublimate the related management means, so as to solve the management drawbacks according to the actual situation. In practice cognition, the application of new public management needs to rethink the problems that need to be solved urgently in reality, and further put forward specific solutions, so as to manipulate management-related behaviors.

4. The status quo of human resources in China's social security

The present situation of social security human resources in China includes abundant labor resources. The new public management needs to implement the corresponding reform according to the actual situation of our country, and increase the investment of funds to further implement the strategy of rejuvenating the country through science and education. Coupled with the strong support of China's policies, it has further promoted the cultivation of human resources, thus realizing the educational reform and penetrating into every corner of China's education in an all-round way. The present situation of human resources in China's social security also includes that there is no particularly strong internal demand, and the management platform is correspondingly reduced. In addition, the technical methods of human resources management are not advanced enough, and the corresponding development efforts and overall planning are also lacking, which further affects the cognition of human resources.

5. The important research significance of new public management

New public management plays an important research role in human resources and social security. Coupled with the fierce market competition for talents, it is necessary for relevant departments to fully tap and cultivate relevant professionals, and attach importance to the degree of training human resources, so as to further ensure the important role of human resources in social public management. With the development of economy, human resources have also brought good economic benefits to the society, contributed important strength to the society, and provided a certain amount of labor force. Human resources need to keep pace with the development of market economy and further promote socialist modernization. Human resources also need to improve the management ability of relevant departments and further develop the advantages of human resources according to the reality, so as to reduce the operating costs of related enterprises and maximize the profit value. The new public management can effectively improve the job performance of related enterprises, and further plan the career development of related employees, so as to achieve the corresponding goals. Public management includes not only health, medical and other related industries, but also education and other industries, which are basically inseparable from the long-term development of human resources [2].

6. In the human resources and social security, the benefits of new public management

6.1. Change the previous concept of public service.

In human resources and social security, the benefits of new public management include changing the previous public service concept. In the past concept of public service, government departments basically single-handedly arranged procurement, which made relevant departments basically lose the decision-making power of public management, which led to the emergence of monopolistic behavior. However, in the new public management, the decision-making power basically returns to the hands of relevant units, further reducing the occurrence of monopoly. At the same time, the selection of related products through open competition further reduces the government's intervention, and achieves fairness, justice and openness through the common supervision of the people. The new public management has directly changed the previous public service concept, further reduced the pressure of market competition, and thus achieved a qualitative leap. By comparing different products, public management can further select the best suppliers, so as to improve service efficiency and protect the grassroots people.

6.2. Promote the further development of basic theoretical knowledge.

In human resources and social security, the benefits of new public management also include promoting the further development of basic theoretical knowledge. Basic knowledge includes economic s, public management, etc., which is mainly to form new public management by summing up the corresponding practical problems, and further change the present situation of economic illusion, so as to improve the basic theoretical knowledge of new public management. In the past cognition, policy and management coexist. And the new public management directly solves the problem that the market economy changes can't be effectively controlled, and directly separates the policy from the management to further promote the harmonious development [3]. In the new public management, the effective development of basic theoretical knowledge will promote its long-term development in human resources and social security by combining management with economy and thoroughly

reforming management methods.

7. In human resources and social security, the disadvantages of new public management

7.1. Too traditional and conservative

In human resources and social security, the disadvantages of new public management include being too traditional and conservative. In some departments, the old system and traditional management concepts still exist, and public management is only put on hold at the theoretical level, lacking in implementation at the grass-roots level and practical cognition, which makes the new public management unable to be effectively implemented and further affects the long-term development of society.

7.2. The application of economic theories and methods is too extensive.

In human resources and social security, the disadvantages of the new public management also include the extensive application of economic theories and methods. Excessive abuse of theories and methods will affect the application of the whole process of new public management. The relevant departments did not make appropriate innovative management mode according to the actual situation, which made the new public management unable to be widely used, especially for private enterprises. In the new public management, the relevant departments are often based on theoretical knowledge, and do not fully consider the satisfaction of the masses, which makes the new public management not scientific and systematic enough, thus weakening the implementation of public services. The extensive application of economics and methods directly affects the balanced development of the economic system and further affects the long-term development of new public management, thus increasing the pressure of market economy and reducing the fairness of relevant stages.

7.3. No attention was paid to the difference between public and private.

The disadvantages of the new public management in human resources and social security also include not paying attention to the difference between public and private. In the new public management, private enterprises do not implement the corresponding management system according to the actual situation, but only carry out the corresponding management system according to the past management experience, which directly reduces the implementation of short-term results and makes the practical problems not effectively solved. The new public management system should be born with the trend of most management needs, and further reflect on the specific details, so as to find the limitation of the new public management, which makes public and private enterprises fail to deal with the practical problems in management in time.

7.4. There is no perfect reward and punishment system.

The drawbacks of the new public management in human resources and social security also include the imperfect reward and punishment system, including institutions and other enterprises. Institutions lack a certain degree of competitiveness, especially in the promotion incentive mechanism, coupled with a single salary, which makes the reward and punishment system lack a certain incentive function. In terms of human resources, the reward and punishment system is too objective, often too formal, lacking some fairness and rationality, and it is difficult to implement the corresponding reward and punishment system. The implementation efficiency of reward and punishment system in public institutions is too low, which further reduces the enthusiasm of relevant personnel. Coupled with the low salary system, to a great extent, it directly reduces the work efficiency of relevant personnel, and there will be bad emotions, such as resentment and complaints, which not only affect the positive image of public institutions, but also seriously impact the social and economic benefits.

8. In human resources and social security, the specific countermeasures of new public management

8.1. Change the traditional ideas of the past.

In human resources and social security, the new public management needs to change the traditional

ideas in the past, further innovate according to the actual situation, and organically integrate management and economics to further promote the long-term development of public services. Make rational use of human resources to further ensure a stable and harmonious social order, so as to increase the corresponding employment rate. Relevant departments need to give full play to the relevant role to develop talents of related majors, and the quality of public services can be further improved by training the practical skills of relevant personnel.

8.2. Rational use of economic theories and methods.

In the new public management, economic theories and methods should be reasonably used in human resources and social security, and market competition mechanism should be further introduced to solve the corresponding problems. The development of public services, based on social security, builds different regions according to the needs through the survey of the whole society, and further provides enough funds to increase the corresponding construction, thus improving the quality of public services [4].

8.3. Clear public and private service consciousness.

The new public management needs to be clear about the public and private service consciousness in human resources and social security. Relevant departments need to adjust unreasonable phenomena in time, and feedback corresponding problems in time, so as to further improve the service quality of public administration and enhance the professional responsibility of relevant personnel. In the new public management, relevant departments need to reasonably solve social contradictions, put people's interests in the first place, and correct their service awareness, so as to reduce the occurrence of corresponding problems and further solve the drawbacks in the new public management system.

8.4. Perfect reward and punishment system.

The new public management needs to improve the corresponding reward and punishment system in human resources and social security. Make the reward and punishment system more scientific and reasonable, so as to improve the working enthusiasm of relevant personnel and reduce the occurrence of bad emotions, especially in public institutions. Institutions need to pay attention to the social value of relevant personnel, and pay according to their work, and reward outstanding employees through a scientific and reasonable reward and punishment system, so as to further maximize their benefits and create better social value. The perfection of reward and punishment system not only enhances the social value of relevant personnel, but also improves the efficiency of public service.

9. Conclusion

To sum up, in human resources and social security, the new public management has certain advantages and disadvantages. The new public management has brought certain benefits to human resources and social security, including changing the previous public service concept, further reducing the pressure of market competition, and thus promoting the long-term development of basic theoretical knowledge. The disadvantages of the new public management include not only the excessively traditional and conservative economic theories and methods but also the lack of attention to the difference between the public and the private sector, and the imperfect reward and punishment system, thus affecting the social and economic benefits. The relevant departments need to change the traditional ideas in the past according to the disadvantages, and further clarify the service consciousness of the relevant employees through rational use of economic theories and methods. Relevant units also need a complete reward and punishment system to improve the working enthusiasm of relevant personnel, so as to maximize their benefits.

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