

Analysis of Public Human Resources Target Positioning Under Risk Society

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Abstract: The characteristics of risk determine the ubiquitous risk of risk, due to the rapid development of productivity, the complexity of risk. The problem of human resources under the risk society continues to breed, and seriously affects the reform of the public sector. Therefore, there is a change in internal drive, lookup target, and relocate the public sector human resources, so that the department is better for the people to maintain the national image.

Keywords: risk; risk social theory; public sector human resources; target positioning

1. Introduction

Modern people are through symbols to perceive social, and open their people's new world to the new world with symbols. French thinker proposes social symbolization and believes that society has transformed into consumer society from the production of society. So far, the symbol has become the entrance to the society. The consumer society has overcome the effective demand for market social needs, which is far more than people actual needs [1]. The desire pulls effective demand, overcoming the problem of insufficient demand caused by the market poverty gap. The development of consumer society has accelerated the differentiation of interest, which has prompted interest allocation, leading to constant accumulation of social risks. With the increasing risk of risk, gradually enter the risk society, give social labels [2].

The risk society is proposed by the famous German sociologist Ulrich and others, and the author is discussed in the "Risk Society" this book that risks from the system of human society, not based on Ignorance, reckless behavior, but based on rational provisions, judgment, analysis, infer, distinction, comparison, etc. It is essentially self-criticized society, not only for individual circumstances, but also in principle self-criticism, and describes the difference between risk society and other societies: "The driving force of class society can be summarized in one sentence : I am hungry! The driving force of the risk society can be summarized in another sentence: "He is afraid!" He narrates the high-speed development of contemporary economic society to human beings with his unique optimism. He advocates Pay attention to the risk of social development and increase humanity against risk. The risk is accompanied

by the emergence of human ancestors, it is uncertain at the same time. Different from past formulas and time-off, risk is to deal with unpredictable future, and the risk social theory of forward-looking characteristics is to prevent and find out the strategic response of resistance. The latter negative effect. Before the traditional society, most of the living environment of human survival is only original risks - natural disasters, such as volcanoes, earthquake, flood, droughts, hurricane, snow disaster, but this kind of sudden natural disaster is fast, sagging quickly, such disasters At that time, it was unavoidable. Every ancient human beings had to sacrifice all their disasters, and they also saw the disaster as a punishment for human beings. Naturally, they could not form a systematic risk awareness to resist disasters. With the development of society, the generation of industrial society, natural disasters have decreased, and human IQ is increasing, and all kinds of high-tech scientific research results have emerged and applied to related areas for war, genetically modified technology for planting Human cheers brings the positive effects of high scientific achievements, but ignores negative effects to the corresponding punishment of humans. After the war, nuclear weapons buried in the underground, and the pollution to air and water, the development of genetically modified technology Not safe, etc., this can be seen, the emergence of new risks is the cost of human self-sufficiency, we are collectively referred to as social risks - this risk is more complicated, the harm is large, and it is difficult to prevent and resolve. Social risks are one of the external risks, usually refers to the unit organization activities caused by unstable factors that have not directly contacted in an external environment, and thereby bring serious losses to the unit organization. In social risks, risk and social model launch, with its corresponding management department's public organizational department is not in, with its goals, leading to the division of responsibility. The bureaucrat is serious, the public governance decision-making is opaque, long, in the case of the interior of the risk society there is a change in internal drive [3].

1.1. Overview of Public Human Resources Goals under Risk Society

Public Human Resources Target refers to predicting the human resources demand of the Organization in accordance with the needs of organizational development

in risk society, to ensure that organizational needs of human resources, quality, structural needs, and formulate human resource management Strategy to adapt to the development of public sectors under high-risk risk society.

The public sector refers to the national award public power, and the public interest is organized to organize the social public affairs, providing services to all social members, such as governments, public enterprises, non-profit nature, and international organizations.

Public Human Resources Target is an important part of public governance. The entire public sector human resource system must be based on human resources goals. In detail, the human resources goal in risk society is to solve who is the face of risks. How to deal with risks, what kind of positive effects have been perfect.

As described above, the staff of the public sector should actively and optimistic to deal with the risk, and the interests of our interests into all national interests, which helps society more harmonious, people live more peaceful, experience the enthusiasm of participating in political activities, and let the people relations More close. The reasonable positioning of public human resources goals in risk society is very important, the goal is the starting point of the entire system, and what strategy is used as a target, which will directly affect the definition of the risks and the development of human resources.

1.2. The Status Quo of Human Resources in the Risk Society and the Importance of Target Positioning

As the saying goes: "Take the prior person, manage people to manage." It is necessary to think that the overall quality of society is good. The corresponding service organization has a good reform. The governance of the public sector is the favorable resources owned by the government as the core, gather in society, widely used political, economic, moral and legal methods to optimize public. The ability of department governance, enhances the performance of public sector and its services, thus achieving the most effective public interest. At the beginning of 2014, General Secokes of the Central Committee of the Communist of China delivered a speech at the 3rd Conference of the 18th Central Discipline Inspection Committee. He proposed to strengthen the unified leadership of style and clean government construction and anti-corruption work, strengthen ideological and political education, strict discipline, and persevere Correct the "four winds", keep punishment and high pressure, and strive to obtain the progress and effective progress and results of the people, and pointed out in the work plan to maintain the problem of flesh and blood in the people, these are sufficient to prove the determination of Central Committee Comprehensive Reform. The practitioners who governance are people, and they are the staff of the public sector. With the improvement of the overall quality of the masses, the number of people accountable is increasing. The people are increasingly realizing the superiority of the family. The government's governance is the management of the human resources of the public sector.

In recent years, its management has received social community. Pay attention to the unique overall unit, the public sector has a special nature. The public sector is the national decision-making department and service department. It must require human resources to have a high political consciousness; in addition they represent the public sector Image, you must have no lofty moral cultivation and professionalism. The appearance of the media, the attention of the masses, allowing government staff to expose under spotlights, accept the supervision of the media and the masses. Government staff is dissatisfied with work dissatisfied with the business, and the work pressure is large and suicide [4].The staff is eating empty, after 80, the county party secretary, after the post-employment of the local cadres, professional skills personnel will be arranged to have a place to work The role, using powerful corruption crimes, under the frequent occurrence of many risks, under the exposure of the media, the public human resources will be pushed to the tip less waves.

The traditional public human resources management experience is mainly the management of the right, and has nothing to do with the staff. It is not known that this has weakened the responsibility of the staff, and the staff's inertia is added. With the arrival of risk society, the emergence of many social risks, forcing traditional public human resources to establish a set of public sector human resources risk management systems to address high-risk risks, thereby increasing unit organization performance. Official staff is relatively low, the role of business is not recognized, and morality is not high. In addition, in the selection of job promotion, the performance assessment is also potential. The root is the unreasonable and method of public sector human resources management system. The backwardness, the back shield is weak, it is difficult to play its original quality potential, and the goal of public organizations cannot be successfully completed. Under the risk society, in the human resources management of public sector, we must correctly understand the risks, thus analyzing risks, can effectively control the risk, avoiding the happening of the same risk.

The public human resources goal is always in public governance, and it is also the most basic composition element in management. People are the core of activities. It is one of the human resources. At the same time, public human resources goals are the starting point of the public sector, what kind of human resources goals, the development trend of organizations will be related to Zeng. Since the one country is in a high-risk social stage, build a viable public sector human resource system to guide the risk to guide the public sector to respond to the crisis, so that the public sector is better for the people.

1.3. The Target Positioning Analysis of Public Human Resources under the Risk Society

In Peter Principle, each employee tends to be competent. Human resources play a very important role in the public sector. If there is a timely resolution, the policy method to address human resources is the key, it determines how public organizations have more effective

development, first clarify the operational goals of public organizations. It is also necessary to know what the reasonable and effective goals can be set up in what context. In the risk societies, the number of universal varieties is invisible. In the active response to its high complex risks, we must divide the public sector human resources target into three stages, the risk of unformation, risk accidents, that is, the disaster phase, after the risk Evaluation phase.

2. Before the Risk is not formed, it is the Most Important Stage of the Public Sector Human Resources Target Positioning.

The social risks of public sector human resources are mainly reflected in moral risks, trust risks, political risks, and cultural risks. So far, the public sector is more than 60, 70, leadership is the core of the management, and therefore has a professional leadership skill, the ability to predict the risk, these people Entering units before the examination system reform, there is no professional learning and training, only with work experience, the ideological and vision is relatively backward, and the risks will not be aware, and the staff is not moving in the 80r and 90s of the new staff. Even the staff of the 80, 90s, the temptation of the right to work, and the temptation of the right to enjoy, and there is potential moral risks, no guts and abilities. The leadership staff should conduct regular ideological and political education training and training and leadership skills and professional skills, and require application to actual work, each quarterly consolidated assessment system, visiting unit grassroots work employees, Talking to the leadership, but also strict assessments for professional skills, and work on the posts or work for unqualified staff, waiting for the next assessment. And the staff of the new public organization is due to the transformation of the times, the ideological trend, and the daring innovation, but the work pressure is large, and the risk of retaining, there is a certain professionalism and risk awareness, but the work experience is lack of hard work. The spirit is also easy to cause work strikes, malicious pets. To determine the awareness of public organization targets, care more about the pressure of these staff, such as relieving the pressure of rent, solving individual employee accommodation. Evaluation of the professional skills arrangements of the staff, the past, the person who has been assessing it is usually higher level leaders, to change the diversification of the assessment subject, avoid the arbitrariness of the assessment, rectify the salary system, cancel the papers, and strive for compensation To be proportional to the work efficiency, this can avoid the inefficiency of public organization staff, and treat the work burnout. The legal and local administrative regulations are not perfect, the hair strips are too general, the reform process is slow, so that the loopholes of corruption crimes should have targeted, clear, mandatory, and stipulate the fair and disclosure of public organizations. The principle of fairness. From the development of the decision-making layer to the executive to the system, it is necessary to unify the risk of risks. The reform of the leadership is conducive

to personally communicating, improving leadership, grassroots staff reforms helps to identify public organization goals, actively respond to risks, stop risk, better for people to seek benefits. The constraints of regulations are more conducive to the occurrence of risk prevention and restraint mechanisms.

3. Due to the Characteristics of the Risk, Universality, Loss, Uncertainty and Variability, Risk of Risk is not estimated in Time and Space, Inevitably, it is not transferred, it does not Transfer in Public Organizations, and Objectively Existence Independent of Public Organization, and Modern Social Productivity is improved, and the New Risks are like Rain before the Rain. Therefore, it can only reduce the Frequency and Loss of Risk, and the Risk cannot be Completely Eliminated.

In recent years, the self-employment of public organizations, the social organization leaders, the frequent corruption of corruption, the petition, the people's petition, the people retaliate to government staff, and the employee has a dissatisfaction with the work, the efficiency is not high, threatening the people Interests.

The concept of public organization is mentioned above, but also fully understanding the importance of public sector staff, public human resources represent a country's face, is one of the national comprehensive management, must reduce the dangers of public human resources To the lowest, maintain the image of the country. The staff of the public sector corruption should also call the strong man's wrist. The leading group must be a special person to evaluate its professional skills, and do special people to be special, prevent talent waste, and work for civil servants, and unit leaders can conduct this unit system every half year [5]. In addition, since the minorterials have a personal attack behavior in the public sector, the unit must organize the employees' work in the work of the staff, and to strengthen the person's security work, the visitor should register. A certain measures have been taken in risk accidents, which reduces the harm to minimal, effective measures become the political power to maintain the country's image.

4. After Risk, the Public Sector Human Resources Goal Enters the evaluation and appealing stage.

After the risk, there is no disappearance of risk. In public human resources, the security strategy should be added [6]. In this process, the psychological state of public sector employees should be accurately analyzed, remind employee employees to improve the vigilance, strengthen the risk of risk, and establish high standard safety Mechanism, allowing leadership decision-making layers more transparent, and public sector leaders must trust society and their subordinates, appease employees, and make risks to effectively control, and put into the work of the people service as soon as possible [7].

Today, the country is in complex high-risk risks, human resources in the public sector are more important, promoting the improvement of their human resources, and effectively playing its role in national governance [8]. The

human resources reform of the public sector is no longer a vacant slogan. Finding the target positioning, the public sector plays a vital role in the one country's social life, promoting its human resources to resist risk capability and consciousness, and effectively play its national governance Act.

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