

The Establishment of Government Official's Quality Evaluation System

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Abstract

This paper is mainly present in the country in which the Cadre System question I am currently studied about division level and above cadres' evaluation project proposed. Mainly it includes two aspects, the first is to propose a more rational and comprehensive system. The second is to propose the establishment of the civil service quality tracking database.

Keywords

Comprehensive System, Database, Quality of Personnel

1. Introduction

There is a great significance in cultivating and fostering a large number of high-quality leading cadres to build a moderately prosperous society and create a new situation in building Chinese characteristics socialist construction. The quality of leading cadres directly related to the success or failure of our Party's career. There are some measures to solve these three problems: the creation of specialized civil service performance evaluation mechanism; improving the performance appraisal index system; weakening the year-end assessment and valuing the usual assessment.

How to evaluate and select high-quality leading cadres is the real problem we are facing now. The key to solve these two problems is to determine a reasonable selection of quality principles and establish a scientific evaluation system.

The district which I am researching is located in the country's political center, which is the location of some main political departments of Beijing and national ministries and administrative departments. It has incomparable geographical advantage in personnel management comparing with other places. It should be a pioneer in cadres' management innovation and personnel reform among nationwide. Meanwhile, Beijing has larger number of middle and high level cadres in China, so the possibility in practice and economy theories is higher than other

regions.

It is the spirit of the 18th CPC to set up cadre assessment system which can promote scientific development, and it is the need to deepen the reform of personnel system of leaders, also to strengthen the system of incentive cadres. It is an important measure to strengthen the establishment of leadership and to supervise the implementation the party's line, principles and policies, and also an important organizational guarantee for promoting scientific development. The key point of cadres' appraisal mechanism is to stimulate the creation of cadres that can stand the time, practice and people's test. The gist is to firmly grasp the theme of development objectives to develop a scientific evaluation system, and to effectively promote the people and object to combine together and promote economic, political, cultural, social and ecological development through the system.

The basic responsibility of the leading department and leaders at every level is to combine the party's line, principles and policies together with the actual situation, to work creatively and promote scientific developments. To achieve this goal, except relying on cadres' conscious hard working spirit, we also rely on the necessary institution and system for guarantee. The number of local party and government leaders is huge and they are in the first line to reform, so it is essential for the healthy development of the entire contingent of cadres and the party's career. Therefore, it is of great implication to study how to promote scientific development comprehensively and establish a scientific cadre appraisal system.

The cadre assessment practice in this District proposes innovative measures to improve the evaluation system for existing problems. It mainly includes adding integration and information technology assessment concept to the original cadre appraisal process. In the practice, we should combine theory and practice, analysis and synthesis, investigation and research methods of empirical analysis together.

2. Build a Three-Dimensional Evaluation System—Morality Ability & Achievement (Performance)

This assessment is the first try among nationwide. Moral character, ability and performance assessment are separated aspects in the current evaluation system in our country, and in most of the public sectors, they only score the three aspects as three different directions and use a weighted score for each list or method data processing [1]. So the short board and advantages in relationships among the three areas cannot express quantitatively and vividly. Therefore, this division level cadres' evaluation in this District will adopt the three-dimensional evaluation system method and reflect "Morality Ability & Achievement (Performance)" these three aspects for cadres' actual working conditions. Thus, the actual performance of cadres may be represented by the volume of the container.

We will analyze the specific evaluation method and its basis of specific performance in the three areas (Morality Ability & Achievement (Performance)).

2.1. The Basis and Methods of Cadres' Moral Assessment in This District

In order to summarize the experience of this assessment better and explore a molded cadre evaluation system, we will combine this District cadres' performance assessment's process and experience with the latest domestic academic achievements and national policy, also adding specific assessment methods and principles. We will do more scientific, detailed and convenient in analyzing cadres' morality, working performance and abilities.

2.1.1. Domestic Index System on Ideological and Moral Quality Assessment

Since the implementation of "Provisional Regulations on Civil Servants" on 1st, October 1993, the national civil service evaluation problem has aroused extensive attention [2]. Many government organizations have done a lot of research on assessment, including the study of Moral Character Assessment of content, and reach to some conclusions.

Xiaoming Zheng proposed a theoretical model of the Civil Moral Character Assessment in 1995, and he identified indicators of the Moral Character Assessment as: 1) belief over—It includes the following indicators: serving the people behavior; optimism in life; love the cause of behavior to succeed; 2) discipline—Devotion to duty behavior, obedience and extent of work required; the degree of adherence to the work of the secret anti temptation; 3) pragmatic style—The appropriateness of the program, the rigor, diversity, efficiency and effectiveness of the policy reality, noble sentiments, integrity fair, integrity, cautious humility, self-discipline; 4) pioneering spirit—efficiency—Their flexibility and novel ways of working; work to improve the viability and

effectiveness [3].

In 2000, Liaoquan Wen put forward the cadres' ideological and moral quality evaluation indicators as followed: professionalism, dedication, global spirit, team spirit, principle, organization and discipline, professional ethics and solidarity [4].

Zhejiang Provincial Party Committee Organization Department jointly some scholars of Zhejiang University to study the Leading Cadres Evaluation System and proposed some following indicators for the evaluation of ideological and moral qualities: professionalism, responsibility, discipline, principled, pragmatic spirit, integrity, democracy, service, toughness [5].

From the various evaluation indicators listed above, we can find that the main theory is started to design the evaluation index from attitudes and behavior, such as dedication, responsibility, principled, ethical and other indicators are designed from the attitude aspect. Others such as one's duty discipline; appropriateness of pragmatism in the program, rigor, diversity policy, work efficiency and effectiveness reality, is from the perspective of behavioral elements to design evaluation system.

2.1.2. Moral Character Assessment Index System in Practice

From the practical application situation, the main content of "morality" in the existing civil service examination index system in China mainly as following: ideological and political performance, professional ethics, social ethics, organization and discipline [6]. The ideological and political performance refers to the psychological and behavioral performance and mainly test one's attitude to the party's basic wood line, principles and policies, as well as serving the people wholeheartedly; working ethics refers to professional attitudes and behavior the main assessment of its professionalism, honest and diligent; morality refers to the image in the public, compliance with social ethics [7]. Its main assessment attitude and behavior of co-workers, family members, neighbors and the like; organizational discipline means to treat superiors, organizational attitude. The main assessment of whether the implementation of the resolution organization, leadership instructions, complies with government and units of the disciplinary regulations.

In the civil service examination in Beijing, with Morality as the main elements of the following indicators: political and ideological manifestations, work style, ethics and moral character.

Specifically, the study focused primarily on the work style of seeking truth from facts, to uphold the truth, linking theory with practice; ethics of civil servants mainly on whether the dedication, obedience, integrity; emphasis on the moral character of civil servants whether stateroom comes as selfless, things fair, modest, self-discipline and abide by social morality side and content.

Level cadres in Beijing appraisal process, the Organization Department of the CPC Central Committee with Comrade according to the views and spirit of the masses, cadres assessment methods for a certain degree of weighting and integration considerations.

2.2. Cadres Capacity Index System in Domestic

Competency refers to the true factors which can influence one's working performance and behavioral characteristics, specifically refers to the outstanding performance workers' knowledge, skills, abilities and qualities, including benchmarks competencies and competency identification. In the practice of the party and government work, through the competency-oriented evaluation system, we can record staffs' critical behaviors in their posts and compare with the job competency model at last to test the employee's competency level preliminary [8]. Staff's behaviors are affected by some other objective conditions and their psychological and emotional factors, so we need to eliminate these factors, making the use of leading cadres Competency evaluation tools and techniques to do competency evaluation and provide development basis for Government Executives.

Capability assessment is a unified and systematic project, we must propose overall and assess by classification and different levels in order to fundamentally promote the full ability of cadres to enhance the quality and [9]. It must have the basic quality assessment, but also a common assessment of the ability, but also have the ability to govern the assessment.

2.2.1. Classifying and Refining the Standards of Ability Assessment

For different departments, engaged in different types of work cadres, there are some special capacity requirements. For example, the integrated management class leadership to bear the main decision-making, organization,

planning, directing, consultation, coordination, monitoring and service functions [10]; administrative law enforcement leadership is mainly performed by the regulation, penalties, enforcement, inspection, law enforcement services responsibility of the field of law enforcement; professional and technical class of leading cadres to fulfill the responsibility of the principal to provide technical support for the implementation of public management, consulting, and technical means to ensure the identification and the like. Therefore, in accordance with scientific and standardized, easy to operate, based on the status, moderate advance, highlighting the key principles of the development of different types, different levels of staff competency standards framework that provides an important basis for capacity assessment, competency assessment guide other assessment [11].

In the design assessment index system, it should fully take into account the differences in the nature of government leading cadres working class and working class in the transaction between the leading cadres to determine different assessment dimensions. Chief Leaders' class is the maximum to meet the needs of the fundamental interests of the masses as the core, and in the affairs of leading cadres should focus on major class of its assessment of policy execution and so on.

2.2.2. The Principle of Cadres' Ability Examination

(1) Quality Evaluation Principle

High duty principal leaders should highlight the "overall situation", "understand and apply right person", "deal with complex situation" Bureau and some other indicators; deputy leadership cadres to highlight the assessment of organizing and coordinating the "execution" and other party and indicators. Leaders focused primarily on general assessment of its ability to win his current position, the correct performance of their duties and the ability to peer, so as to make the evaluation more objective indicators, accurate and effective.

(2) Dynamic of Assessment Principle

Assessment of cadres of the "can" should follow the dynamic assessment, dynamic evaluation, dynamic principles to improve training. Leading cadres should be follow-up assessed in the whole process according to daily work. We observe leading cadres' ability on the basis of the annual work quality and effects. If the ability is strong, we should praise and encourage them. If not, we should strengthen the ability in accordance with the principle of "Make up what is lacking" [12]. If a particular cadres doing a good job, but also objectively analyze the causes and find the crux of the problem, and further improvements to improve, this in line with the original purpose of the assessment. Otherwise, because of things people would beat him to death, negated, it is neither in line with the relevant provisions of selecting and appointing cadres, but also contrary to the original intention of our assessment of cadres.

2.2.3. Quality Evaluation Method

(1) Statistics Integrated Scoring Method

Comprehensive evaluation method is a quite common method in quantitative analysis techniques and it is used to analysis the evaluation of the project, which is divided according to its level of quality, and then is the quantify process. The core content is based on the evaluation of different levels, which are given different scores as a basis for a comprehensive evaluation. Steps to analysis and evaluate are followed:

According to the characteristics of objects and analysis aims, we form the evaluation index system and identify the scoring standards of the indicators.

The core point of this integrated scoring method is the determination of evaluation and scoring criteria. There are two common scoring methods:

(1) Ranking score method: firstly, based on pros and cons of each index to rank, the higher the ranking the more in front of the score, ranking after the scores are low, then sum up the total score each index and determine the order [13].

(2) One-hundred percentage method: 100 is thought to be the standard total score and then we should determine score of each index and scoring standard, as well as for each indicator to what extend can it get score. And then according to the actual data in accordance with the provisions of the standard were scored, then the index score has been added to the total value of the overall rating. Finally, Overall Value and evaluation criteria for comparison, the following can be cited a ranking order, or to determine the pros and cons.

a) the actual data of the selected evaluation score in accordance with the assessment criteria, derived from the scores for all indicators score.

b) comparing with the evaluation criteria, to make a comprehensive evaluation of comprehensive analysis to

determine the merits of the sort, or division level.

(2) Relative Treatment Method

Relative Treatment Method is the most common method to treat same measure between indicators. To do the relative treatment, we need to determine a standard value for each evaluation index, and then calculate the actual value. Indicators are divided into “positive indicators” and “reverse indicators”. The positive index means that index the greater the value, the better indicators, such as the output value of Wan profits, income, labor productivity and other indicators; while inverse index refers to the index lower, the better indicators such as unit cost, production rate of material consumption energy consumption rate per unit of GDP target.

(3) Efficiency Coefficient Method

Efficacy factor refers to the actual value of the evaluation of the relative position of the variation range of the index allows. Efficacy coefficient method is carrying out a comprehensive statistical evaluation, the first use of the efficiency coefficient of each index with dimensionless measure conversion, and then using the arithmetic mean or the geometric mean of the efficacy coefficient seek total dynamic effect coefficient.

2.3. Investigation of Cadres to Grade Three Moral Theory

2.3.1. Construction of Scientific Knowledge and Employment Mechanism

As can be seen from the links and differences between comprehensive evaluation and personnel assessment, both of them play important roles in scientific knowledge and appoint talented people but also have different emphases. Comprehensive evaluation focuses more on work performance and actual performance of cadres while talent assessment focuses on the personal qualities and potential for development of cadres to be evaluated. Therefore, only combine the “realistic assessment” of comprehensive evaluation with “trend assessment” of personnel evaluation, and form a comprehensive evaluation and personnel to assess the combination of both “real” and “trend” cycle evaluation system, can they know people scientifically and provide a reasonable basis for employment [14].

2.3.2. Completing a Comprehensive Evaluation Way

At present, a comprehensive cadres’ evaluation, primarily relied on the basis of work performance and public opinion on the evaluation, reflecting the “performance-oriented” and the “recognized by the masses” principle in selection and appointment of cadres. The evaluation on cadres’ quality and ability is mainly according to individual’s efforts and people’s appraisal. There is a “results-only, not re-process” issue, ignoring the objective factors, and easily lead cadres the “achievement projects” and “slick” situation. The application of modern personnel assessment to human competency test scientific methods, will contribute to the quality and ability and competence of cadres to conduct a comprehensive evaluation of cadres comprehensive evaluation, done by use of talents, people post affordable.

2.3.3. Strengthening the Construction of Normalization of Talent Assessment

Current technology and talent assessment methods are mostly used in the civil service recruitment, open selection of leading cadres and competition work. Through knowledge test, interview (structured interview, leaderless group discussion), simulation, assessment center (document processing, role-playing, individual presentations, case studies), psychological testing and other forms of cadres’ quality and ability to assess, for the good people of “doorway” played a positive role [15]. But in the party and government cadres in management, not yet widely used to assess the talent cadres’ competence and potential analysis, study aspects of office, communication, training and so on, some of the key technologies and methods of talent assessment also mastered enough, a lot of steps and links are belonging to shallow stage (such as written tests and structured interviews), professional talent assessment team construction has not yet started. Strengthen personnel assessment normalization, and raise awareness of the talent assessment, broaden the application of talent assessment, talent assessment means perfect, helping to strengthen and improve the party and government cadres’ management.

2.4. The Principles of Assessing Leading Cadres’ Personal Morality

2.4.1. Overall Coordination Principles

Measure of a country, a society’s development and progress, we must look at how much GDP growth, per capita income is much improved, how well environmental improvement, it also depends on the degree of civilization

trick the body to enhance the level. To promote the comprehensive development of a place, we must use to cover all aspects of economic and social indicators Evaluation to conduct a comprehensive assessment. Local economic and social development and long-term planning, is a place in a certain period of time the basic direction of economic and social development, are the job responsibilities and goals of the struggle a local leading bodies and leading cadres must conscientiously fulfill. Therefore, to develop a comprehensive assessment index system for a systematic and comprehensive, take the higher Party committees, tasks and local party committees, the government's annual work plan linked to a government order, the long-term planning and short-term goal of unity. Evaluation index system should fully reflect the basic requirements of the Party line, bear the main aspects of a local leadership and collar muddy cadre work, combined with the local party committees, the government's annual priorities, adhere to economic construction, social development and spiritual civilization, party construction of harmonization and common development [16]. It should remain relatively stable and continuous appraisal index system, easy to grasp the comprehensive situation directional and members of the leadership team.

2.4.2. Focused Principle

Grassroots Party committees and governments are at the junction of macro-control and micro-adjustment, their work is complex and involving a wide surface. Therefore, when setting Evaluation Index System to avoid Ill face to all, inclusive, we should be able to grab a concentrated reflection of the key elements of economic and social development and the construction of spiritual civilization and the key elements of wide coverage, comprehensive and strong key indicators, tightly revolve about promoting local economic and social breakthrough, by leaps and bounds, sustainable development, highlighting the economic construction as the center, strengthen the quality of economic development indicators, and increase people's livelihood index weight, increase the happiness index indicators of people's lives, and focus combined with the work of some of the weak links and key and difficult problems, we set up a number of key indicators and indicators veto.

2.4.3. Operational Principles

Life system is the effectiveness, usefulness. A system capable of surviving, it must look at its tube regardless of use, but also to consider really easy to use. Only easy to understand, easy to perform, easy to operate, it can be implemented. Evaluation of the various indicators should be easy to break down, assessment, evaluation, quantifiable and practice, various indicators to achieve clear, clear, with a break, try to avoid too general or too abstract to refine cumbersome. Make quantitative and qualitative analysis of organic combine effectively reflect the work process and the effects of energy to make the most of indicators to quantify, cannot be quantified to make a clear break qualitative requirements, so that appropriate simplified, easy and reliable. Line of the Party and the state, principles and policies at all levels of party and government leading school class pointer and the fundamental basis of the total work is to develop comprehensive evaluation criteria cadres must accurately grasp the basic direction, important content and prerequisites. Lu Gang leadership duties are within the scope of the laws and regulations of the country was, in part, laws and regulations and also to fulfill the leadership post responsible work practices put forward specific requirements. Responsibilities must be based on the position. We must accurately grasp the job functions of leadership and leadership

Responsibilities guide cadres, must proceed from reality, according to the party committee and government of the small one for the functions and collar job responsibilities I. team, according to their basic conditions, specificity and differences in work status and inter-unit selectively focused the selection of assessment indicators established evaluation index system.

In short, the relationship between the comprehensive evaluation and assessment of talent is dialectical, should make full use of the strengths of both the party and government cadres in the service management practices. With the continuous improvement of management level, "Sage has their job, those who can afford in its place" objectives will be realized.

3. The Use of Large Data Information to Promote the Cadre Examination

Previous cadre examination often uses paper records, and occasional or regular assessment form for recording and comparison. The assessment of this Xicheng District cadres, the big data technology and human resources evaluation combining the assessment of cadres publish with government information, polls, mobility and other sector functions combined with the establishment of a liquidity, sustained relatively strong cadre evaluation da-

tabase.

With the advent of the era of big data, big data and the enormous energy and value will lead to blowout of industrial innovation and change management for governance, decision-making units and individuals living, working and thinking will produce an extensive and far-reaching impact. For the nation, its influence will penetrate key institutions to improve the core competitiveness of strategic and every detail of management, human resources management, as will inevitably face challenges and big data era. And understanding how the whole big data, and grasp the opportunities and challenges of big data, speed up the formation of large data thinking, full use of big data value, positive changes in Human Resource Management, boldly promote management innovation, certainly cannot be called a realistic choice to avoid.

The current definition of academia and industry for large data definition a matter of opinion, the big data (big data) is concerned, there are more authoritative view that the Wikipedia: large data or big data, said means cannot be used in the allowed time conventional software tools for content capture, data management and processing of collections. McKinsey is the definition given by: Big Data refers to the size of the database tools beyond the conventional acquisition, storage, management and analysis of data sets. And he emphasized that does not mean that we must exceed a certain value TB data set can be regarded as big data [17]. Information research agency believes that: “big data” processing mode is the need for new tactics in order to have a stronger policy force, power and insight discovery process optimization capability of massive, high growth rates and diverse information assets.

Based on the above analysis, we believe that the “big data” as a novelty and a sign of the times development of information society, the system is still in its connotation understanding, exploring, the initial phase of the study, with the development of the practice increasingly rich. Former mouth, its meaning primarily from four levels to understand: First, the “big data” refers to the need to go beyond conventional technical tools, new process model in order to have a stronger force policy tactics, insight and process optimization capabilities found in force massive, high growth rates and diverse information assets. Second, the “big data” includes a massive, diversity, high speed, volatility, huge data value, authenticity and strong relevance “7 V” marked “Vs” feature. Third, the data has a large technical and social properties of dual attributes, both as a symbol of 7 V characteristic data sets of the most advanced technology tools and systematic analysis capabilities and efficient and feasible method of treatment, or to change the market, organization, and the method of government and citizen relations, showing the development of the social laws of human behavior [18]. Fourth, the “big data” is a new way of thinking big data.

To correct the data were analyzed to obtain truly valuable information, it must have a clear understanding of the data classification database. Structured data is the basis of ability to quantify and clear alignment.

3.1. Data Classification

Basic Data: It includes age, education information, expertise, practical experience, current position, the team and other structured data, otherwise, a few semi-structured and unstructured data. Data capacity: training experience, training assessment, the efficiency of solving problems, and participate in contests results, incentives and so tasks to complete the efficiency of the individual task completion time, the rate of bad parts, the failure rate, semi-structured and unstructured data master [19]. Efficiency Data: It includes rising rate, the level of income increasing, title promotion frequency and performance improvement rate. Most of them are structured data, but a few semi-structured and unstructured data.

Potential Data: Operating income rose + efficiency rate level + title + performance improvement to enhance the frequency rate, more structured and semi-structured data.

3.2. Big Data and Human Resource Planning: Facts + Data

The main task of human resource planning is to forecast staff’s needs, and the main tools we are using are experts predict, regression analysis, trend analysis and ratio analysis. Most of the managers are subjective when using the tools and cannot be comprehensive and objective, however, the arrival of the big data era can be a good solution to this problem.

In the background of big data, managers can know and control the real situation of each cadre by collecting the information inner and outer of the organization. We can understand the basic situation of cadres, their educational information, internships or work experience, common interests and hobbies and so on.

To solve the problem of aging, participate in contests and so; and cadres after the completion of the task efficiency and performance results and efficiency of data and potential data, combined with the flow of human resources cadres personal goals and development needs as well as units in recent years, and so on, organization Department of the cadres can the quantity, quality, and structure to make an objective static analysis, staff mobility, etc. make precise dynamic analysis [20], the number of forecast demand for vacancies at any time to view which of the post can be filled by internal training unit, which positions must be obtained through external recruitment unit.

Organization Department makes the human resource planning by collecting data, statistic and analyzing, combined with the strategic objectives. According to this principle, all units of personnel decisions in the form of “facts + data” were not only able to determine objectively the focus of the future work in human resources, but also identify specific programs and plans. Human resources should make good and correct use of data, to make every step of the planning be based on facts as the premise, based on the data, which can help to establish units fairly and have immeasurable influences on developing and implying personnel policies

3.3. The Development of Big Data and Cadres: Maximum Potential + Network Access

Career management is an important part in the development of the human resource and plays an important role in the HR management. It can develop a utilize human resources unit more effectively and reduce the dependence on external recruitment, and save recruitment costs and time, as well as improving the unit’s loyalty and solidarity, enhance the positive attitude in working and reduce the turnover rate [21]. In the era of big data, specific quantitative data can provide vast amounts of information in a persuasive and enhance the feasibility of making a career management.

In the concept of big data, career planning is based on all the data, so when collecting information, the human resource dept. should not only understand the positions, promotion desire and career planning or some other structured and unstructured data, but should also deeply unearth some other relative information about the career to ensure the completeness and integrity of the information, and then quantitatively analyze the information to avoid some interference information and form a three-dimensional set of information to make career planning and career positioning guide more targeted and persuasive. The Party and government institutions can take advantage of software technology development unit to design a concept based on large data management career evaluation system, the traditional career management its essence, to its dregs.

3.4. Large Data and Performance Evaluation: Jobs Data + Cadre Participation

In the past evaluation, most of the assessors often assess participants by subjective evaluation to determine the final results. For example, the efficiency of the data recorded by the degree of achievement answer cadres universal structured and semi-structured data base and accident rates, task completion efficiency and other post type to determine the contribution of the cadres of units [22].

However, in the era of big data, if we want to be objective in the assessment and eliminate opportunistic behavior among cadres, the HR must change the original assessment, and establish the appraisal and competency analysis tools using the data as the basic. In the design of performance evaluation index, first is the job analysis [23]. Therefore, all departments should make full use of modern science and technology platform to collect and dig relative data comprehensively and build data-based performance assessment indicators, assessment of cadres then design analysis tool, which can not only objectively affirm cadres past contribution units, but also can provide quantitative guidance for future work to improve cadres.

3.5. The Quality of Assessment Needs to Be Improved in the Background of Big Data

3.5.1. Evaluation Methods Need to Be Quantized

Our existing institutions of Moral Character Assessment on Leading Cadres focus more on quality and less on quantity. For example, in practice, some units do not pay attention to the selection and evaluation methods to grasp, do not pay attention on the quality of work, and always distribute excellent places by departments. The convince of data is not strong and standards need to be quantified, efforts should be strengthened for quantitative evaluation methods [24].

3.5.2. Regardless of Hierarchy in Evaluation of the Object

In practice, the Moral Character Assessment on Leading Cadres is often different types. In fact, different types of positions have different content, responsibilities and requirements. For example, the chief and deputy of dedication, responsibility and other requirements are different. But in the current evaluation of the assessment, there is no distinction between objects.

3.5.3. Not Advanced Evaluation Methods

Currently, the most commonly used evaluation mode or pen and paper test. Pen and paper test is one of the most talent assessment practice accounted for the old technology, is the most basic technology. But with the development of information technology, this evaluation means inefficiency, red tape and shortcomings become apparent, the use of advanced evaluation methods is imperative. The cadre examination activities Xicheng organizations generally adopted electronic clicker and video recording, to reduce non-renewable costs while increasing the accuracy of the data, at the same time, the database can also be difficult for each question, and do accurate recording and analysis of problems and time for the cadre examination of the precise and meticulous have a more significant improvement.

3.5.4. The Evaluated Data Are Disposable and Lacking Tracking Survey

Party members and cadres to grow, develop and require long-term observation, so tracking evaluation and periodic summary become extremely necessary. In the past for the needs assessment of cadres by the labor costs and the daily work, the use of results-oriented, and there is a very distinct features regular assessment in terms of the results of investigation. In the process of assessment of cadres, Xicheng District, the establishment of a database, can be performance and behavior of cadres' timely entry system. From all above, we can achieve sustained recording and assessment of cadres.

3.5.5. Valuation of the Lack of Longitudinal Data Comparison

For a long time, measurement data only horizontal comparison, the existence of reasons for this, one is performance evaluation system between the different levels there is a great difficulty in the design of the actual operation and, on the other hand are the leaders and policy is not a clear understanding of the significance of different levels between the evaluation of the data. In fact, comparative evaluation of longitudinal data, for the promotion of outstanding young cadres, communication and coordination on the lower level has a very important role. Of course, setting up a reasonable evaluation index system is data normally reflect the actual efficiency of the security between different levels, different powers and responsibilities between the upper and lower levels, resulting in a huge performance difference between the two sides, the traditional scoring system is often not conducive to highlight advantage of lower cadres, how to set up contingency system, as each worker should focus on human resource issues. The establishment of the database, so that at different times, different levels of data aggregation and cadres to store, with reasonable and effective calculation method for learning and improving with good results between each other cadres.

3.5.6. Study Results Were Not Transparent

This makes the assessment of cadres become internal government documents, and many cadres cannot derive stimulus or pressure, making the influence of cadre examination decline. In fact, we can establish some external information sharing and interactive platforms within the government, such as micro-channel, microblogging, forum and so on. In that way, cadres can have their comments on the content, the indicators and the implementation process, etc. Furthermore, cadres can have positive interactive discussions. As a result, the evaluation can take advantage of large amounts of data generated by the platform and objectively determine the performance management program, which is a clear way to the masses and the cadres are most concerned about the problem and the ways most suitable for problems solving, etc. [25]. With such an interactive platform, cadres can indirectly involve in the development of performance appraisal policy, and also directly evaluate the leadership performance on the upper level and other personal performance. Even more, this will help us drive organizational performance assessment and management to transparency. Finally, this will benefit leaders' grasp on cadres' performance, information sharing among leaders, supervision work of cadres and mutual communication.

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