

## **Study on the Mechanism of Selecting Cadres in Colleges under the Background of Strictly Administering the Party**

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**Abstract.** It is also a hot issue for the people to pay close attention to the reform of the cadre and personnel system in recent years, and it is also a hot issue that has been widely concerned by the masses of the people in recent years. The meaning of the title should be. One of the important links that can not be overlooked is the need to exclude simple errors in the design of a democratic recommendation. Based on the actual situation and characteristics of colleges and universities, this paper analyzes the current situation of the drafting of the cadres in the process of selecting the cadres, and clarifies the harm and reason of the simple take by the people, so as to put forward the democratic participation, the nomination, the brewing discussion, Measures and suggestions in order to promote the new era of socialism with Chinese characteristics into the new era of university cadres selected scientific work.

### **Introduction**

The 18th National Congress of the Communist Party of China put forward: it is necessary to insist on putting the cadres' morality in the first place, selecting and appointing those cadres who are politically firm and have real achievements and outstanding achievements and recognized by the masses. Germany led only to Germany Runcai, both ability and political integrity of the user-oriented. To adhere to the performance of the use of cadres, so that those who have the opportunity to dry people have a stage, not to honest people suffer, not to speculative drinkers profit, so that all outstanding cadres can contribute to the party and the people. This is the new era of cadres elected work pointed out a clear direction. Among them, the two "not let" is the central in-depth practical work, find the problem, solve the problem of "sublimation." In the daily work, speculative drills with its smooth means of communication, ease of speech art is often able to come to the fore, causing leadership attention, so as to enhance. And honest people often hard work, straightforward fast, not worthy of the name, or even because of the principle of adhering to the principle of offending colleagues and leadership, and ultimately unknown. In the cadres of the election work there is a "simple to vote people" mine is the breeding ground for this phenomenon.

### **The selection of cadres in the process of simple to take the status of people**

"To take people," the original intention of the selection and appointment of cadres in the process of the masses to reflect the recognition, better put an end to the appointment and appointment of cadres in the work of the "black box operation" to further eliminate the "one speech", which itself is a good system design. But in the course of the implementation of some colleges and universities with a one-size-fits-all approach, absolutely according to the number of votes decided to move up and down, the objective and impartial evaluation and the correct use of cadres misleading.

Some colleges and universities simply to public opinion, democratic recommendation, democratic elections are equal to the three, the "ticket" as a hard indicator, the last word, fear of trouble, fear of responsibility, all with "votes" to speak, simply count the number of votes even understand the " public opinion". In some colleges and universities, as long as the cadres did not notice the fault, the number of votes has become the only reference to the selection of cadres, simply to determine the number of votes as a candidate. These practices seem to focus on the

masses from the surface, in fact, is the principle of the masses recognized the distortion, and even become the responsibility to shirk the responsibility to eliminate disputes and balance the relationship.

Some colleges and universities in the use of the results of the vote there is a relatively large random, different treatment, the Italian people have high votes that respect for public opinion, will vote as a cadre elected shield; low votes that can not be votes only. One-sided to not "simply to take votes" as a reason to choose, so that the authenticity of the results recommended greatly reduced. This is more prominent in the process of selecting cadres in colleges and universities than in the machinery.

Some colleges and universities to the democratic recommendation, evaluation and selection of cadres completely separated, as long as the "default" recommended nominated cadres or "number one" appreciation of the candidates, regardless of the level of votes, after the recommendation, study, discussion and other links are "Take the form". Some colleges and universities even exist because of the phenomenon of people set up the whole, engage in "operation", nomination is the final appointment candidates. These practices have seriously damaged the fairness and seriousness of the election of cadres in colleges and universities.

### **The process of selecting cadres in the process of simple people to take the main harm**

The reasonable time of "taking a ticket" is usually at the end of an important job, marking the end of a major decision, such as a ticket. And in the cadres of the election of the first pass - democratic recommendation, simply, simply to vote people, or even the ticket to take people, will inevitably lead to democratic formalism, its main manifestations:

There are many uncertainties and arbitrariness in the degree of the object of recommendation (evaluation), so that there are some uncertainties and arbitrariness in the degree of recommendation (evaluation). Combined with the colleges and universities inevitably contaminated "socialization", "secular" atmosphere, in a variety of interests and unhealthy tendencies and interference under the "human votes" "team ticket" "interest votes" "teacher and student tickets" There is the case of distortion, it is difficult to school party committee administrative decision-making to provide accurate and reliable basis. On the other hand, simply taking the votes, equivalent to disguised to the subsequent formal procedures as "go through the field", so that the loss of the existence of the value of the basic information to measure the cadres of the wrong, inaccurate, thus affecting the election The correct implementation of the principle of the masses of the people, reduce the credibility of cadres elected.

Democratic recommendation and democratic evaluation results are affected by many factors, can not fully reflect the true situation of cadres. In particular, the quality of the masses who participate in the recommendation (evaluation) will not be at the same level, personal likes and dislikes, personal feelings, personal understanding of the level of understanding of things is not the same, tend to discount the evaluation of democracy. "The old group of cattle" type cadres do not say, not publicity, obscurity; "Baoqingtian" cadres dare to dare to dry, fair and upright, adhere to the principle of "think tank" cadres mind flexible, hard-edged, improper old man, this Several types of cadres in their daily work is often not good at greeting, offend some of the colleagues or leaders in the recommendation (evaluation) is not dominant, but may be "popular" is not in place and suffered cold and exclusion, or even jealousy, not To the number of votes due. On the contrary, all day long smile, good at fraternity, do not criticize people, not guilty of such cadres in the votes will have a greater advantage, but its ability to work, innovation, leadership, these hard targets often because of the usual "A group of harmony" and "good old man" image and become a flexible index, greatly reduce the man Kong matching degree, so that "can" work and enthusiasm and serious contusion, the organization and cadres work doubt, or even deny the self, to The extreme of the opposite.

Simply to vote to take people to emphasize the "only vote on the" tendency, the canvassing played a role in fueling. Open, blatantly pull votes in recent years have been reduced, but replaced by the daily phenomenon of canvassing intensified trend, trying to treat guests gifts, do a good job with all levels, the accumulation of human resources. In particular, some colleges and universities

have a large number of workers, even with a hospital, department, room, as long as the couple election, immediately staged a foreign presidential election style, not only the parties themselves, the other side will be shy All the relationship for its canvassing, and some even organized to pull. In addition, the emerging random canvassing phenomenon can not be ignored. In the voting process, the candidate was deliberately and the usual relationship "not in place", vote "in favor of the vote" the possibility of small candidates next door, "supervision" this part of the candidates to vote, making the candidates Or worried about being retaliated, against the vote "vote in favor". These irregular canvassing activities not only lead to sectarianism and hills doctrine, but also bring the atmosphere of the entire cadre team, devastating democracy and fooling public opinion.

### **The process of selecting cadres in colleges and universities to overcome the simple measures to take people and suggestions**

"Article 17 of the Regulations on the Selection and Appointment of Party and Government Leading Cadres stipulates:" When determining the object of study, the result of the recommendation of democracy should be taken as one of the important bases, and at the same time,

When the leadership position is vacant, combined with the job characteristics and job requirements, clearly require the nominee must have the age, education, title and length of duties and other conditions, by the organization, units and individuals and individuals and other ways to combine, so that cadres Selection and appointment work really from the closed, mysterious out, so that the conditions of the cadres in the same starting line competition, who can, the flat let, Yongzhe the next.

For different levels, different positions, the size of the unit, the nature of work, scientifically determine the scope of participation in the recommendation of democracy, to avoid the recommended range "one size fits all" phenomenon. On the basis of enlarging the participation degree of democratic recommendation, we will fully consider the degree of association and familiarity of participants, reduce the difference of recommended votes due to the difference of unit size, cadre resources and cognition level, and improve the accuracy and fairness of recommendation results The

Organizers on the proposed candidate conditions and other "host words" on the democratic recommendation of the work play a "vane" role, in the recommendation before the formation of written materials, the implementation of filing management, to prevent the host free to expand or narrow the scope of recommended standards to ensure that Democracy recommended results of the real and effective, so standardized, meticulous style can also enhance the masses of cadres to select the work of the support and understanding.

It is necessary to establish and improve a series of complementary and complementary working mechanisms. Among them, through the investigation of cadres, we can make an effective supplement to the democratic recommendation and understand the performance and thinking of the cadres in a more comprehensive history. Situation, more accurate and in-depth reflection of public opinion, in order to implement the "adhere to the masses recognized, not simply to take votes" to provide system protection.

First, from the plane to the three-dimensional study of change. Pay attention to the investigation within eight hours and eight hours outside the study, through individual conversations, democratic evaluation, visit to understand, questionnaires and set up supervision of telephone, etc., a comprehensive understanding of the object in the working hours outside the ideological speech, behavior, Interest and so on. Second, from the interview to the field of study to change. Pay attention to the work of key projects, key work, major activities in the cadres of the work ability, working methods and work style. Third, from the surprise investigation to the regular study of change. Change the leadership of the past does not change the law does not visit, do not leave any study, do not promote the practice of non-inspection, regular investigation of the situation of cadres to understand.

The proportion of the difference study is based on the level, level and position of the cadre to be promoted. For colleges and universities, the general middle-level leadership is determined by the

ratio of 1: 2 to 1: 3, and the party's "Number one" or a special request for the job by 1: 2 to 1: 4 ratio of the difference between the inspection. Not only to prevent the proportion of the difference is too large to increase the difficulty of the work, affecting the efficiency of inspection, but also to avoid the proportion of the difference is too small and lack of comparability, not fair competition, excellent selection of excellent purpose. To break the democratic thinking recommended by the people, to conduct a comprehensive, objective and impartial evaluation of cadres, to ensure that the difference between the object of inspection in the process of standing on the same starting line of fair competition, to avoid into the ticket is the misunderstanding.

Investigators in violation of inspection discipline, by taking the opportunity to seek personal gain, with personal understanding and reflect the situation, deliberately exaggerate, shrink, conceal, distort the facts or run away, to criticize education until the corresponding disciplinary action; The performance of their duties caused by serious distortion of the investigation, according to the circumstances and consequences of accountability.

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