

ABSTRACT

The Evolution of Recruitment of Civil Service in China

The purpose of this thesis is to show the evolution of personnel recruitment for public service in China from ancient times to the present. The old system, using the examination, emphasizing of Confucius' philosophy, ethics and literature was, abolished in 1905 because of a preference for recruiting those having received westernized education.

The Revolution in 1911, brought a concept of modern personnel administration to China. Dr. Sun yat-sen included examination power and control power to join legislative, executive and judicial powers to obtain the ideal of separation of powers.

Examination power was conducted by the Yuan, the highest organization in charge on civil service. The ministry of examination and ministry of personnel administration were attached to the yuan. There were many departments and divisions under the ministries' command. Unfortunately, this modern personnel program was never exercised in China because of Civil war and other crises.

The upheaval in politics of China for years has given many obstacles to modern personnel recruitment. But when the Nationalist Government transferred its site to Taiwan, the personnel program, introduced by Dr. Sun yat-sen, was revived. The personnel administration in Taiwan shows optimistic trends for maintaining a satisfactorily standard level.