

Research on The Basic Ability Enhancement of Public Administration Talents Training in The Context of The New Liberal Arts

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Abstract: The construction of a new liberal arts requires the interdisciplinary and multidisciplinary knowledge cross-fertilization of public administration talent training, and emphasizes the importance and urgency of improving the basic competencies of public administration talent training. At present, there is still room for further improvement in the cultivation system, teaching content design, and access to teaching resources. Based on the development concept and requirements of the new liberal arts construction, this paper proposes specific measures to improve the basic ability of public management talents cultivation and promote the process of the new liberal arts construction in universities.

Keywords: New liberal arts, Public administration, Talent cultivation.

1. Introduction

The construction of new liberal arts is inseparable from the new requirements for talent training put forward by China's social transformation and development, which highlights the urgent demand of society for composite talents. Since the 1980s, all 41 first-class universities have reformed the enrollment of large categories of majors, and large category training has become an important direction of talent training mode reform in China's colleges and universities. With the deepening of the construction of new liberal arts, the mode of cultivating public management talents also needs to be changed, that is, to reorganize the training of traditional public management talents' basic ability, to make them cross-fertilize with engineering and science disciplines, to strengthen the learning and weight of cross-disciplinary knowledge on the basis of traditional liberal arts courses, and to improve the basic ability of cultivating public management talents to meet the needs of economic society for new liberal arts talents. This paper discusses the necessity, problems, and optimization measures to improve the basic ability of public administration talents training in the context of the new liberal arts, so as to add new vitality and maintain a strong impetus for teaching reform in the cultivation of large categories of talents in the context of the new liberal arts construction.

2. The Necessity of Improving the Basic Ability of Public Administration Talents Training in The Context of New Liberal Arts

The Declaration of New Liberal Arts mentions that promoting integration is an inevitable choice for the construction of new liberal arts, which requires breaking down the barriers between disciplines and promoting the deep integration of multidisciplinary knowledge. In order to cope with the complexity and integration of new technologies and industries, public administration disciplines in universities have been offering courses and new research directions related to scientific analysis and evaluation methods and big data, which are adapted to the development of new economic

forms, on the basis of management, political science, law and economics, and the diversity and integration of public administration disciplines' knowledge is increasingly prominent.

2.1. Adapting to the Requirements of Cross-fertilization of Multidisciplinary Knowledge in Public Administration for The Construction of New Liberal Arts

Before the concept of new liberal arts was proposed, the curriculum of public administration disciplines had already set up some interdisciplinary courses involving management, political science, and economics. However, the construction of the new liberal arts emphasizes the real, complex, and integrated problems in social and economic development as the orientation, which puts higher requirements on the degree and depth of intersection and integration of multidisciplinary knowledge [1]. Cross-fertilization through cross-fertilization with complex systems theory, operations research, sociology, new generation information technology, psychology and other disciplines is an inevitable requirement for the cross-fertilization of multidisciplinary knowledge in public administration in the construction of the new liberal arts, which also puts forward new requirements for the cultivation of public administration talents [2].

2.2. Laying the Groundwork for Senior-level Training

As the depth and breadth of multidisciplinary knowledge cross-fertilization continues to advance, universities responsible for public administration talents training are required to strengthen the basic competence in the training of large categories of talents, and to respond to the needs of knowledge cross-fertilization in the upper grades by laying a good foundation of multidisciplinary knowledge. In the whole system of public administration talents training, the courses related to basic competence in the lower grades are not only the foundation for the cultivation of multidisciplinary knowledge and humanistic literacy, thinking and cognitive ability, but also the stepping stone for the cultivation of professional knowledge and skills of different disciplines. For

this reason, it is necessary to enrich and improve the means and paths of basic competency development, to extend the content and scope of traditional liberal arts foundations in public administration, to improve and optimize the objectives and concepts of basic competency development, and to provide solid assistance to the subsequent professional courses and professional competency enhancement to achieve a broader integration of disciplines.

2.3. Solving the Problem of Basic Skills Developing Problems for Junior Students

The National Standard for Quality Teaching in Public Administration sets specific requirements for the cultivation of public administration talents' abilities, which require not only the cultivation of the ability to recognize, analyze and solve problems, but also the ability to think and understand, to manage emergencies, and to process information. However, at present, the general education courses focus on the cultivation of theoretical knowledge in liberal arts fields, neglecting the cross-fertilization of public management knowledge with knowledge from economic disciplines, engineering, science and other liberal arts disciplines, resulting in a disconnect between the cultivation of basic competencies of junior students and the cultivation of multidisciplinary knowledge in senior years, and a lack of factual knowledge, conceptual knowledge and interdisciplinary knowledge. The effective connection between factual knowledge, conceptual knowledge and interdisciplinary knowledge is lacking, and a dynamic and synergistic connection between different disciplines cannot be built.

3. Problems in Improving the Basic Abilities of Public Administration Personnel Training in The Context of The New Liberal Arts

3.1. Insufficient Support for Interdisciplinary and Multidisciplinary Knowledge by The Basic Competence Development System

The integration of public management talents training and interdisciplinary and multidisciplinary knowledge in the context of the new liberal arts requires the improvement of the basic competence training system and the setting of various interdisciplinary and multidisciplinary courses as micro carriers. After communicating with teachers and students of public administration, it is clear that the methodological skills, data analysis skills, and information technology skills of lower-year students in public administration cannot meet the knowledge reserve of upper-year professional courses (such as Social Statistics and Government Economics), and there is a lack of courses that can effectively integrate with the knowledge of public management, operations research, economics, and other disciplines. There is still a big gap between the cultivation of basic abilities and the requirements of the construction of new liberal arts.

3.2. Teaching Content Design and Access to Teaching Resources Are Ineffective in Empowering Basic Competence Development

The design of teaching contents oriented to the training of public management talents is often biased toward government, public sector, and non-profit organizations, and public management and administration have become core courses, which is the result of the scientific development and specialization of the discipline [3]. However, the emerging complex public management issues under the new economic form and high-quality development require a focus from the teaching content on the current and future complex system issues facing the public sector in China, such as carbon peaking, carbon neutrality, global epidemic prevention and control, etc. The solution of such complex system issues relies on interdisciplinary and multidisciplinary teaching content design. In addition, the core curriculum of public management focuses on the analysis and elaboration of theoretical knowledge, and students have little access to diverse teaching resources such as experimental teaching, virtual laboratories, and interdisciplinary project practice, which cannot effectively strengthen the simulation training in the complex environment of public management.

4. Initiatives to Improve the Basic Competencies of Public Administration Personnel Training in The Context of The New Liberal Arts

4.1. Update the Basic Ability Cultivation System and Strengthen Interdisciplinary and Multidisciplinary Curriculum Construction

In response to the needs of high-quality economic and social development for the cultivation of public management talents, the curriculum should be updated with interdisciplinary and multidisciplinary cross-fertilization as the core of reform, and the interdisciplinary and multidisciplinary curriculum should be strengthened at the stage of initiation, discovery and cultivation of basic competencies, and the breadth and depth of the curriculum should be determined based on the evolutionary mechanism of cultivating complex public management competencies. Take "Quantitative Management Analysis" as the example, we need to focus on the emerging complex public management issues in the new economy, and focus on the logic and interest of students in exploring, analyzing and solving public management issues using quantitative analysis methods.

4.2. Empowering Basic Competence Development Through Reforming the Design of Teaching Contents and Enriching Teaching Resources Acquisition

In the context of the construction of a new interdisciplinary and multidisciplinary liberal arts, the design of the teaching content with the goal of enhancing the cultivation of basic public administration skills has put forward higher requirements for the teaching of the curriculum. On one hand,

teachers are required to have the foundation of multidisciplinary research and study, and are required to integrate the concepts, perspectives, and literacy of public management personnel training with multidisciplinary knowledge. On the other hand, the guidance and learning of natural science knowledge need not only deepen the cultivation of scientific thinking and professional knowledge, but also promote intelligent teaching such as "virtual laboratory", "multidisciplinary curriculum group" and "project module training platform", and use rich, visual and targeted teaching resources and virtual simulation to concretize the complex and abstract knowledge of public management decision-making, so as to facilitate students' awareness and understanding.

4.3. Establishing an Interdisciplinary and Multidisciplinary Curriculum Guidance Mechanism Of "Teaching According to The Student" And "Teaching According to The Classroom"

It is also necessary to pay attention to the learning and psychological conditions of students at the stage of basic competency training, to take the introduction courses of public administration majors and disciplinary foundation courses as an opportunity to strengthen the guidance of interdisciplinary and multidisciplinary cross-fertilization in the process of basic education competency training, and to build an interdisciplinary and multidisciplinary curriculum guidance mechanism of "teaching according to the student" and "teaching according to the classroom". On the one hand, develop student-led teaching methods in terms of

strengthening students' professional identity and student satisfaction, and improve the teaching design in the teaching process based on students' feedback and learning situation; On the other hand, students are invited into multidisciplinary integration practice scenarios to clarify the logic and process of integration of public management, mathematics, economics, and systems engineering knowledge in their knowledge frameworks, to help students understand and appreciate through analysis and narration of public management practice experiences, and to realize the improvement of basic competencies of public management talents through a reasonable guidance mechanism.

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