

Research on the Secretaries Examination System in the Tang Dynasty

——"Four Good" "Twenty - Seven Most" Examination Method

Guannan Sun

Baicheng Normal College, Literature College, Baicheng, Jilin, China, 137000

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Abstract. The work of ancient Chinese secretary after the pre-Qin period, the Qin and Han Dynasties established period, Wei Jin Southern and Northern Dynasties development period, to Tang has entered a mature period. In order to accurately assess the performance of secretarial officials, pioneering the establishment of the "four good" "twenty-seven most" secretary of the assessment system, the system in the later generations have been basically inherited. Excellent secretary officers greatly promoted the Qing dynasty political civilization, economic and cultural prosperity. This paper expounds the contents, characteristics and methods of the examination of the secretary of the Tang Dynasty, which is based on the characteristics of the examination system of the Tang Dynasty secretary, and puts forward the appraisal of the modern secretary System of some suggestions and ideas, hoping for scientific and reasonable assessment of modern civil servants and enterprises and institutions to provide reference for the staff.

The Content of the Tang Dynasty "Four Good" "Twenty-Seven Most" Examination Method

Tang Zhenguan the first year, Tang Taizong for the governance of the world and seeking thirst, stressed that "the official only Xiancai", strongly promote the imperial examination system is also satisfied that the Secretary for the Secretary of the assessment of the Secretary. "Zhenguan politics to choose" there is such a record: Zhenguan two years, Taizong that the servant said: "I night constant thinking people things, or to the midnight insomnia, fear of captaincy, provincial governor keep people Screen on the record of its name, sit and see, in the official if there is a good thing, also listed in the name. I live in the palace, the audio and video cannot and far, the governor but governor, provincial governor, this generation of chaos Department, especially in the people. "Zhenguan three years, Tang Taizong and the servants said: "The county magistrate is very close to the people." Tang Taizong that, as long as the state government and other grassroots officials selection and appointment, the world will be able to peace. In order to keep the country long-term stability, the people live and work in peace, you need to select the official out of a detailed and detailed assessment, for which he personally developed the "twenty-seven most" examination.

Tang Dynasty examinations to promote the "four good" "twenty-seven most" assessment method is to measure the officials in terms of moral and talent standards. "Four good", refers to the moral standards of the four standards. According to the "Tang six Code" volume two "Ministry of Personnel" content: "one said Deyi has heard, two said clear and clear, three said fair, four said Qin Qin bandit." These four criteria are the common requirements of all involved in assessing officials.

"Twenty-seven most" is based on the needs of the Secretary of the Secretary of the talents of the different standards: "one for the offer advice and suggestions, add something missing from others, this is the best near the staff; two for the selection of talent to be able to promote the pillars of talent, which is the best election division officials; three for the evil and good, praise properly, this is the

best school staff; four ceremonial ceremonies, in line with the Code of Law, which is the best Five for the music law harmony do not lose the rhythm, which is the best music officer; six for the decision does not delay, reward and punishment is reasonable, this is the best judge; seven for the system, guard defense. There is no missing, this is the best stay; eight for the deployment of troops, military armaments prepared to fully, this is the best supervise; nine for the case to be able to prove the truth and specific details, to deal with the case fair and impartial, which is the best judge of the staff; ten for the school of precision, but also the second revision, which is the best correction; eleven for the willful play, talk smart, this is the best publicity officials; For the training side, the door can be dedicated to school, which is the best scholar; thirteen for the reward and punishment, the attack will win, this is the best generals talent; fourteen for the virtues of the prevalence, to eliminate their belongings, this is the best church and state officials; fifteen for the detailed record of the correct historical facts, the word can be simultaneously, this is the best history and history officials; 16 for the visit to investigate the investigation, impeachment must be appropriate, this is the best correction officer; Investigation, to ensure that the investigation is not hidden, this is the best check officer; eighteen for the rectification of the duties of things, smart and capable, this is the best prison officials; nineteen for the work of the assessment is very good. There is no resentment, this is the best service to the officials; twenty for farming can be on time, harvest leftovers, which is the best Tuen; twenty-one for rigorous storage, for all cashiers can clearly understand that this is the best Warehouse management personnel; twenty-two to calculate the astronomical calendar ups and downs, carefully study the truth of things, this is the best calendar officer; twenty-three for the weather changes in the natural disaster and weather changes, the effect well, this is the best side of the staff; twenty-four for the well-informed, pedestrian journey is not blocked, this is the best Guan Jin officials; twenty-five for the market no trouble, the best city officials; twenty-six for the shepherd livestock rich, flourishing, this is the best pastor; twenty-seven for the border to clear the peace, the city can repair and improve, this is the best town defense officials. "

"Four good" "twenty-seven most" assessment method reflects the Tang Dynasty officials and the line of high attention. However, the "twenty-seven most", the Tang Dynasty is the most valued or the officials of the performance to officials in the region, the performance of the sector as the primary and secondary standards of the main criteria, the most important criteria. Tang Dynasty will be the reward as a reward Jin Jue or punish the omission of the primary criteria, because it is a simple and convenient, powerful, most easy to grasp, the most realistic standards. It reflects the practice since the Emperor Taizong from the central to the local efforts has been advocated hard work, pragmatic style. "Twenty-seven most" made very fine, including all aspects of the Tang Dynasty officials. Any slip of the flapping, drilling fraud, lying empty gun or ignorance, good or lazy mediocre, lack of energy and vitality, in the "twenty-seven most" in front of I am afraid it is difficult to cross the border. Tang examination system so meticulous, targeted, purposeful so strong, which is difficult to look back on the previous generation. "Four good" "twenty-seven most" examinations on the impact of later generations is also very far-reaching, today's civil service evaluation of the content involved in "Germany, can, ground, performance" four aspects and assessment methods with the same strain. Institutional assessment of the secretary of the official played a strong supervisory role is the ancient secretary of the work of one of the signs of maturity.

The Implementation Method of Tang Dynasty "Four Good" "Twenty-Seven Most" Examination Method

Tang Dynasty set up a special charge of the examination of the official body, the Tang Dynasty official assessment from the capital to the state government places have a more rigorous assessment organization, and has a dedicated official responsible for the assessment, and the court's internal decision-making departments will send someone to assist do every assessment work. Responsible for the assessment of the various departments are to contain each other, the assessment work mainly by the Central Committee of the provincial officials of the officials to assess.

Tang Dynasty examination is to include all the officials up and down the court, in addition to the emperor to participate in the assessment. Tang Dynasty examinations are divided into exams and

outside examinations in two ways and the exam is the emperor personally presided over the capital of the capital of the three subjects of the exam. Outside the exam is the official of the Ministry of Personnel Lang and the staff outside the full responsibility for all the four products under the official assessment. Kao Lang is responsible for the four products below the capital of the officials of the examination, the staff outside the four things responsible for the local officials of the examination.

The course covers both German and German. Germany includes: moral quality and loyalty to the monarchy; line includes: the ability of officials, whether loyal to the duties and performance of good or bad performance.

Tang Dynasty rulers clearly stipulated the specific time and duration of the examination, the Tang Dynasty examination officials for a small test every year, four years a big test. Beijing official examination results to be completed before September 30, October 1 sent to the province of Shangshi, and local state division according to the distance from the Royal Chang'an, in the specified date of the examinations of foreign officials Sent to the capital of the province. Tang Dynasty rulers of the Beijing officials and foreign officials of the assessment date has done a detailed provision, we can see the Tang Dynasty attaches great importance to the examination [4].

Tang Dynasty secretary assessment also developed a more rigorous reward and punishment system. According to the provisions of the Tang Dynasty examination system: the annual examination of the outstanding officials of the official reward to increase the salary, the small test failed to punish the reduction of its salary, four years of the outstanding officials of the official reward, the exam failed to downgrade the serious dismissed from office. Tang in the actual assessment process, generally in strict accordance with the above standards to implement the examination.

The Characteristics of Tang Dynasty "Four Good" "Twenty-Seven Most" Examination

Tang Dynasty "four good" "twenty-seven most" assessment method presents a distinctive feature, these features for my current secretary of the work is still useful.

Standard Clear, Classification Assessment. According to the "four good" and "twenty-seven most" assessment criteria, "four good" is the official moral quality requirements, is the national officials at all levels. In the assessment of officials in the individual's moral, loyalty to the emperor, the work style and the responsible attitude and so on as the core of the assessment.

Job performance is the Tang Dynasty for all types of officials to the level of individual skills, the level of management, and the ability to perform official duties assessment, the core of the assessment is the "twenty-seven most", it is for different officials need different officials of the requirements, through the "twenty-seven most" standard of responsibility is divided into twenty-seven official standards, the standard for the staff assessment of the staff are: "offer for no, pick up the Que, for the nearest paternity." The secret secretary of the emperor, to seriously fulfill their duties, offer advice and suggestions to help the rulers concerned about the pros and cons of the DPRK, to avoid major mistakes, play the role of staff. Only in this way is the best staff officer of the staff type. "It is the best official documents to send and receive secretarial officials." It is the best secretary to send and receive documents. "It is the secretary who is the best text to be able to carry out the affairs of the various types of affairs, the documents that are drafted, and conform to the constitution and the rhetoric."

Combination of Virtue, Level Is Clear. Tang Dynasty on all officials of the assessment, mainly on the moral quality of staff and performance of the two aspects of the assessment. Tang Dynasty rulers in the official assessment, the most important thing is the moral character of the officials, the court is very fond of both the moral quality and more prominent people. Even if it is a very fair view of the imperial examination system, there are also requirements in the moral quality, mainly reflected in two aspects: First, the imperial examination system to participate in the examination of people has a little restrictions and all family background is not good, do not can take the exam. In other words, only the rulers believe that the people who meet their moral quality requirements can take the exam. Second, the examination of the imperial examinations in the feudal system under the

requirements of the system, which restricts the participation in the imperial examination of the people had to assume the feudal system required by the quality of virtue. Tang Dynasty official assessment followed the "four good" "twenty-seven most" assessment criteria, through these standards to assess those who passed the imperial examinations were admitted officials. The results of the assessment determine the promotion of these officials.

Assessment of the results are also very particular about the Tang Dynasty officials assessment results are divided into three nine, namely: points on, in the next three levels, points on the upper, upper and lower, middle, middle, Down, under, under the nine categories. According to the Tang Dynasty "four good" "twenty-seven most" assessment criteria: "one of the most" "four good" was rated as superior, "one most" "three good" was rated as superior, "one most" Two good "was rated as the upper subordinate, not the most" two good "was rated as superior, not the most" a good "was rated as middle-level, the most are not the middle of the lower, to deal with things contrary to the truth For the lower level and other superiors, loss of public servants private, illegal and profitable, the job of the loss of the lower level for the lower level, the official Feng Ying fake, corruption was found for the lower level of evidence.

The Range Is Wide and Quantitative Assessment. Tang examination officials are facing all the officials in office, including Beijing officials and foreign officials. Even if it is border, from the capital of Changan thousands of miles each year to assess, that is, the annual assessment of the Tang Dynasty involved in the court within the Beijing officials, the state bureaucrats, county, and border town. All the officials involved in the Tang dynasty. The so-called quantitative assessment is to quantify the official's political performance, made the report submitted to the province to do the assessment. Court officials in Kyoto more than three items by the emperor personally presided over the assessment, the following three items by the province of dispatch officials to carry out their assessment. Foreign officials from the state under the jurisdiction of the county under the jurisdiction of the local officials of the performance appraisal after finishing, the dispatch staff will be the annual performance of the city of Chang'an Shangshu province, to carry out this year's performance appraisal. Tang officials of the assessment is the most extensive, most comprehensive and most stringent, the early Tang Dynasty on the assessment of officials is very important. Kaiyuan before the assessment of officials, the performance and objective conditions together, do not blindly according to the real performance assessment, but pay attention to the actual situation plus points into the sub-sub-sub-sub-sub-capital, etc., merit can be added, the use of quantitative methods, The system not only takes into account the objective factors, but also creates a precedent for quantitative assessment.

The Revelation of Tang Dynasty "Four Good" "Twenty-Seven Most" Examination on Today's Secretary Work

The rulers of the Tang Dynasty in order to elect the election, through the perfect examination method to identify talent, the maximum excavation of talent and the talent will be selected to appoint the important task. Through this assessment method to select the excellent secretary of the officials, so that the Tang Dynasty rulers can be based on the assessment of the results of these secretaries to master the ability and level, so as to improve the level of the ability to identify the level of the accuracy of the Secretary, so that the Secretary of the work system of the standardization of the Tang Dynasty Secretary is also a sign of mature work. Tang Dynasty's assessment system has become more perfect, more mature and there are still a lot of references for now.

Assessment Criteria Is Strict. In the Tang Dynasty, the rulers of the implementation of a more rigorous assessment system, through the implementation of these strict examination systems to select secretarial officials, urging them to loyalty, clean and honest, can also play to prevent their malpractice, effect. We can see the strict assessment of the officials played an important role in the supervision of the inspection is still useful for now. To develop a strict system of secretarial assessment, used to regulate the behavior of secretaries, supervise the Secretary to work actively, so that the Secretary of the work of institutionalized, standardized, through this standard to measure

the work of the Secretary is competent. Through a period of time to assess the efficiency of work to play a supervisory role in the work of the Secretary is conducive to the development and development of the Secretary.

Fair Rewards and Punishments. In the Tang Dynasty, the court in the promulgation of more stringent assessment criteria at the same time also put forward the corresponding reward and punishment system. For the excellent secretary of the examination official officials into the Lu, unqualified officials demoted official, by salary, serious dismissal. More fair rewards and punishments system, supervise the officials to fulfill their duties as a task index, to get more excellent test scores, to improve their official and salary. This is also useful for modern secretary work. Secretaries do not receive long-term attention, and there is no reward system, but the work if there are mistakes but there will be punishment. This has dealt a blow to the enthusiasm of the staff working in the secretary. Secretary work is more cumbersome and error-prone, if there is no higher work enthusiasm will lead to work block. Therefore, in the establishment of the Secretary of the work of the assessment criteria, but also learn from the Tang Dynasty's reward and punishment system to develop the appropriate incentive mechanism to strengthen the performance management, the establishment of assessment rewards and punishments system, reward work to be rewarded, negative work punished through this fair reward and punishment mechanism, in order to improve the work of the Secretary of the enthusiasm of the Secretary to improve the efficiency of the work.

Improve the Supervision Mechanism. During the Tang Dynasty, in order to avoid the officials in order to promote the law and report the false achievements of the phenomenon, the rulers have established more perfect supervision institutions to examine the results of official examination and audit, the maximum to avoid the abuse of power, officials of the phenomenon. This is also a reminder of the work of today's secretary, the secretary of the work of contact with both confidential documents and important information. In order to avoid the secretarial personnel in order to benefit important information leaked out, but also set up the appropriate supervision or supervision mechanism to supervise the work of the secretary, so that the Secretary can always remember their duties, not right to abuse of power, illegal.

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