

Research on Inquiry and Discussion of Incentives and Distortions Issues in Public Policy Implementation

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Abstract: This article mainly analyzes the three aspects of the main manifestations of inspiring distortion issues, close factors that are closely related to the problem of distortion incentives, and effective measures to avoid distortion incentives in the implementation of public policies. This article aims to assist relevant people by investigating and discussing incentives and distortions related to public policy implementation.

1. Introduction

In simple terms, public policy implementation is the behavior of national administrative organs and personnel public use to transform public policies into reality into the basis of realizing public policy goals. In the process of public policy implementation, if you want to ensure the efficiency and effect of implementation, the role of the incentive mechanism must not be underestimated. But in fact, as far as most regions in our country are concerned, public policy implementation problems caused by inspirational distortion problems abound; if it cannot be processed and avoided promptly, not only the handling of policy issues will continue to be affected, but it is also difficult to achieve the predetermined policy goals. Therefore, to improve the quality and efficiency of the implementation of public policies as much as possible, we have actively launched the discussion of inspiration and distortions; this is also an important way to maintain a good image of the government and enhance government authority and credibility.

2. The Main Manifestation of Inspiration and Distortion Issues in Public Policy Implementation

The process of public policy implementation is actually the process of implementing the policy layers by the relevant departments and personnel, and whether the final implementation effect and policy indicators of public policy can be achieved smoothly, whether the incentive mechanism can play a due role in the process of the incentive mechanism; The incentive mechanism applied to the implementation of public policy is mainly composed of policy goals based on design performance goals. In addition, due to the specific means of implementing public policies, there are differences in the marginal contribution of policy goals and performance goals; therefore, the angle formed by the marginal contribution of these two targets can be regarded as the severity of motivating distortion problems. Specifically, in the case of high policy goals, this angle is relatively small; In the case where the policy goals are not clear enough, this angle is relatively large [1]. At the same time, it is not difficult to see from the actual situation in various local public policies; that compared with weaker incentives, strong incentives are more likely to cause serious incentive distortion problems. The problem of inspirational distortion is usually reflected in the following aspects:

First replacement execution. When the interests of the organs responsible for implementation are damaged due to public policy, although the specified execution measures are consistent with the implementation of public policies, it is contrary, which makes the public policy unable to implement smoothly. This actual implementation of interest not only seriously damages the glorious image of the party and the country but also greatly reduces the seriousness and authority of socialist policies, which is not good for protecting the interests of the country and the people.

Second selective execution. Some local governments will screen the instructions and orders issued by the state or superiors and only implement the policies that are favorable to themselves. It is ignored directly by policies that are not profitable or harmful to personal interests. This kind of state and the people's interests are ignored, and they want to drill the law of the law to obtain the interests of small groups. They are the most typical types of distorted incentives in implementing public policies.

Third, additional execution. To create greater local interests, local governments often add some goals or content they did not have in implementing public policy, resulting in a lack of accuracy and authenticity in policy enforcement. In addition, the local policies are covered in combination with the actual local situation. Another set of regulations is used to seek private interest, which has greatly reduced the effects of policy implementation.

Fourth symbolic execution. Some local governments only flow in the form of public policies, lacking specific and clear implementation measures, and the country's requirements are also contrary to the country. It is only symbolic execution or even directly not executed, which eventually leads to the policy and becomes an empty paper text.

Fifth contradictory execution. If the executive unit does not have a clear responsibility division system, it is easy to cause various departments to have disputes and push while implementing various departments. In the case of red-headed documents and execution documents to different departments, the self-conflict in actual execution is also inevitable, affecting the implementation efficiency and quality.

It can be seen that inspirational distortions will lead to many problems in public policies in implementation. Only by conducting research and analysis of the causes of incentive distortion problems can we fundamentally avoid the situation where the policy is not enforced, then provide a greater driving force for the sustainable development of the country and the local and local parts in the new period [2].

3. A Few Factors that are Closely Related to Distorted Incentives

3.1 The Dimension and Timeliness of Policy Goals

The dimension of policy goals is a branch that extends outward at a policy as the center. Take the market economy development and regulatory policies promulgated in individual places as an example; implementation goals can be roughly subdivided into "adjusting industrial structure to improve supervision efficiency," "Protect the procedures in the way of the rule of law and the rule of law," "Increase the level of development of development and increase supervision" and so on. So for some areas of fiscal and taxation revenue, too, depending on the first industry, the two policy implementation goals of "adjustment of industrial structure improvement supervision" and "increase development investment and improve supervision level" will have some contradictions and conflicts. Specifically, if the local proportion of the first industry is adjusted, the GDP within a period will inevitably be affected; in the case of decreased local fiscal tax, the purpose of increasing investment cannot be achieved, and the chance of incentive distortion problems will increase significantly. From the perspective of timeliness, if the performance indicators can be visible to the long-term policy of the long-term policy, then the executor is likely to ignore the long-term benefits, which is very unfavorable for the comprehensive implementation of the policy [3].

3.2 The Characteristics of Policy Executors

First of all, after formulating and implementing the incentive mechanism of public policy implementation, the executor can choose to be good for implementing policy goals and behaviors that are beneficial to individuals. In other words, in the case of both behaviors that meet the performance assessment, they have alternatives between them. If there is no strict and comprehensive supervision and management at this time, then the executor often chooses to create more behaviors that can create more personal interests. As a result, the incentive results are completely inconsistent with the policy goals and cause the problem of incentive distortion. Secondly, the efforts of policy executors in the process of execution can determine whether the performance assessment results can be determined,

and it is closely related to the occurrence of incentive distortions [4]. Under normal circumstances, in order to observe the effort of the executor when formulating policies, the superior government will formulate corresponding performance assessment indicators; at this time, if the executor does achieve good results through hard work, it proves that performance indicators have played a positive incentive role in public policy; However, if the executor is working enough, he will still be disturbed by random factors and get poor assessment results, or even if you do not work hard at all, you can get better assessment results, so most of the executors will choose to pay the least effort, in this way, a serious problem of incentive distortion is inevitable.

3.3 Characteristics of Policy Means

In short, the policy means it is to achieve the predetermined goals in the process of implementing public policies, and the tools and methods and means adopted, generally speaking, policy means can directly affect the degree of incentive distortion. First of all, when implementing policies and means, relevant departments usually use relevant standards or assessment indicators as a basis; the consistency of these two basic and policy goals is inversely proportional to the severity of the problem of incentive distortion, Whether the distortion incentive problem occurs, it will also be determined by the prize and penalties taken according to the execution standards or assessment indicators; The measured measurement of the basis will also have a certain impact on the incentive distortion [5].

Secondly, in the case of different policy means, the incentive intensity usually has greater differences. Taking the assessment basis as a way to set the relative performance as an example, the incentive intensity should be appropriately increased according to the actual situation, which is an effective measure to strengthen the connection between the performance and the behavior of the executor. However, from the analysis of the angle between the execution goals and the performance indicators, the greater the incentive intensity accepted by the executor, the more motivated it is in the process of achieving performance goals; At the same time as the increase in power, the angle of power will also increase, which can easily lead to the rapid deviation from the policy goals and further serious inspirational distortion.

4. Effective Measures to Avoid Distortions in Public Policy Implementation

In order to avoid distortions and incentives in implementing public policy, the following two aspects must be done.

4.1 Ensure the Goodness of Public Policy Formulation

First, the entire process of public policy formulation must be optimized. Relevant departments shall take the premise of predictability and standardization of policy formulation only by ensuring the strictness of the formulation process to maximize the authority and accuracy of public policies. Second, except for some policies that need to be kept secret or only in a small scope, all the remaining public policies should be made public. A sound internal and external supervision system should be established to restrict the privilege of public policymakers based on achieving the purpose of transparentness in public policy; the phenomenon of "black box operation" was stifled into the source. Third, the formulation of public policy should be developed in the direction of democracy, and this is one of the most critical value orientations in the formulation of modern public policy; it is also an important way to avoid too much concentration on decision-making rights and the right to abuse decision-making rights, it can minimize the risks in the formulation and implementation of public decision-making. Fourth, analyzing the cost and income of public policies must be paid enough attention; it has been proven by practice that after this can effectively avoid the promulgation of the policy, the problem of being acquired by the interests of the country and the people during its implementation [6].

4.2 Pay Attention to the Adjustment of the Benefits of the Executor

The benefit tendency of the executive in public policy can never be eliminated; therefore, in order to avoid serious distortion incentives, these two issues must be fully considered when the policy

implementation instructions are issued: (1) The initiative and enthusiasm of the executors should be fully mobilized so that they can give full effort when they can implement the public policy that is beneficial to themselves; (2) If conditions permit when the state and superior governments choose public policy executors, they should try to avoid units or departments that will be adversely affected due to policy implementation; (3) If you cannot choose the executor of the public policy freely, you should start with the two aspects of ideological education and discipline constraints, and adjust their interests as much as possible. At the same time, we need to adhere to the improvement of the socialist market economy system and unremittingly start the deepening reform of the political system [7].

In addition, in order to cultivate more public policy executors that can arrange personal interests after the interests of the country and the people, it is necessary to promote the transformation of government functions. Only by stripping the original complicated interest relationship with the government itself can the government and personnel truly put themselves in the position of social public affairs managers. Our country's civil servant system should also be continuously improved; At the same time, strict civil service management mechanisms should be created to prevent the interference of improper interest factors as much as possible.

4.3 Increased Supervision of Public Policy Implementation

First of all, a special supervisory agency should be established and ensure its independence, and common dual leadership systems should also be reformed into vertical leadership systems to help the supervisor agencies get rid of the form of serious control of the party and government departments at the same level, let the supervisory agency truly have the right to be higher than the executors of public policy, and truly realize the independent exercise of supervision rights. Second, various social supervision systems should be further improved and implemented; this is the easiest form of democratic supervision in public policy implementation; at the same time, the formulation and promulgation of social supervision regulations must be put on the agenda as soon as possible. As a result, the standardization and role of social supervision during policy implementation provide a higher degree of guarantee [8].

5. Conclusion

All in all, the state should strengthen the attention to distortions when formulating a public policy, fully consider the basis of policy implementation, target groups, and characteristics of implementation objects, etc., to minimize the chance of incentive distortion problems. In addition, when demonstrating the feasibility of public policy, relevant departments should also increase the intensity of incentives and distorted incentives to avoid incentive efficiency damage effectively. Further, the negative impact of inspirational distortion issues on implementing public policies is minimized to the minimum, creating a better environment for the healthy development of local and countries.

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