

Meritocracy and the Recognition Mechanism

Professor Peijun Duan, *Senior Professor, Central Party School,*
Chief Expert, Thinking Tank Project of Central Party School,
Distinguished Fellow, Chinese Academy of Science

In the definition of Merit=f (Ability, Effort, Societal Fitness), Societal Fitness is considered to be the social, cultural, and institutional constraints that are widely recognized. This article thinks that these constraints need to focus on the recognition mechanism of Merits or Talents, including the assessment subject, assessment criteria, assessment procedures and title system which makes Merits or Talents get social recognition. Further, it can be confirmed through analysis that the mechanism is based on the social governance structure and even a more general social structure. This analysis of the structure is the macro foundation for the study of Meritocracy, and it is the key to the reform of the relevant public policies and the recognition mechanism of Merits or Talents.

段培君，中央党校教授，国家高端智库项目首席专家，中国科学院特聘研究员

在 Merit=f (Ability, Effort, Societal Fitness) 的定义中，社会适应性被认为是那些被广泛确认的社会、文化和制度性的约束条件。本文认为，这些约束条件需要聚焦于精英的确认机制上，包括能够使精英得到社会承认的评估主体、评估标准、评估程序和名衔制度。进一步的，可以通过分析确认，支撑这一机制的是更为基础的社会治理结构乃至更一般的社会结构。这一结构的分析是关于 Meritocracy 研究的宏观基础，也是由此提出相关公共政策和人才机制变革的关键所在。