

# A Comparative Study of Medical Practitioner Examination and Civil Service Examination

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**Abstract:** The health professional technical qualification examination and the civil service examination belong to the national examination, the similarities and differences between them in terms of function, purpose, value orientation and question type design deserve the attention of relevant researchers. The health professional technical qualification examination can be used as a reference to the civil servant examination with more mature process and system. In terms of content, some examination subjects and contents can be integrated and separated. At the same time, it is urgent to improve the efficiency of examination management, so as to achieve the balance and optimization between the minimization of examination costs and the maximization of examination functions. This paper mainly compares the difficulty, examination level, values orientation, comprehensive ability inspection, subject orientation and ability module orientation, and the design of examination questions and contents of the national civil servant examination and Chinese medical professional technical qualification certificate, and studies and draws lessons from the successful experience of the two examinations, so as to further explore the evaluation methods of medical talents. Thus, it lays a foundation for promoting the development and transformation of medical talent evaluation model and the research and development of new model in the future.

**Keywords:** Doctor Qualification Examination, Civil Service Examination, Similarities and Differences

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## 1. Introduction

In order to further deepen the reform of the personnel system of health institutions, the Ministry of Health required a unified national health professional technical qualification examination in December 2000, and organized the first national health professional technical qualification examination, namely the doctor qualification examination, in 2001 [1]. Over the past decade, the health professional technical qualification examination has made evolution. It can be said that new changes have taken place in the previous medical qualification system. After years of introduction and development, from the official implementation of China's

civil service examination system in 2006, until now, has been familiar. By comparing the similarities and differences between the physician qualification examination and the civil servant examination, it dispense a good reference for analyzing the scientificity, rationality and future improvement of the physician qualification examination [2]. Although the civil service examination was not implemented until 5 years after the medical practitioner examination was implemented, China had tried it out and introduced foreign civil servants in 1993. Therefore, China's national and provincial civil service examination has already had certain experience and methods, and the health qualification examination can be used for reference from the civil service

examination with more mature process and system [3]. By comparing the struggle and level of national civil servant examination and Chinese health professional technical qualification certificate, this paper survey the evaluation methods of medical talents by learning and drawing lessons from their successful experiences, in order to assist the development and transformation of the evaluation model of medical talents, and put down a good foundation for the discovery of new models in the future.

## 2. The Similarities Between the Two Tests

### 2.1. Value Orientation

Social tests are usually not simple skill tests, but often carry certain social functions and public expectations. Doctor qualification examination and civil examination have extensive influence in China, they are fair and just, survival of the fittest, and are the concentrated embodiment of social value orientation and humanistic values [4]. This is the need for some examination methods and scientific and reasonable preparation of the test can be clearly reflected, this is the large-scale social examination must abide by the social norms. From the outline analysis of the two examinations, the doctor qualification examination and the civil servant examination, both of them have made detailed provisions on the scope of the examination. For example, it is stipulated in the outline of the Administrative Professional Ability Examination for civil servants that the candidates' abilities of understanding and expression [5], common sense and comprehensive analysis should be emphasized, and the content of the examination should be matched and arranged with each ability. Another example is the "reading comprehension, language expression, logical reasoning, information processing and other skills" mentioned in the examination outline of comprehensive quality, a doctor qualification examination. Usually, the two types of exams have similar requirements for the competencies tested, and the competency requirements and content modules can be matched. All these show that the values of medical qualification examination and civil service examination are comprehensive and comprehensive development.

### 2.2. Comprehensive Ability Inspection

According to the outline of the Administrative Ability Test, the exam focuses on comprehension and expression, judgment and reasoning, general knowledge and comprehensive analysis. Meanwhile, the Essay focuses on reading comprehension, implementation and comprehensive analysis, problem solving and writing skills [6]. From the analysis of the emphasis on ability in the examination syllabus of the above two subjects, the most significant requirement and feature is the examination of comprehensive ability.

### 2.3. Doctor Qualification Examination

The latest syllabus, published in 2018, requires clinicians to learn and be familiar with medicine and related knowledge, to master clinical skills and medical service capabilities, to effectively prevent diseases, and to promote health, as well as to pay attention to interpersonal communication skills, information management and research, professional quality and teamwork [7]. This shows that the combination of theory and operation, from prevention to treatment, as long as it is related to medicine, all the details need to be mastered. This is a difficult requirement for clinicians, but also an essential requirement.

## 3. The Difference Between the Two Tests

### 3.1. The Difference of Subject Orientation and Ability Module Orientation

After getting familiar with and understanding the syllabus of the medical qualification examination, we can clearly realize that although the examination content is based on different subjects, some subjects still show the knowledge of other subjects, which shows that they are well integrated, but in general, the disciplinary boundaries between each subject are still very clear. By comparing the syllabus of the Administrative Vocational Ability Test for Civil Servants with that of the Essay, it can be seen that some modules, such as mathematics and reasoning, common sense and understanding, cannot be divided according to disciplines. Obviously, the syllabus should focus on the comprehensive abilities of candidates, focusing on their abilities of understanding and expression, judgment and reasoning, common sense and comprehensive analysis, and so on. In this way, the civil servant examination can be classified as the ability oriented examination form. Although the Civil Servant Law was not officially promulgated in China until 2006, This revised draft was adopted at the Seventh Session of the 13th National People's Congress [8]. due to the trial implementation and introduction of foreign civil servants in China in 1993, the national and provincial civil servant examinations in China have already acquired certain experience and methods, and have a high degree of public trust in China [9]. Since the implementation of the national doctor qualification examination in 2006, some problems have been gradually reflected, such as how to formulate scientific and reasonable examination questions, as well as scientific and convenient examination papers and other aspects still have great room for progress.

### 3.2. The Differences in the Examination Questions

Differences in the design of subjective and objective questions in the written examination: there are significant differences in the question types between the physician qualification examination and the civil servant examination. The doctor qualification examination is objective multiple choice. At present, the year-over-year increase in the cost of

the written and operational examinations for the medical practitioner examination may be caused by higher Labour and material cost increases required for the organization and marking of the examination. Therefore, paperless examination and human-computer dialogue gradually began to be implemented across the country, and there have been several batches of pilot sites. It is not only convenient, but also improves the satisfaction of examinees [10]. With the help of computer technology and big data related technologies, human-computer dialogue can improve the efficiency of organizing various examinations and save immeasurable human and financial resources [11]. To a large extent, various tests can be shared and exchanged in a wide range [12]. Many people in the society have a wrong understanding of the arrangement of exam questions: objective questions can only test the mechanical memory level of the examinees, and cannot examine the comprehensive ability of all aspects of the examinees, so that they can be misunderstood as a guess to get high scores. As a matter of fact, objective questions are an effective and practical way to measure students' academic and ability. It can detect the learning achievements of examinees in various fields from simple to complex, from low to high, with high measurement efficiency, large amount of information, high reliability, and good scoring error control [13]. Multiple-choice questions are one of the most widely used types of questions in the tests of learning ability and achievement, which can effectively measure different types of knowledge and complex learning results. However, civil servant and doctor qualification examinations require a wide range of knowledge, so the setting of objective multiple-choice questions is very scientific [14].

## 4. The Road of Reference and Development Trend

### 4.1. Examination Management

The competent departments of provincial civil servants may authorize the competent departments of municipal civil servants to organize the recruitment of civil servants by local governments. In contrast, the health professional technical qualification examination in China is organized and coordinated by the Ministry of Health and the health bureaus of all provinces and cities. At present, although from the national level to the local level, special examination institutions are gradually set up to take charge of the doctor qualification examination, but most of them are under the unified control of the government, there is no special institution in charge. To organize and coordinate the health professional technical qualification examination is a complicated and huge project, which needs to be realized by establishing special examination institutions. The main function of government departments should be to carry out macro-control, research and formulate relevant policies. The special examination institutions established are specifically responsible for implementing policies, organizing registration,

examination, examination and other specific policies [15]. At this point, the medical practitioner examination should learn more from the civil service examination, so as to clearly define the division of labor and improve efficiency.

### 4.2. Test Question Design

Although both of these tests have objective multiple choice questions, there are still differences in the purpose design of the questions. The doctor qualification examination focuses on the concept, while the civil service examination questions are more complex and informative. Although the national physician qualification examination has been carried out for more than 10 years, it is still necessary to establish a practical evaluation system for new clinicians as soon as possible in the design of examination questions, deepen the theoretical examination, and advance with The Times in terms of professional knowledge. At the same time, the clinical skills should be investigated strictly to evaluate the professional level of the new doctors.

### 4.3. Examination Content

The content of health professional technical qualification examination basically includes basic medicine, clinical medicine, public health, medical law and other major aspects. As a healer, in addition to the knowledge of the disease, it is also important to be familiar with and even master the disease and its psychological and social factors. To be a qualified doctor, you need to study the humanities and other fields in addition to medical knowledge. At present, the content of humanities subject in Chinese doctor qualification examination is relatively small. With the gradual development of the society, the competition becomes more and more fierce, the pace of work accelerates, and the pressure becomes more and more intense. An increasing number of people from all walks of life are more susceptible to mental illness, which poses new requirements and dare to the professional competence of doctors: When you are familiar with medical knowledge, you must also understand humanistic knowledge, which is not limited to medical related humanistic knowledge, such as medical ethics and medical psychology, etc. This part can be used for reference and learning from the civil service examination, which covers a wide range of subjects and is well reflected in "Culture, History and Science and Technology" in its comprehensive quality. Only in this way can we better understand the disease, the right medicine.

### 4.4. Qualification Examination

In our country, after passing the civil service examination, there is no need to follow-up assessment, but a lifetime tenure. Similarly, once you qualify as a doctor, you will be able to practice medicine almost permanently as long as you don't violate the relevant laws and regulations. However, with the rapid development of medicine, doctors should not only constantly improve their own abilities, but also continuously examine the professional abilities of on-the-job

clinicians to comprehensively judge whether they can continue to be competent for this clinical work.

## 5. Conclusion

This paper compares the similarities and differences between the physician qualification examination and the civil servant examination, and sums up the contents that the Chinese physician qualification examination should learn from the civil servant examination. In addition, the development trend of Chinese physician qualification examination is judged and predicted, which lays a foundation for the development and transformation of Chinese medical talent evaluation and the exploration of new models in the future.

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