

摘 要

青年强则国家强，青年兴则事业兴。税收征管体制改革以来，税务系统对青年税务干部的培养做了有益尝试。坚持以人为本，依托税务系统“数字人事”等系统，与青年税务干部发展需求对接，遵循成长规律，对青年税务干部的职业发展进行科学规划、全面指导，对保障青年税务干部成长成才和税收事业高质量发展都有重要的现实意义。

长期以来，由于缺乏现代化的职业生涯管理理念，青年税务干部的职业生涯规划受到阻碍。本文以 F 市青年税务干部为研究对象，以国内外相关的职业生涯管理理论为指导，采用案例分析的方法，借助调查问卷及深入访谈，对当前青年税务干部职业生涯管理中存在的问题进行探索总结，主要从组织和个人两个角度进行分析，研究了问题的成因，并根据实际情况提出了有针对性的对策建议，以期能够对税务部门青年税务干部提供职业发展引导，充分利用人才资源。

本文共分为七个部分，第一章绪论部分主要介绍选题背景及意义，对国内外相关研究进行了分析阐述；第二部分接着介绍相关概念和研究的理论基础，主要包括职业锚理论、职业生涯发展阶段理论、组织支持理论，为下一步分析提供依据；第三部分是对实例的概述，重点介绍基于问题研究的调查问卷和交流访谈情况；第四部分基于青年税务干部的职业生涯发展阶段提出不同阶段职业生涯管理存在的问题；第五部分是对问题的原因剖析；第六部分提出切实可行的完善 F 市青年税务干部职业发展的对策建议；最后是对研究结论的阐述。

关键词：青年税务干部；组织职业生涯管理；个人职业生涯管理

Abstract

If the young people are strong, the country will be strong, if the young people are prosperous, our cause will be flourishing. Since the reform of tax collection and management system, the tax system has made beneficial attempts to cultivate young tax cadres. Insist on the People-centered idea, rely on the "digital personnel" and other systems of tax system, and aim at the development needs of young tax cadres, follow the growth law, to provide scientific planning and comprehensive guidance for the career development of young tax cadres, which has important practical significance for ensuring the growth of young tax cadres and the high-quality development of tax cause.

For a long time, due to the lack of modern career management concept, the career planning of young tax cadres has been hindered. This thesis takes the young tax cadres in F city as the research object, takes the domestic and foreign relevant career management theories as the guidance, uses the method of case analysis, with the help of questionnaire and in-depth interview, explores and summarizes the problems existing in the current career management of young tax cadres, mainly from two perspectives from the organizations and individuals, studies the causes of the problem, and puts forward targeted countermeasures and suggestions according to the actual situation, in order to provide career development guidance for young tax cadres in the tax department, and make full use of human resources.

This thesis is divided into seven parts. The first chapter mainly introduces the background and significance of the topic selection, analyzes and expounds the relevant research. The second part then introduces the relevant concepts and the theoretical basis of the study, mainly including the occupation anchor theory, the career development stage theory, and the organizational support theory, which provides the basis for the next step of analysis; the third part is an overview of the case, focusing on the questionnaire and exchange interview based on the problem research; the fourth part puts forward the current problems in the career management based on the career development stage of the young tax cadres; the fifth part analyzes the reasons for the problems; the sixth part puts forward feasible countermeasures to improve the career development of the young tax cadres in F city; and finally elaborates the research conclusions.

Key Words: Young tax cadres; Organizational career management; Personal career

management

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