

THE ROLE OF COMPETENCE BASED RECRUITMENT, PROMOTION AND APPOINTMENT (RPA) IN IMPROVING THE PERFORMANCE OF CIVIL AVIATION IN CHINA

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ABSTRACT

Recruitment, promotion and appointment (RPA) to various positions is crucial for the functioning of any organization. However, the tendencies we observe in our daily life when recruitments, promotion and appointments are done in various organizations, there seem little observance of competence based credentials. This paper provides a discussion on the role of competence based recruitment, promotion and appointment in civil aviation. The paper is a case study design, which focuses on the Civil Aviation of China. It utilizes the group of 10 Chinese trainers from various institutions affiliated to aviation and professors specialized in aviation. It further utilizes the trainees from 10 countries who participated in the course scheduled from 21 June, 2016 to 11 July, 2016. The trainees were from three major groups: ministries dealing with aviation, aviation personnel, which include officers responsible for safety management on the one hand and pilot as operating crew on the other. The third group was decision making members such as legislative personnel who supervise the aviation, this includes Member of Parliament and board of directors. Therefore the major information collection strategies were documentation, interview, professional presentation and submissions, and observation. The literature thus observes qualitative methods of information analysis, with description taking a leading role. We have further employed the profession experiential on harnessing between theories and praxis when analyzing information. We conclude that the entire management of civil aviation in China observes competence based recruitment, promotion and appointment. This is one of the basic qualities that has fostered the improvement of the aviation and become giant in the region.

Keywords: Civil aviation, competence, promotion, recruitment, appointments.