

Construction and Application of Quality Evaluation Index of Sergeant

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Keywords: Sergeant Quality; Evaluation indicators; Build; Application

Abstract: As the backbone of the grassroots, the non-commissioned officers play an irreplaceable role in promoting China's military development. The quality of the non-commissioned officers will have a significant impact on the overall quality of the army. The present stage realizes the army construction overall transformation and the promotion, the non-commissioned officer always is in the front position. Therefore, how to improve the quality of the officers, to train the officers into a high-quality talent team, play its advantages, is the only way to improve the overall quality of our army. Based on the scientific method, this paper constructs the evaluation index of the competency of the sergeant, and analyzes the application in the selection, training and assessment, which is of great significance to strengthen the management of the sergeant.

1. Introduction

The number of non-commissioned officers accounts for nearly 50% of all officers and men, and they are the management talents and backbone of the army. With the change of the international situation, the length of service time and the increase of age, the quality of the sergeant has appeared new problems.

2. Analysis of the Problems Existing In the Competency of Non-commissioned Officers

This article through the summary mainly reflected in the following aspects.

2.1. Low Overall Cultural Quality

Low cultural quality. The author carries on the cultural quality investigation to the non-commissioned officers who come to school to train, discovers the non-commissioned officers' educational level is mostly high school; other is junior high school, technical secondary school and so on. The low level of education is difficult to adapt to the needs of the development of the international army.

The quality of professional non-commissioned officers is not good enough. In the traditional physical training, non-commissioned officers have the advantage among the officers and men. But the quality is by no means physical. With the rapid advance of knowledge, the master of new mechanical properties, new technology, the application of new knowledge is not familiar enough, did not grasp the latest management knowledge, can not carry out higher management, so that the operation in the post is not skilled or management level is not good, stumbling, can only be basically competent.

2.2. The Standard of Team Construction Needs To Be Raised

First, rely on the qualifications of the old, not subject to management. With the improving of the ranks for officers and noncommissioned officers in the army stay time gradually lengthen, noncommissioned officers in front of the boot and constantly thinks qualification older, in some military training activities, can not attend on time, even without the phenomenon of morning

exercises, think of themselves as sergeants, morning exercises and training is a soldier, nothing to do with myself. Non-commissioned officers are officers; non-commissioned officers belong to the consciousness of the soldiers more and more thin, to their own standards lower, feel superior to the private first class.

Second, climb relation, compare means. In the non-commissioned officers, some people think that they have a relationship with some leaders, so they have privileges, and they do not abide by some rules, they think that they should be given privileges by the organization, and they should take care of themselves. At the same time, they have strong individualism, and they are not willing to pay, resulting in hedonism.

Third, he lowered his requirements. Non-commissioned officers have mastered some technology, have played a role in the unit, but for its own standards down, think that the army has not give more, played a significant role in the army, are beginning to speak conditions, treatment, and do not put some of the rules that the army in the eyes, do not obey management, for their own standards.

2.3 Lack of Initiative

In the selection of non-commissioned officers, gradually try a variety of effective ways to carry out the survival of the fittest, gradually get rid of the "hard work before the reform, after the relaxation of half" and other bad practice, but because of the source of non-commissioned officers complex, the relationship soldiers into non-commissioned officers. Some comrades turn to non-commissioned officers out of strong utilitarian interests. For example, some comrades stay in the army because conscripts are too young to settle down at home. Some comrades are to transfer to the job placement as the main purpose of the promotion of the third period of non-commissioned officer, to be determined to be promoted to the third level of non-commissioned officer, it does not matter, single-minded until the transfer is his greatest pursuit, resulting in work passive, not to improve, satisfied with the status quo.

3. Application of the Evaluation System of Non-commissioned Officers' competence

3.1 Application in the Selection of Non-Commissioned Officers

In the selection of non-commissioned officers, we should strictly follow the policy conditions and prescribed procedures, adhere to the principles of fairness, justice and openness, and integrate the requirements of non-commissioned officers' competence into the selection criteria. Should take the competent quality as the benchmark, select the outstanding soldiers who meet the quality requirements of the non-commissioned officers team as the junior or even more senior non-commissioned officers, and try to do as much as possible to "quality-oriented", rather than abuse. Take the competent quality as the orientation, must be good at discovering and training has the potential conscripts, plays the non-commissioned officer troop bottom construction; Through the strict implementation of the selection procedure, to overcome the randomness and blindness in the selection process, strictly in accordance with the requirements of competency selection; To enhance the openness of selection work, to give the soldiers a clear standard of competence, to give the soldiers the direction of efforts. In the transfer process of non-commissioned officers, not only to meet the requirements of the post, but also to meet the requirements of comprehensive quality, in the change of non-commissioned officers, to ensure that the non-commissioned officers demand unit has a clear quality requirement, through a fair and just way, quality-oriented, effectively shape high-quality non-commissioned officers team.

3.2 Application in Non-Commissioned Officer Training

Pay attention to individual character education, let sergeant learn to learn oneself. Quality improvement is to let officials learn how to learn, how to improve their own quality. Through training, non-commissioned officers should have the ability to constantly acquire new knowledge and continuously improve their self-quality that is, self-learning ability. The ability to teach one is not a general capacity for knowledge, perception, or mechanical memory.

In the innovation training of non-commissioned officers, it is necessary to abandon the past spoon-feeding education mode and gradually train the non-commissioned officers how to conduct self-learning, so that the non-commissioned officers can gradually master the methods and thinking of learning, acquire self-knowledge and improve their quality according to the needs of actual posts. In the innovation training, we should innovate the training curriculum, encourage the non-commissioned officers to put forward self-demand courses, reflect the main position of the non-commissioned officers in the training, encourage the non-commissioned officers to take their own time and actively develop.

Highlight quality training; enhance the thinking ability of the sergeant. Competency training focuses on stimulating the sergeant's learning ability and thinking ability, stimulating the sergeant's thirst for knowledge, improving the sergeant's thinking ability and mastering innovative methods to improve the quality. In the improvement of quality, we should pay attention to the cultivation of loose thinking, gradually change the traditional teaching mode, and pay more attention to the improvement of the sergeant's comprehensive quality in accepting the skill training of "closed management", "taking the old with the new" and "mentoring".

Traditional training and education often only focus on the development of the sergeant's cramming learning ability, ignoring the students' divergent thinking and students' ability to observe, curiosity, imagination and initiative, so that the students formed a fixed mode of thinking. It is necessary to abandon the current "teaching materials as the center, the teacher as the center, the classroom as the center" "three centers" and indoctrinate as the main characteristics of the teaching model, enhance the teaching selectivity and openness, inspire the sergeant to broaden their thinking, questioning and questioning, multi-angle thinking, and strive to improve their own quality.

3.3 Application in Noncommissioned Officer Assessment

Establish scientific quality objectives. First, be guided by national requirements. Only by taking the national policy as the guide can we establish the scientific and reasonable quality target. After that, the local non-commissioned officers of the quality objectives of the level of decomposition, the implementation of the non-commissioned officers. From the top down the establishment of the quality goal, from the clear competent quality of the goal and direction. Second, noncommissioned officers participate. In the process of quality improvement, only those who are promoted participate in the process through practical actions, can get twice the result with half the effort and achieve better results. Therefore, in the process of the improvement of the competency of the sergeant, this paper suggests that the sergeant should participate in the whole process of the plan, preparation, implementation, feedback and other aspects of the competency to ensure the effectiveness of the improvement of the quality. Finally, make clear quality index and standard. The competency evaluation system requires that all indexes be converted into specific evaluation indexes that can be quantified by the non-commissioned officers, which can mainly include ideological and political quality, professional quality, military quality, cultural quality, physical and mental quality and other indexes. Different weights should be set according to different levels and types of non-commissioned officers, and indexes of different degrees should be selected. In the development of the quality of the different sergeant, to clarify the standards of each indicator. The establishment of standards should not be too high, so that the sergeant can not feel to achieve, hit the sergeant's enthusiasm, but also not too low, so that the sergeant feel no difficulty, can not achieve the purpose of quality improvement.

Pay attention to quality results should be improved. After the evaluation of the sergeant, if there is no feedback of the evaluation results, then the improvement of the sergeant's quality can not play a good effect. The content of assessment feedback mainly includes: first, integrate quality into daily training. This paper puts forward a new way to evaluate the quality of the sergeant, and creates a new requirement to improve the quality of the sergeant. Only by integrating the competency into the daily training of the sergeant can the quality requirements become the direction guide for the daily training of the sergeant and point out the direction for the development of the quality of the sergeant. At the same time, only by insisting on fairness and justice in the evaluation of the quality of the

officer can the officer be convinced of the evaluation results of the quality and truly feel their own shortcomings. Second, to jointly explore the lack of improvement. Through the evaluation of the competency of the sergeant, the first choice is to carry out the feedback of the evaluation results, so that the sergeant clear where the quality is inadequate, where the excellent. In view of the current lack of quality requirements, superiors and non-commissioned officers jointly explore the causes of the deficiencies, and work out the next step of improvement measures for the deficiencies, and have the opportunity to improve step by step. Such targeted quality promotion, the quality of the sergeant will be promoted to achieve better results. Third, strengthen the feedback communication mechanism. Currently non-commissioned officers involved in the army medical, fitter, maintenance, and many other fields, and the sergeant in the army with different cultural background, customs, education background, structure and composition of non-commissioned officers are more complex, therefore strengthen the cultivation of management officers, will be an effective communication mechanism is formed within the army, to ensure the effective information, comprehensive, complete, clear, feedback, etc.

Conclusion

The evaluation index of sergeant competency established in this paper has certain reference and guiding significance for the construction of sergeant team. However, due to the particularity of the officer group and the limitations of the author's authority, experience and knowledge, there are still many deficiencies in the process of the construction of the evaluation index. For example, the further application of the evaluation index is a problem worthy of further discussion. In addition, the evaluation index of military competency is a process of dynamic improvement. With the development of the army, new problems will appear in the evaluation index. Therefore, in the new situation, we should constantly improve the evaluation index of non-commissioned officers' competency with the vision of development, seeking truth from facts and forging ahead with determination.

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