

# Research on Strengthening the Education and Training of Grassroots Civil Servants

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**Abstract:** *Grass-root civil servants directly face and serve the grass-roots people, undertake the task of stability and development of grass-roots communities and rural areas, and are the specific executors of the Party's and national lines, guidelines and policies. Their quality, ability and style directly determine the strength of the grass-roots government's executive power, the level of efficiency, the quality of the relationship between cadres and the masses, and the success or failure of building a well-off society in an all-round way. It is an effective way to improve the moral cultivation and professional level of grass-roots civil servants to do a good job of education and training for grass-roots civil servants, especially for civil servants in villages and towns, streets and other grass-roots departments. The focus of this paper is to put forward relevant countermeasures and suggestions for the necessity of the education and training of grass-roots civil servants, in order to make a beneficial exploration and attempt for the practical training of grass-roots civil servants.*

**Keywords:** grass-roots civil servants; train; countermeasure.

## 1. THE NECESSITY OF STRENGTHENING THE EDUCATION AND TRAINING OF GRASS-ROOTS CIVIL SERVANTS

### 1.1 The complex social situation requires strengthening the quality of civil servants

The competition of national strength is the competition of comprehensive strength, which depends on the competition of talents. Civil servants, as managers who deal with all kinds of social relations in the country, should have excellent quality and excellent management level. The international situation in today's society is complex and changeable, and the domestic social contradictions are increasing. It is urgent to deal with the complex problems and contradictions of outstanding talents to carry out social management work, which requires the civil service team to improve its own quality and ability level.

### 1.2 The quality level of civil servants requires improving their own quality

With the improvement of the overall cultural level and cultural quality of the society, the academic level of the civil service is also improving. At present, university and college degrees are the main part of the civil service, but there are still some civil servants with lower degrees, especially the lower the administrative level, the lower the education, and even a few civil servants with junior high school degrees. Civil servants in the position of social management require not only familiarity in a certain field or proficiency in a certain specialty, but also the grasp of the overall situation of the region, the handling of social contradictions, and the overall arrangement and scheduling of various social forces and social relations. Therefore, whether it is a high degree or a low degree, we need to improve our own quality.

### 1.3 Job technical requirements to improve their own quality

The work of civil servants is sometimes not in line with their majors. Especially after working in professional posts for a period of time, they need to have job rotation communication. Many civil servants have no knowledge of their new positions and need to learn from scratch, which directly affects the normal development of work. For civil servants who have just taken up or are about to take up new posts, it is necessary to strengthen the training of professional knowledge, get familiar with the relevant knowledge of the post as soon as possible, and enter the working state.

## 2. SUGGESTIONS ON THE EDUCATION AND TRAINING OF GRASS-ROOTS CIVIL SERVANTS

### 2.1 Improve ideological understanding and establish learning concept

Cognition plays a guiding role in practice. Correct understanding will guide correct practice. To do a good job in the education and training of civil servants, it is necessary to fully recognize the importance and necessity of the education and training of civil servants, and to establish a correct learning concept. First of all, we should improve the ideological awareness of grassroots leading cadres, fully understand the importance of strengthening the education and training of civil servants, establish the awareness that education and training are both rights and obligations, as well as functions and responsibilities, take the initiative to take the lead in learning, update knowledge concepts, and vigorously organize. Organize and support the public servants of their own units and departments to participate in education and training. Secondly, it is necessary to improve the ideological awareness of civil servants at the grass-roots level, enhance their awareness of learning, clarify the idea that learning is both an

obligation and a right, establish the concept of active learning and lifelong learning, and carry out career planning learning in a planned, targeted and planned way.

## **2.2 Innovate training concept and attach importance to training work**

The training concept determines the actual effect of civil service training. If the training concept is not sound or the direction is wrong, the training will not achieve the expected effect, resulting in the waste of human, material and financial resources. Therefore, it is extremely important to innovate the training concept. Traditional civil servants only pay attention to mastering knowledge, which is often the transmission of superior training tasks, which is out of line with reality. Modern civil servants should combine theory with practice and develop in the direction of competence-based training. "Combine education and training with practical training, improve the quality and ability of cadres in training, and train and test cadres in practice. Combine the universal requirements of cadre education and training with the special needs of cadres of different categories, levels and positions, so as to focus on training what is needed for economic and social development."

## **2.3 Scientific design of teaching programs, highlighting pertinence and effectiveness**

"Good training is designed". From a class to a teaching unit to a training project, it needs to be carefully designed. Demand research is the premise and basis for training design. On the basis of in-depth demand research, scientific design of teaching programs can make training more targeted. One is to develop different teaching programs for different training objects. Even for the same series of training courses, the training objects are different, and the problems and focus of attention are different. Therefore, when designing the teaching plan, we should first analyze the training objects, and then scientifically set the teaching content and discussion topics according to the characteristics and focus of the students; The second is the design of teaching content. On the one hand, it pays attention to the combination of theory and practice, on the other hand, it pays attention to the combination of strategic deployment, policy interpretation, analysis of key and difficult issues, and the exchange of experience in developed regions, highlighting "finding problems, analyzing problems and solving problems", and realizing the teaching goal of practically reflecting the thirst of theoretical teaching, practical teaching and training to solve practical problems in the selection of teaching content; The third is the design of teaching methods. The teaching content depends on the realization of the teaching methods. The teaching methods serve and obey the teaching content, and cannot improve the teaching methods without the teaching content; In practice, teaching methods and methods should be properly selected for different objects, different topics and different contents, and attention should be paid to selecting appropriate training methods according to the training content, It also pays attention to the proficiency and depth of a certain training method mastered by teachers and the acceptance of the new method by students to improve the attractiveness and appeal of teaching.

## **2.4 Reform and innovation, and improve the system**

### **2.4.1 Diversification of training institutions**

The training of civil servants is led by Party committees and government departments at all levels, and implemented by Party schools (administrative colleges) at the same level. In theory, civil servants can gain rich experience from it, so as to improve their own quality; Improve the ideological and moral quality of civil servants; In fact, there was no significant effect. Each position has different requirements for civil servants, so although the training is led by the Party committee and the government, it may not meet the needs of the society. In this way, we must improve the training system and build diversified training institutions. The training of civil servants can actively cooperate with the outside. First of all, modern social institutions are highly targeted and practical, which makes the training results increasingly significant and civil servants more diversified. Therefore, the training access system needs to be improved. Only by strengthening management can the civil service training institutions develop in a longer term. Secondly, actively cooperate with universities. At present, civil servants are required to have professional knowledge and ability in many fields, while party schools and administrative colleges in different regions may not be able to meet the training needs of civil servants, and the improvement of this ability is not enough only by the government and social training institutions, so it is necessary to let civil servants go to colleges for training to enrich their knowledge.

### **2.4.2 Cultivate high-quality full-time and part-time teachers**

First, integrate the existing teacher resources to form a teacher pool that meets the needs of local economic and social development and grassroots cadre education and training. Party and government leaders with rich experience at the grass-roots level and profound policy theory can be selected as the key objects. In addition, experts from all walks of life with rich experience can also be employed as visiting professors or part-time teachers to carry out academic lectures, so that civil servants and senior scholars and experts can conduct research and discussion, broaden their horizons, and connect with international standards. Second, in addition to the training of civil servants, it is also important to train existing teachers. For example, to send them to higher authorities for further training, not only to improve the theoretical level, but also to improve the practical work ability. Third, establishing a national high-quality teacher reserve and tilting high-quality education resources to the grass-roots level is a convenient way to solve the shortage of high-quality education and training resources at the grass-roots level.

2.4.3 With regard to the establishment and improvement of the funding system for the training of civil servants, first, the relevant costs for the training of civil servants are included in the national budget system

One of the problems that the government needs to solve urgently. The training of civil servants is related to the future of the whole country and even the nation, and is the basis for realizing the Chinese dream of the great rejuvenation of the Chinese nation. Therefore, the state cannot and should not shift the responsibility to local governments or relevant institutions, and act as shopkeepers, which is extremely likely to cause uneven levels of civil servants in various regions. Many cities located in the first tier of the country, such as Beijing, Shanghai, Guangzhou, etc.

The pool is abundant and the funds are abundant, so the training of civil servants can be carried out regularly in both quality and quantity; In contrast, in some national tertiary cities and remote areas, government funds are seriously scarce, and even some normal expenditures are very difficult, let alone the training of civil servants. Therefore, it is inevitable that the quality of civil servants in these areas is not high. In the long run, it has created a vicious circle and seriously affected the healthy and sustainable development of the region. Second, expand the sources of training funds. Broaden sources and means to ensure sufficient training funds. Use various resources to train government officials and offer some practical courses. Third, there are a lot of experience in foreign state-led and market-oriented training institutions that we can learn from. This method can not only reduce costs, but also improve efficiency and achieve mutual benefit. EFI funding in the United States 90% depends on tuition income; 70% of PATC in Russia comes from tuition fees; 5% of the funds for running the Portuguese National Institute of Administration come from the training market.

### 2.5 Adhere to the trinity of teaching, scientific research and consultation, and highlight the applicability

The Work Regulations of the School of Administration clearly stipulates that "adhere to the trinity of teaching and training, scientific research, and decision-making consultation, closely combine, promote each other, and coordinate development". The School of Administration should give play to the role of characteristic think tanks, especially pay attention to the trinity training and teaching model that focuses on teaching, based on scientific research, guided by consulting, and applies scientific research and consulting results to teaching in a timely manner. The efficient transformation of teaching and research consulting results should highlight the pertinence, effectiveness and applicability of scientific research consulting.

## 3. CONCLUSION

Grass-root civil servants at the forefront of administrative management directly contact and serve the people, which determines the management ability and level of grass-roots governments. It is an effective way to improve the moral cultivation and professional level of grass-roots civil servants to do a good job of education and training for grass-roots civil servants, especially for civil servants in villages and towns, streets and other grass-roots departments. Therefore, we should focus on the training of grass-roots civil servants, focus on strengthening the training of grass-roots civil servants in towns, streets and public service departments, constantly improve the ability of grass-roots civil servants to administer according to law, serve the masses, manage society and maintain stability, and make a positive contribution to building a prosperous, strong, democratic, civilized, harmonious and beautiful socialist modern power.

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