

# Research on the Ways to Realize the Value of Civil Servants' Network Training

Ni Maojin

School of Marxism, Northwestern Polytechnical University Xi'an 710072, PR China

1259976880@qq.com

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**Abstract.** Network is the product of the development of the times. Developing civil servant network training can effectively expand the research field of civil servant training theory in the network era, and it is also an innovative measure to alleviate the contradiction between work and study and **satisfy** the individual needs. The network training of civil servants shows the characteristics of the times, such as the unity of virtuality and reality, the unity of subjectivity and dominance, the unity of diachronic and synchronic. To realize its value, we should set up people-centered training values, strengthen the construction of curriculum resources, build a high-quality and convenient online learning platform, and carry out scientific and reasonable quality assessment.

## 1. Introduction

As a technological product of the information society, the network is one of the greatest inventions of mankind so far. It affects people's way of communication and changes people's learning habits and patterns. How to recognize and realize the value of the network in the use of civil servants is an important theoretical and practical subject worthy of study.

## 2. Importance of Network Training for Civil Servants

### 2.1 Theoretical Value: Expanding the Research Horizon of Civil Servant Training Theory

The academic research on the theory of civil servant training began in the 1950s, and was first carried out by western scholars using the theory of human resource management. At present, many achievements have been made. It is not difficult to find that the research on the basic theory of civil servant training has the characteristics of the times, science and systematicness. The advent of the network era, the development of network technology and the rise of network culture will inevitably bring innovative thinking of traditional theories and effective application of emerging theories to the study of civil servant training. Standing in the perspective of network theory to study civil servant training will effectively expand the theoretical research field of civil servant training, help to reveal the development trend of socialization, individualization, daily life and institutionalization of civil servant network training more clearly, and constantly realize the leap from experience perception to scientific theory.

### 2.2 Practical value: an innovative measure to alleviate the contradiction between work and study and satisfy individual needs

Traditionally, the training of civil servants has set up special time, special place, special grade or post for the civil servants to study in a unified way, and stipulated the rigid requirement of school hours, which will inevitably bring about the contradiction between heavy work tasks and training with higher frequency. The most prominent advantage of online training for civil servants is to break through the limitations of time, space, scale and resources, effectively remedy the shortcomings of centralized off-line learning. Students can use any mobile terminal device to start the fragmentation learning journey at anytime and anywhere, which undoubtedly brings an effective solution to the outstanding contradiction between engineering and learning. In addition, in view of the differences in

age, profession, ability, specialty and cognition, the traditional inculcation training mode is difficult to meet the personalized training needs of civil servants. Network training has the characteristics of diversity, timeliness of teaching content, autonomy and openness of teaching form. It transforms the traditional training mode of "teaching" into "learning". Students choose learning content independently according to their own reality and become the main body of teaching and training, so as to effectively stimulate the internal motivation of civil servants' learning and improve their interest and enthusiasm in learning.

### **3. Analysis of the Characteristics of Civil Servants' Network Training**

#### **3.1 The Unity of Virtuality and Reality**

Network cadre training is an objective activity to guide and reform the virtual object. It exists in the form of digitalization, aiming no longer at a real person, but at many virtual civil servants of different ages and identities. But this virtuality cannot be divorced from reality. It is a direct or indirect reflection of reality after processing the training of reality. From the technical point of view, the network belongs to reality, and its hardware system is objective in reality. From the use point of view, the network trainers and training objects are people in the real world. They operate and use the network training platform according to their will. Therefore, the unification of virtuality and reality is the basic feature of network training for civil servants.

#### **3.2 The Unity of Subjectivity and Dominance**

The so-called subjectivity refers to the process in which civil servants choose the contents and methods of training independently according to their learning objectives and ultimately achieve their learning objectives. Due to the large number of training resources, trainees have sufficient freedom of choice, information screening and other autonomous rights, and can choose to browse, screen and accept the learning resources needed by individuals. This way of autonomous learning embodies the subjective initiative of the trainees. It is precisely because of this autonomy that it is difficult for trainers to directly interfere with the learning choices of trainees. To some extent, it will affect the realization of the overall objectives of training. This also requires the trainer to give positive, positive and timely guidance. Therefore, the network training of civil servants presents the characteristics of unity of subjectivity and dominance.

#### **3.3 The Unity of Diachronic and Synchronic**

It takes time for any subject to understand the attributes and functions of the object. The same is true of online training for civil servants. It is also a long-term process for the majority of civil servants to understand its essence, and the incompleteness of hardware and software equipment will further extend the time of understanding. Therefore, the realization of the value of civil servants' network training cannot be achieved overnight, and takes a long time, which shows historical characteristics. At the same time, the network is a completely open world, and training activities also have a time constraint, which requires that autonomous learning be completed within the prescribed time, so that trainers can grasp the training effect in the same period as a whole. It can be seen that the characteristics of the unity of diachronic and consensus are determined by the value attributes of network training for civil servants.

### **4. The Way to Realize the Value of Civil Servants' Network Training**

#### **4.1 Establishing the Values of People-centered Civil Servants' Network Training**

Essentially, network training of civil servants is a practical activity implemented and accepted by "people" to serve the development of society and "people". It can be said that "people" is the concrete manifestation of the realization of the value of civil servants' network training. Therefore, in order to realize the value of online training for civil servants, the core is to establish a people-centered training

concept, which runs through the whole process of training purpose and service. Firstly, the purpose of civil servant training is to improve the political literacy and professional ability of civil servants, focusing on solving several transformation problems from "want me to learn" to "I want to learn", from "what to learn", from "stage learning" to "lifelong learning", from "interest learning" to "interest learning", so as to realize the comprehensive development of civil servants[1]. Secondly, the premise of providing quality training services is to understand the learning needs of civil servants. The basic purpose of setting up people-centered values of network cadre education is to meet the needs of the political parties, the state and the society on the basis of the individual needs of civil servants, and to achieve the goal of teaching on demand, learning according to aptitude and applying learning to practice.

#### **4.2 Strengthen the Construction of Course Resources for Civil Servants' Network Training**

To do a good job in training cadres, we need good teaching materials. Implementing online training for civil servants requires good online course resources. The following points should be paid attention to in the construction of online training curriculum resources for civil servants: first, based on political needs. Whether online or offline, the essential attribute of civil servant training has political attribute. What it "instills" is the ideology of the ruling class, expresses the will of the ruling class, and serves the class and society[2]. Therefore, the network training curriculum resources should enrich the party spirit and ideals and beliefs education content, and guide the majority of civil servants to obtain the required political direction, position and belief. The second is to reflect the diversity of needs as a prerequisite. It is necessary not only to base on the training of civil servants' professional ability, but also to set up courses of policy announcement and professional skills training around their post duties, but also to strengthen the training of civil servants' ideological quality, psychological quality and moral quality, so as to absorb nutrients from the outstanding achievements of human civilization such as traditional culture and red culture, and to guide civil servants to establish a world view, value view and life view in accord with the content of the times. Thirdly, in order to meet the actual needs, we can understand the learning needs of cadres and students through questionnaires, telephone interviews, and seminars. We can plan and build and update curriculum resources in time according to the needs, so as to create conditions for cadres at all levels to choose courses independently and by menu.

#### **4.3 Build a High-quality and Convenient Network Learning Platform.**

High-quality online training of civil servants must rely on an efficient, convenient, powerful and secure online learning platform. In addition to having high performance hardware equipment, the platform construction should also pay attention to the following aspects: First, increase the use of emerging technologies. For example, 3D image technology is a kind of technology that uses computer operation to achieve stereo effect in visual and auditory aspects. It has the characteristics of high visualization, hierarchy and stereo sense [3]. By applying 3D technology to online training of civil servants, we can construct a training link close to direct experience, which can effectively stimulate the consciousness and initiative of online training of civil servants. The second is to expand the use of interactive functions. The main purpose of interactive function is to change the linear and one-way transmission mechanism of online education. It is not only convenient for students to express their emotions in time, such as praise, questions, sharing, and evaluation of the effect of online teaching and training, but also conducive to educators to effectively grasp the learning situation of students, conduct targeted interaction and exchange, help to analyze problems, impart experience, guide and solve problems. Third, strengthen the protection of personal information security. Strengthen the research of network technology and information system security, construct and improve information security prevention system such as operation security, physical security, data security and content security, and ensure the confidentiality, integrity and reliability of network training platform.

#### 4.4 Carry out Scientific and Reasonable Quality Assessment.

The quality evaluation of network training for civil servants is a necessary link in the process management of network training, which is conducive to deepening the supervision of network training, comprehensively summarizing the gains and losses of network training, and providing an important basis for the scientific management of network training. In order to carry out the network evaluation of civil servants well, the key is to answer a series of questions such as "who", "what criteria to base on", "what methods to adopt" and "what forms to take"[4]. In the aspect of evaluation subject dimension, we should build an evaluation organization system with the party and government as the leading factor, training organizers, training implementers, training participants and so on. In the dimension of evaluation criteria, we need to grasp the macro requirements, embody the political party attribute of network training work, and take the people's interests as the highest evaluation criteria. At the same time, we should establish corresponding evaluation criteria based on the micro standpoint, according to the predetermined goals of training organizers, training implementers and training participants. In the dimension of evaluation methods, we should use qualitative and quantitative evaluation methods as a whole, give full play to the value of subjective judgment and logical judgment of data, and effectively enhance the objectivity and credibility of network quality evaluation results. In the aspect of evaluation structure dimension, we should insist on the combination of comprehensive evaluation and key evaluation to ensure that the evaluation work is comprehensive, profound and convincing.

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