

# Study on the Construction of Management Culture in Chinese Military Academies

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**Abstract.** Faced with the goal of deepening reform and transformation of China's armed forces, China's military academies need to make more efforts in order to achieve a scientific and advanced management, so as to construct a management culture style with its own characteristics. This paper holds that through strengthening the construction of college management culture, the connotation of college culture can be enriched, valuable experience can be provided for the overall construction of colleges, and a platform can also be offered for the mutual learning between the culture of military academies and that of the troops. Meantime, the management culture of academies can be explored and innovated materially, behaviorally and systematically. The comprehensive construction and integration development of the management culture in military academies can be carried out from the following aspects: the top-level designing, clarifying the responsibilities of different institutions and departments, learning from the management cultures of local universities and colleges, and remaining consistent with the developing goals of our own academies.

**Keywords:** management culture; great significance; the main content; the development mode.

## 1. Introduction

As an important part of Chinese military culture, the Chinese military academies' culture is the spiritual "totem", with which they run and manage themselves. And it also needs to contribute more to the future development of the army's culture and military academy's culture. And it is undoubted that culture plays a leading role in developing our academy into a top one in the army, in China and in the world. Therefore, in this sense, to do research in management culture is extremely valuable in academic and meaningful in future application.

## 2. The Great Significance of the Management Culture Construction in Military Academies

The management culture is included in the overall cultural construction of the military academies, and also refers to the cultural styles of the party affairs, teaching, scientific research, administration and some other things in academies. First, it can greatly enrich the connotation of college culture. College culture is inclusive and developmental, which encourages all kinds of cultures to develop and in return to make it more colorful and richer. Management culture runs through the cultural construction of academies, which make it possible to be focused on easily. And it can be carried out in combination with teaching, scientific research and logistics, and also can be organized and implemented according to work arrangement and time nodes of academies, which injects vitality into the college culture and at the same time exhibits the distinctive characteristics of it. Secondly, it can provide valuable experience for the overall construction and development of academies. The essence of management lies in coordination between different departments and institutions, and the purpose of management is to achieve the expected goals. Through management, the standard of the comprehensive college construction can be improved continuously. In fact, the constructions of all the following aspects are to be done in the process of management, such as the ideological and political construction, the teaching business, the scientific research and the logistics support construction, just to name a few. That is to say the more scientific the management is, the richer the culture is, the more effective the overall construction of academies will be. Thirdly, it can provide a

platform for the mutual learning between the culture of military academies and the culture of the troops. The military academies share the nature of higher education, and it also has something in common with the troops, but it is actually different from the troops. The main tasks of the army are physical training and preparation for the coming war; but the primary mission of military academies is to cultivate talents who are well prepared for the possible future wars. Military academies are just like a bridge to help the cadets to become qualified troop builders. Once the culture of academies can connect well with that of the army, cadet can get ready for the future army ideologically and psychologically, and solve the problems quickly, such as new environment maladjustment, disconnection between colleges and troops and what they have learned in academy can not be used in their future jobs, etc.

### **3. The Main Contents of the Management Culture Construction in Military Academies**

According to the basic structure of culture, the college management culture can be built from the following dimensions. The most direct one is on the material level. It is reflected in all the management activities in academies, such as teaching and training, scientific research, logistics support, administration and so on. And the management culture is some cultural images which is visible and tangible, vividly representing the management concept, value pursuit, and requirements and actual level of the our spiritual pursuits. The materialization of management culture can be seen in the following management departments or institutions, such as "one bureau, seven offices", "Office of Teaching and Researching", "Office of Cadets Management " and many other management institutions. The most regular one is on the behavioral level. It is the sum of the customs, etiquette, communications and all kinds of activities and celebrations formed during the process of the long-term management by the academy personnel. Some of them are routines, such as meetings, conferences, opening ceremony, graduation ceremony, etc., some of them are rules and regulations such as salute, report, classroom teaching, the military parade, formation drill, etc., mainly to create a sacred solemn atmosphere, to purify officers' emotions, raise their morale and externally representing the image of our academy. The most important one is at the institutional level. It is the sum of the norms and institutions established during the management practice of the academy. Culture management is the tie among the officers, a guarantee which is necessary to the orderly development of academies, such as regulations about student status management, teaching management rules and cadets battalion management regulations. In addition, there are revolutionary tradition educational system, co-teaching and co-training system as well. All of them are direct embodiment of system cultures, undertaking the the responsibilities of teaching and educating the talents for the army.

### **4. The Development Path for Constructing the Management Culture in Military Academies**

The construction of college management culture needs to be carried out under the general requirements of college culture and military culture, which aims to adapt to the flat management mode existing in military academies, so as to have got the optimized structure, the most scientific method and the maximum benefit. First, do well in top-level design. Under the background of deepening reform of military colleges and universities, the management should be more detailed, more precise and more accurate, the objectives should be more scientific and reasonable, and the methods should be more targeted and effective. Therefore, the construction of college management culture needs to be considered strategically, mainly including the overall consideration of the management concept, principles, standards, requirements, supporting measures and so on, so as to provide a comprehensive planning for the construction of college management culture. Second, clarify the functions of different institutions and departments. This is the most important and difficult part of building management culture. A checklist should be drafted to show clearly the responsibilities of every administrative departments, and strengthen the problem-solving orientation,

to ensure that power generates responsibility, as a result, redundancy and blame shifting could be avoided, and the management level could be improved. The third is that military academies and local colleges and universities can learn from each other in terms of management culture. There is a lot of thing that can be learned form local colleges and universities in terms of management culture, for example the management systems, in local colleges or universities, there are systems like professors committee, academic committees and so on. Besides, we can learn their management mechanisms, like expert governance, president responsibility under the leadership of the party committee, which is of beneficial to improve the quality of education and cultivate more talents for the army. Last but tot the least, we can learn and improve according to our own situation. We should neither copy them completely nor follow the beaten track. We should highlight our own military characteristics, missions and tasks, so as to build the best management culture of our own. Fourth, it should be highly consistent with the overall construction goals of the military academies. After the new round of reform , all the military academies have clearly defined their own construction goals. Some are world-class military academies, some are advanced military ones and some are model ones for training talents of new type combat power. Therefore, the work of culture management should focus on overall guidance and enhancement, and always keep in line with the academies' comprehensive construction targets. So all the cadets, officers can reach an agreement, and we should ensure that all of them can equally take part in it, and they can play a leading role in this work with an open mind.

## 5. Summary

With the development of the society, our military academies also develop. We believe that through strengthening the construction of management culture of military academies, all the officers will spare no effort to make due contributions to make our academy into a better one, the management level of all the cadres and party committee members at different ranks can be improved. We also believe that through strengthening the construction of management culture of military academies, all the teaching personnel can be guided to become the owner of our academy and they are willing to join in the business, our cadets can be educated to love our academy and actively make recommendations for the development of our academy, and they can really do something to strengthen and rejuvenate our army which is a great cause to every one of them.

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