

# Discussion on How to Improve the Teaching Research Ability of Civilian Staff in Professional Technical Posts in Military Colleges

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## ABSTRACT

On the basis of theoretical research, combined with the personal practice of civilian teachers' work in the teaching and research section for more than ten years, this paper makes a systematic study from the aspects of training, use and development, and summarizes and sorts out many effective ways to improve the teaching and research ability of civilian teachers in professional and technical posts in military academies.

**Keywords:** *Civilian staff, Teaching and Researching Ability*

## 1. INTRODUCTION

The military personnel system of our military has been successfully implemented for more than ten years since 2005. The number of civilian personnel has increased year by year, and the proportion has gradually increased. Among them, civilian personnel in professional and technical positions are mainly concentrated in teaching positions in military academies. As the pace of military reform accelerates, the allocation of civilian teachers for specialized technical posts in military colleges and universities will have an absolute advantage, and they will definitely become the backbone of teaching in military colleges and universities.

Therefore, the teaching and research ability of civilian teachers has become an important factor that affects the quality of teaching in military schools. How to quickly improve the teaching and research capabilities of civilian teachers in professional technical posts in military academies, strengthen the training of civilian teachers in military academies, and realize the need for adjustment and stable connection of teaching strength is a real problem that needs to be researched and solved in the current construction of military academies. This article focuses on the method of rapidly improving the teaching and research capabilities of civilian teachers in professional technical posts in military colleges and universities, and provides important reference significance for civilian personnel to build military camps.

## 2. BACKGROUND

This research work on how to effectively improve the teaching and research ability of civilian teachers, we

mainly take a technical route combining theoretical exploration and practical verification for continuous exploration. Among them, in the theoretical exploration, the data collection method is mainly used, that is, the use of libraries, information institutions, domestic and foreign information networking, etc., through the collection, analysis and research of statistical data to obtain the required information; In terms of practical research, through questionnaire surveys and interviews, survey and research on the construction of the civilian staff team in fraternal schools to collect the problems and confusions encountered; On the basis of extensive data collection and research, the in-depth discussion of the feasible methods and approaches for the construction of the civilian staff team has obtained the following suggestions for reference:

### ***2.1 Master the effective practices of foreign military in the construction of civilian personnel***

Chairman Xi clearly pointed out that in the field of military struggle, "strong enemy research" should be carried out in depth. The civil service system of the US military is one step ahead, and we are still in the stage of reference and exploration in many aspects. The research team recently collected and collated the information on the civilian personnel of the US military, analyzed the size of the US military's civilian personnel and the use of wartime power, combined with our military's civilian personnel laws and regulations, to improve the level of military personnel in military colleges.

## ***2.2 Carefully sort out the main factors affecting the construction of the teaching ability of civilian staff***

The construction of the teaching ability of civilian staff in professional and technical posts is a long-term systematic project. With reference to the successful experience of the foreign military civilian personnel system, the current status of the civilian teaching staff in professional technical posts in military colleges and universities is reviewed, and the deep-seated reasons that affect the improvement of the teaching abilities of military college civilian staff are carefully sorted out, and the crux of the problem is truly found and the medicine is prescribed.

## ***2.3 Strategies for strengthening the construction of the teaching staff of professional and technical posts***

### *First, gradually improve the introduction mechanism of full-time staff*

Pay attention to the introduction of talents, and remove the barriers restricting the introduction of excellent talents from the system level. There are currently two main channels for the introduction of civilian personnel: The first is the conversion of active-duty soldiers; the second is the open enrollment or direct introduction to the society. By expanding publicity efforts, we can fully integrate into the market, strengthen military-local coordination, expand recruitment channels, broaden our path to virtue, and gather outstanding talents under the military.

### *Second, continuously improve the career development plan of civilian staff*

In order to keep the civilian staff system alive, we must focus on expanding the career development space of the civilian staff, enhance the team's professionalism, stability and system attractiveness, so that each civilian staff can have a happy and happy job, especially for professional technical positions. Of the civilian staff, plan the growth roadmap of the civilian staff, make full use of their talents, and keep their hearts through their careers.

### *Third, continue to strengthen the teaching capacity of civilian staff*

(1) Pay attention to business learning, enhance the ability of teaching and research. The tutorial

system can be adopted to guide and guide civilian personnel into the front line of teaching and research as soon as possible by taking advantage of instructors' familiarity with the basic law of teaching in military academies and their mastery of the frontier trends and development needs of scientific research. Regularly organize demonstration lectures by military and geographical names teachers, and organize seminars and exchanges with experienced teachers. Support civil servants to participate in various teaching competitions inside and outside the hospital, and build ladders, pave the way, and press the burden for their growth and progress. Encourage civilian personnel to undertake research tasks on scientific research topics, use their knowledge to solve hot and difficult issues in military training, enrich the practical teaching content of military academies, and promote the generation of knowledge to combat power.

(2) Continuous job training to improve comprehensive quality. According to the job responsibilities and work needs of civilian staff, we must actively innovate the business training model, continue to carry out pre-job training, on-the-job training, professional training and task training, accelerate the generation of civilian staff teaching ability, and improve comprehensive quality.

(3) Set up a teaching team to highlight teaching evaluation. Cooperation is the only way to learn from others, and communication can make people progress. As the most basic teaching management unit, the teaching and research section has unique advantages in collective lesson preparation, teaching seminars, and innovative exploration of teaching methods and training methods. Employing units have fully utilized the function of teaching evaluation and evaluation through the formation of teaching teams and other methods. The form of educational cooperation activities, which not only has teaching practice, but also teaching summary and teaching reflection, can effectively promote the improvement of teaching ability.

(4) Improve the appraisal mechanism and realize the construction by appraisal. The assessment types of civilian staff are divided into probation period assessment, peacetime assessment, annual assessment and employment period assessment. According to the appraisal procedures, appraisal content, appraisal results, etc. of civilian staff in professional technical posts, corresponding system specifications are made, and the use of appraisal results will arouse the enthusiasm of the work of civilian staff. Under the guidance of this spirit, actively explore the appraisal mechanism adapted to

the characteristics of the post, and realize the promotion of construction by appraisal.

### 3. CONCLUSION

This article effectively explores the methods and ways to improve the teaching and research ability of civilian teachers in professional technical posts in military colleges. It solves a series of outstanding problems in the training, use and development of civilian teachers.

The article achieves the following research goals: One is to solve the problem of strengthening the military and political qualities of civilian personnel by "what to train, who will train, and how to train".

The second is to solve the problems of "not personal urgency, inadequate guidance and assistance, and inadequate incentive mechanism" for the training of civilian staff's teaching and research capabilities.

The third is to solve the problems of "less opportunities for business promotion, lack of practice training platform, and weak academic strength in scientific research" for the personal career development of civilian staff.

The research results of the article adopt the technical route combining theory exploration and practice verification.

Among them, in the theoretical exploration, we mainly use the data collection method, that is, using libraries, information institutions, domestic and foreign information networking, etc., to collect, analyze, and research statistical data to obtain the required information.

In terms of practical research, through questionnaire surveys and interviews, survey and research on the cultivation of the teaching and research abilities of civilian staff in sibling colleges and collect the problems and confusions encountered.

On the basis of extensive data collection and research, in-depth discussion of feasible methods and ways to rapidly improve the teaching and research capabilities of civilian staff.

Through the resolution of the above problems, it has laid a good foundation for the steady development of civilian personnel in the military camp, and achieved the development goal of establishing meritorious service in the military camp.

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