

A Probe Into the Path of Advancing the Modernization of Military Personnel in the New Era

Gou Ya-hong^a, Zhang Xue-jun^b, Zhang meng-qi^c, Hao Wen-hui^d

Information and Communications Institute, National University of Defense Technology, Xi'an, China

^a*gouyahong@163.com*

^b*1526776539@qq.com*

^c*386943244@qq.com*

^d*hwhada@sina.com*

ABSTRACT

The modernization of military personnel is the core and key factor to ensure the smooth realization of the goal of strengthening the armed forces in the new era. Based on the thinking framework of systems engineering, this paper explores the realistic path on advancing the modernization of military personnel in the new era from five aspects: theoretical education, military-civilian integration strategy training, perfecting talent training system, military capability practice innovation, and cultural environment, with the purpose to provide theoretical basis for the modernization of national defense and the army as well as the training of high-quality military personnel.

Keywords: *New Age, Military Personnel, Modernization, Path*

1. PREFACE

President Xi's important thought on the modernization of military personnel has enriched and developed the basic Marxist theory in all directions, which is an important guide for us to promote the modernization of national defense and the army and to train high-quality military personnel. To carry out President Xi's deployment requirements and promote the modernization of military personnel in an all-round way, the key is to actively explore the scientific path, build the focus point with the systematic engineering thinking structure, and take various measures to promote the modernization of military personnel as a whole.

2. FIVE POINTS FOR THE BASIC PATH

2.1. *Strength the Advanced Theory Education and Consolidate the Spiritual Foundation of Military Personnel's Modern Political Attributes*

The solid foundation of the modern political attributes of military personnel is based on the persistent and firm ideals and beliefs. Only by strengthening the study of Marxism, the "most advanced ideological and theoretical system of mankind so far", can the military personnel's spiritual quality be improved. First, we must educate the military personnel with advanced Marxist theories and consolidate the spiritual foundation

of military personnel's the political attributes. By studying the Marxist principles, the ideals and beliefs of military personnel can be based on the rational identification with scientific principles, on the correct understanding of historical laws, and on the accurate grasp of basic national conditions; By studying the Marxist principles, they can grasp the basic Marxist stand views and methods, and establish a correct outlook on world, life, and values; they can learn to use Marxist stand views to observe and solve problems, fortify the foundation of ideals and beliefs, and replenish spiritual calcium. By studying the latest theoretical results of the Marxism, military personnel can deepen their understanding of the theoretical system of socialism with Chinese characteristics, especially Xi Jinping thought on Socialism with Chinese Characteristics for a New Era and the Party Central Committee's major policies, and enhance their ideological awareness; it can strengthen military personnel's "Four Consciousnesses", firm "Four Confidence", achieve "Two Political Building", resolutely defend the party's ruling position, defend the cause of socialism with Chinese characteristics in the new era, and defend the authority and centralized leadership of the Party Central Committee with Comrade Xi Jinping as the core. By studying the advanced theories, the ideological and theoretical level and political discrimination capabilities of military personnel will be improved, which will enable them to always take a firm political stand and keep a clear mind on issues of right and wrong. Through continuous theoretical study, we can continuously improve the military personnel's political identity, ideological identity and emotional identity, and finally change them from passive learning, passive

modernization to active learning active modernization, and consolidate the spiritual foundation of their modern political attributes. Second, it is necessary to strengthen the ideological education of the armed forces and consolidate the character foundation of military personnel's political attributes. Xi Jinping thought on strengthening the armed forces is the latest achievement of the Party's advanced theory in the military field, is the "military chapter" of Xi Jinping Socialist thought with Chinese characteristics for the new era and is the concrete presentation of the modernization of our army's military theory. It is the fundamental adherence to the modernization of our army's military theory, the way to govern the army, strengthen the army, and win the victory. It is the "soul" and "outline" that governs national defense and army building. (Chen, 2019). Through the study of Xi Jinping thought on strengthening the Army, military personnel will have a deep understanding of the significance of Xi Jinping thought on strengthening the Army, and profoundly understand its spiritual essence, rich connotation and practical requirements; through the study of Xi Jinping thought on strengthening the Army, Xi Jinping thought on strengthening the Army will be firmly established. The guiding position in the construction of national defense and the army is firmly implemented in the entire process of national defense and military modernization; through the study of Xi Jinping thought on strengthening the army, the "root" and "soul" of our army are firmly established to ensure the absoluteness of the army. Loyalty, absolute purity, and absolute reliability will consolidate the foundation of military personnel's modern political attributes and ensure that the modernization of national defense and the military is accelerated in the right direction.

2.2. Strength the Training of Military-civilian Integration Strategy and Building a Seamless Growth Path for Modern Military Personnel

The modernization of military personnel must focus on the strategic planning of strengthening the military with talents, and must firmly occupy the strategic commanding heights of military personnel training, provide strong talent guarantees for winning future information wars, and accelerate the formation of the full-element, multi-domains, and high-efficiency pattern of military-civilian integration. First, it is necessary to strengthen the integration of military and civilian to create a strong atmosphere for national defense military education. The fundamental purpose of national defense military education is to strengthen citizens' national defense concept, master national defense knowledge, establish patriotic feelings and strengthen national security consciousness. The cultivation of modern military talents must take the path of military-civilian integration, so that the training of military personnel can be integrated into

the system of economic and social development, and obtain rich resources and strong support from the national economic and social development. The military must deeply participate in the national defense and military education organized by local organizations, and through practical and effective various practical activities, promote the formation of a strong social atmosphere of concern for national defense, worship the army and respect the military personnel, and provide good public opinion and social soil for the growth and development of military personnel. Second, we should rely on national education and research institutions to expand the path of military personnel training. Drawing on the successful experience of military personnel training in western developed countries, the training of military personnel in our military should rely on local resources to achieve deep military-civilian integrated training, so as to build an open, diversified, three-dimensional, and shared new system of military-civilian cooperation and education, and broaden the path of training modern military personnel. We should make full use of abundant social resources, especially high-quality local universities and research institutions, and improve the training level and quality of military personnel modernization under the premise of grasping the key needs of the army, emphasizing the key cultivation and the relationship between basic training and long-term development cultivation. Third, it is necessary to strengthen policy guidance and absorb the introduction of high-quality military personnel. Xi pointed out that we should actively innovate the institutional mechanism and policy system of talent training, introduction, retention and use, so as to introduce and gather talents from a more open perspective. We should strengthen the planning from the top level design, optimize the policy system of talent introduction, and provide inexhaustible talent resources for the modernization of military personnel. Specifically, we can give preferential treatment through welfare treatment, professional title evaluation, honor incentive, retirement guarantee, political treatment, promotion incentive and so on, so as to enhance the attraction of military occupation, so that military talents can truly feel the pride, sense of accomplishment and achievement of the value of life. The lofty sense of honor inspires a strong internal development momentum, which is ultimately transformed into a military practice of seeking war, daring to fight war and winning battles.

2.3. Improve the "Trinity" Talent Training System and Construct a Military Talent Growth Link that Meets the Requirements of Operations and Missions

Taking actual combat as the standard and constructing a talent growth link that meets the needs of combat missions is the only way to promote the modernization

of military personnel. The third plenary session of the 18th CPC Central Committee will incorporate a new type of military personnel training system that speeds up military academies education, military training practices, and military vocational education into a central resolution. The party's 19th CPC National Congress report reiterated to strengthen the construction of military personnel training system in which military colleges and universities will focus on strengthening the foundation, military training practices will focus on post-building, and military vocational education will focus on supplementary expansion. The key lies in the integration of the three and running through the whole process of military career. Its purpose is to speed up the absorption of military education and promote the modernization of military personnel. In the innovation of training path, we should perfect the new "trinity" military personnel training system and effectively integrate military and local education and training resources. Oriented by the generation and development of military professional capabilities, focusing on the training of joint operational command personnel and the training of new combat forces, we should further promote the comprehensive reform of college education. We should strengthen the training and educating function of troops, vigorously develop military vocational education, and strive to enhance the battlefield-oriented practice and win ability and the future-oriented innovation and development ability (Huang, 2017). We should build a modern military talent phalanx that is compatible with missions and tasks, is in line with the needs of joint operations, and is compatible with system reform (Zhou, 2018). In terms of functional positioning in different stages of the "Trinity", each has its own focus and the objectives are connected in an orderly manner. In each stage, it gradually realizes the ability to inspire, generate, and win the battle, so as to create an army that can take on the heavy responsibility of being a strong army under actual combat conditions.

2.4. Enhance Practical Innovation in Military Capabilities and Cultivate the Military Personnel's Modern Professional Attribute Value

Xi Jinping has repeatedly stressed: "the army is to prepare for war, and all work must adhere to the standard of combat effectiveness, focus on being able to fight and win." To achieve the goal of being able to win battles, it is necessary to innovate the military capability and realize the individual's professional value. First, we must broaden the horizons of the international landscape and solidify the modernization of strategic thinking and innovation of military personnel. The innovative requirements of military personnel modernization for military practical ability are embodied in thinking, changing the thinking

pattern of maintaining traditional security, and establishing the ideology of safeguarding national comprehensive security and expanding strategic interests. They can enhance the military personnel's cognitive thinking ability on the international situation and the national security situation, cultivate their corresponding international strategy and military strategy cognitive judgment ability, enhance their sense of responsibility for suffering, crisis and mission, and establish a sense of readiness to fight at any time. We should constantly update the international political, economic and cultural knowledge systems closely related to the military, expand the knowledge reserves of the international field of vision, track the research results and the current situation of the international political and economic situation related to the security strategy, and at the same time, enhance the ability of military personnel to think and make decisions in the face of pressures and challenges in the light of changes in the operational environment, media influence, geopolitical situation and the concerted action of multiple arms (Zhang & Gou, 2013). Second, we must focus on the standards of actual combat and strengthen the modern professional military quality of military personnel. The core of the modernization of the capabilities and quality of military personnel is the ability to win information-based warfare. Therefore, we should closely focus on the winning standards, and promote the modernization of military quality and capabilities of military personnel. It is necessary to strengthen actual combat training to enable military personnel to master the experience of overcoming psychological stress barriers on the battlefield, and improve their ability to face danger, rapid mobility, and quick maneuver. In accordance with the requirements of the goal of strengthening the army in the new period, we should forge the elite division to maintain national security and peace, temper the excellent psychological quality and the indomitable will to fight and fight, and inspire the military personnel to dare to charge and fight on the battlefield, which is the concrete embodiment of the military's professional mission and professional accomplishment. Third, we must inspire innovation in military practice and fix the modern professional value spirit of military personnel. We should strengthen the sense of mission of military personnel through military practice, so that the modern professional value spirit of military personnel of our military can stably achieve and exert radiant influence internally and externally, and further consolidate the formation and spread of military personnel's modern professional attribute value. In the future, the operational environment will become increasingly complex and changeable, and the single combat force alone cannot meet the needs of joint operations. The corresponding combat forces should be closely related to the future joint operations need to carry out different and strengthen their own characteristics of actual combat training, guide military practice and gradually enhance the combat

effectiveness of the various combat forces in joint operations. This kind of psychological quality required by the military profession and the bloody behavior in actual combat requires the integration of military training and actual combat psychological training, and “more requires operational drills and practical training” (Xu & Wu, 2017). The innovation of military personnel's practical ability is reflected in the military personnel's cognitive understanding and deep recognition of their own professional attribute value, the emotional recognition and strong acceptance of the sacrifice and dedication of professional spirit, the strong stimulation of the fighting will and fighting spirit, and finally the formation of the courage to fight and win, which is the highest embodiment of the spirit of modern professional value of military personnel.

2.5. Enhance Cultural Influence and Optimize the Support Environment for Military Personnel's Modernization

In the process of modernization, culture plays the functions of guidance, spiritual inspiration, moralizing and behavior norms. On the one hand, we must support environmental reshaping and optimize the social identity basis for military personnel modernization. “Man creates the environment, and so does the environment.” Whether the social culture is advanced or not has a profound influence on the professional development of the army and military personnel. The highly developed modern culture is an organic fusion of excellent traditional culture and modern spiritual ideas, and should be a new modern socialist culture. Only by transforming such culture and integrating it into the construction of advanced military culture can it play a positive role in promoting the modernization of officers and men (Liu & Qin, 2017). It is necessary to strengthen social and cultural support for military professions and guide the public to the public to consciously increase their strong recognition of the role of the military, so that they fully understand the value of the military and soldiers in peacetime, fully understand the meaning of soldiers' sacrifices, and form a good atmosphere for the whole people to care about national defense, love the military, and advocate heroes. Thus, the society re-establish the idea of serving as a soldier and the honor of defending the motherland, which will promote the entire social culture and encourage individuals to realize their self-worth and achieve the highest goal of protecting the country at the same time. From then on, the military profession has truly become a profession respected by the whole society and pursued by young people. As a result, more and more outstanding talents will be attracted to devote themselves to the cause of national defense and contribute their strength to the modernization of the military. At the same time, all kinds of military personnel will also be encouraged and respected by

the support of the whole society, which will help to enhance their professional identification and passion for work, and enhance the motivation of officers and soldiers to work hard and return to the society (Wang, 2017). The professional pride and sense of honor will finally be transformed into the pursuit of value and the professional spirit of daring to fight and winning. Second, it is necessary to strengthen internal guidance and optimize the modern military environment protection for military personnel. The modernization of military personnel requires a good cultural environment of military barracks to guide the edification and mechanism protection. We should attach great importance to the construction of military culture from the strategic point of view, give full play to the role of strengthening military culture in the new era, provide high-quality spiritual food and cultural environment for the modernization of military personnel by building a strong military culture, and pay attention to military culture to guide the cultivation of military overall inner temperament and professional ethics, so as to encourage them to make contributions based on their posts. The core value concept of contemporary revolutionary soldiers strengthens their sense of dedication and cultivates a bloody fighting spirit, so that the value orientation, thoughts, emotions, and behavioral methods can always keep pace with the times and keep pace with the country, and they will better undertake the important tasks of strengthening the army and prospering the army.

3. CONCLUSION

It is the basic focus of the realistic path to advance the modernization of military personnel by strengthening advanced theoretical education, strengthening military-civilian integration strategy training, improving the personnel training system, enhancing military capabilities, practice innovation, and the cultural environment to create a world-class high-quality military talent team that is compatible with the mission and tasks of the new era. The next research will pay more attention to the enrichment of the inherent era attributes of military personnel, in order to form a leap in cognitive thinking, behavioral patterns and personality traits, so as to match and even lead the development and progress of the society and the era.

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