

# *Analysis on the Management Quality of the Company Level Cadres*

Duan Ruiheng  
Zhengzhou Campus  
Army Artillery Air Defense College  
Zhengzhou, China

Liu Di  
Zhengzhou Campus  
Army Artillery Air Defense College  
Zhengzhou, China

**Abstract**—Under the new situations, the work of the grassroots management education has put forward a series of new challenges. At the same time, it puts forward many new requirements to the management quality of the company level cadres. This paper analyzes the current situation and existing problems of the management quality of the company level cadres, analyzes the causes and puts forward the solutions.

**Keywords**—company; company level cadres; management; quality

## I. INTRODUCTION

The company is the basic unit of the army, and the basis of the troops. Grass-roots team cadres shoulder the direct leadership and the overall responsibility of the organization in the grass-roots construction practice, who are always in a leading position. Under the new situations, the new period has put forward a series of new situations and problems to the grassroots management education work, and many new challenges and new requirements to the management quality of the company level cadres as well.

## II. STATUS AND PROBLEMS

### A. Status and problems of the current company level cadres

Some of the company's ability to do grass-roots work is not strong. Some of the company's cadres do not pay attention to strengthen their business learning, and the grass-roots management has many new problems under the new situation, such as the lack of real understanding of their work, or can't get rid of the past stereotypes, old ideas, local universities cadres. Usually, a large proportion of the company level cadres do not have very good military management qualities.

### B. Management ability of the company level cadres

The management ability of part of the company level cadres is weak. At present, the proportion of cadres in the local colleges and universities is higher and higher, and the cultural quality of the cadres is relatively high, but the actual ability is not that strong. The lack of military management experience, the fuzzy understanding of the management and the law, unwilling to control, especially in the face of complex situations, the lack of long-term patience and the courage to face the problems reasonably, are very easy to upgrade the contradictions.

Part of the company cadres have poor sense of responsibility and weak execution ability, which are mainly

reflected in the "three weak": First, the work style is weak. Some of the team cadres response to the task very passively, and do not want to work hard. Second, the basic ability is weak. Individual young cadres always have good family conditions, good economy, paying much attention on playing and have loose requirements on work, which set a bad example for his soldiers. On the other hand, compared with the old veteran cadres, some young cadres have a certain gap in the political quality and professional quality. Third, the professional spirit of the company cadres is weak. Several team cadres care more about their private affairs, and their focus shifted to the family. As a result, their awareness of dedicating to the professional occupation of the police is not strong [1].

## III. REASONS OF THE PROBLEMS

The reasons of the problems in the cadres of grassroots company are as follows:

### A. Play role

The role of "pass, help, together" plays badly. Some of the old cadres do not want to follow the good tradition of "pass, help, together", and do not want to teach his experiences and knowledge to his soldiers. Some of them are fear of the relationship between cadres and act too cautious or prevent, which results in slow growth of young cadres. Some work is delayed, the fundamental problems are not solved, and young cadres are blamed because of lacking of experience, seriously damage the enthusiasm of young cadres work [2].

### B. Enthusiasm and initiative in learning

The enthusiasm and initiative of part of the company cadres is not strong. Their political theory and business quality slow down gradually. As a result, they said the layman in front of the soldiers to highlight their own prestige. Some young cadres do not take up their minds, do not take the initiative to participate in the work, and do not take their own responsibility. Even worse, some cadres did not want to stay in the grass-roots company, regarding the company as a transition and lacing of continuity in management, education and training.

### C. Training effect of company level cadres

The training effect of company level cadres is not ideal. When people say that the troops in the grassroots brigade cadre have done a lot, but most of the time has little effect, especially in the faculty and training courses, grass-roots cadres reflect the general gap. Training is still an important way "to enhance the quality of company level cadres," and the actual work takes

time to accumulate. In addition, the basic cadres of the training and training work is not in place, the overall planning is lacking, in the specific operation there is no effective measures, and the management of grassroots is not really taken responsibility.

#### *D. Guiding role of the leading organs*

The guiding role of the leading organs is not good. There are so many grassroots organs, but very few of them can really calm down to analyze the problem, anatomy the "trouble", study the strategy and find practical guidance. At the same time, due to supervision is not enough and lacking of funds, it even need higher approval to buy a mop, a kettle and other costs. As a result, the company is not strong autonomy, and the enthusiasm is not high. This "nanny-style" guidance and management methods also make grass-roots team cadres to form a dependency mentality, in which everything must be reported. Finally, it leads to the fact that facing complex situations are often caught by surprise, the best time to deal with the problems are missed, laying hidden dangers for the military management and having a certain impact on the growth of the cadres themselves.

### IV. IMPROVE THE MANAGEMENT QUALITY

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#### *A. High sense of responsibility*

High sense of responsibility is an important measure of the company's senior management. A high sense of responsibility reflects the sense of responsibility and professionalism to the work.

First of all, a strong sense of responsibility and professionalism is the backbone of the company level cadres to manage the quality of centralized reflection. Strong sense of responsibility and dedication are the reflection of political and ideological quality. Responsibility and dedication can reflect the correct political direction; firm political stance and clear political views, so strict political discipline, strong political insight and a high degree of political acumen must be established.

Secondly, a strong sense of responsibility and enterprising spirit is the inevitable requirement of management education for company level cadres in the new period. Grassroots management education is a very heavy task and a very strong job. Especially in the new historical conditions, changes in the management of the object and the increase in the workload of their own troops to the grassroots level cadres put forward higher requirements. This requires each company's grass-roots managers must have a strong sense of responsibility and professionalism to adapt to changes in demand under the new situation.

To have a strong sense of responsibility and professionalism, the company must do the following basic cadres: First, to have the correct values. Dilution of responsibility is the result of the value transfer, and the core of the value is the attitude of dedication. Even the cadres of the company can only set up the idea of selfless dedication in order to produce the belief, ideals and values suitable for the requirements of military theory. Second, have a good example of the idea. As a good example, not only is a high degree of responsibility for the specific performance, but also achieve the goal of managing education the best way. The power of example is infinite. Excellent example can affect many latecomers [3].

#### *B. Good image of their own*

Soldiers receive the management of managers, but whether listening to their speech depends on the attitude of managers. Only by setting an example can managers establish a good image. In order to produce a strong appeal and persuasion to establish peace at the grassroots level, love their own image. Company level cadres should be loyal to the party, willing to sacrifice, love themselves, and have a strong sense of collective honor. In this way, subordinates on the manager will have a feeling of admiration, the formation of a good professional atmosphere, so that subordinates feel that living in this collective is a pride, and they are inspired subordinates for the collective work.

Under the new conditions, company level cadres should strengthen their standards of compliance and self-discipline. Only by strict demands on themselves can establish the image of qualified management personnel, so as to the party's line and the implementation of policies. Grass-roots cadres can be honest, fair and upright, directly affect the image of the military mind. Honesty, impartiality and integrity are important aspects of the manager's access to the mind and architectural authority. Grass-roots cadres clean and self-discipline, not by the surrounding environment and feelings around, adhere to fair and impartial, especially when joining the party, the selection of officers and other hot issues, to achieve fair and impartial principles, adhere to equality, subordinates will therefore leave a profound Impression, will be subject to voluntary management.

#### *C. Strong ability of management and education*

First of all, we must strengthen the ability of the company level cadres and use the rules and regulations. Rules and regulations are the basis of our army management education. Team cadres must strengthen the sense of discipline first. Fully understand the rules and regulations are the military norms and the basis of the troops. Now, although the situation has changed, but the strict rule of law has not changed, the regulations are always the basic principles of management education. Secondly, we should be familiar with the rules and regulations, knowing how to do and behave their manners according to the provisions requirements. Third, we must seriously implement the rules and regulations. Violation of the rules of the phenomenon, once discovered, it must be disciplined, resolutely overcome and corrected. In this way, small rules are easy to implement and managers' management capacity will increase.

Second, we must strengthen the ability of the company level cadres, find problems, and solve the problems. A qualified team of company level cadres need to be good at finding problems, analyzing the problems and finding the correct solution to the problem. In order to do this, we should work with the soldiers first, seeing their changes, capturing the job information, and finding the problems. Secondly, to refine the information, to discard the pseudo, analyze the causes of the problem, find the truth and put forward the measures to solve the problem and eliminate the problem [4].

Third, strengthen the ability of the company cadres, the strict management and oral education together. Strict management and oral education is the combination of our army's unique management principles: also do a good job of grass-roots management education work the basic method.

#### V. MEASURES TO STRENGTHEN MANAGEMENT OF GRASSROOTS CADRES

##### A. *Straightening out the functional orientation and enhancing management effectiveness*

Under the mode of company management, we should focus on improving the ability and quality of grassroots cadres, clarifying the functions and positions of cadres, clarifying the responsibilities at all levels through rules and regulations, standardizing the procedures for implementation at all levels, clarifying what should be done by cadres at the grassroots level, What, what needs cadre management, which cadre can't be controlled definitely, what kind of management should be done, and to what extent should all be clearly defined in the work so as to make the work lawful, lawful and scientific management. At the same time, we should combine the management according to law with the strict management and scientific management, combine the characteristics of the development of the times and the grassroots cadres in the new era, and actively draw on the management experience of the foreign military departments and local departments to promote the innovation of the management system. We should focus on improving the cadre work initiative and awareness, actively improve the cadre working methods, and encourage cadres to give due consideration to the grass-roots cadres and develop their capabilities through policy guidance and other measures. At the same time, we should further reduce the burden on cadres, listening to suggestions from grassroots cadres, promote the shift from a mandatory system to a viable scientific management system, promote a cadre responsibility list system, try out the limited liability system for cadres, improve management efficiency, and enhance management efficiency.

##### B. *Optimization of optional appointment, strengthen performance evaluation*

Reforming the system of selecting and appointing cadres at the basic level cadres, Clearly Qualifying Cadres for Qualifications, Equipping with Strong Cadres at the Grassroots Level for Cadres, Acting at Reasonable Level and Matching with Levels, Assigning the Best Cadres to the Grassroots, Keeping the Most Outstanding Persons At the grassroots level, we should step up exchanges and interaction among cadres, guide them through the policy, walk away from the army and

cross-serve cadres, promote exchanges between organs and grass-roots cadres, and enrich experience and experience in exchanges so as to achieve effective rotation and echelon of cadres Establish a performance appraisal system for grassroots cadres, design the workload of teaching management, reflect the hard work of cadres at the grassroots level, and measure the achievements of cadres, so that cadres can further join the ranks and ease themselves in their own posts. Mechanism and select some cadres to undertake military and political basic teaching and military training tasks. They should walk away from grass-roots cadres and camp cadres to teach ways and broaden the growth path and development space for grassroots cadres and cadres.

##### C. *Increasing training exchanges and improving ability and quality*

Cadres at the grassroots level are at the front line of teaching management. As the direct managers and guides of grassroots cadres, their behavior, speech and manner all influence the growth of grassroots cadres moment by moment. Their own quality and image, the overall management level, directly affect the effectiveness of grassroots cadre management. To have a strong ability of comprehensive ability, cadres should not only be noble in morality but also have broad-mindedness. They should not only care for their true feelings but also set an example for themselves. They must be both vigorous and effective and make good use of examples to give guidance to grass-roots cadres in precept and example. Focus on breaking the department self-cultivation, self-use, self-contained system of closed training mode, to achieve cadre training from the closed "single lane" to the open "fast lane" transformation and upgrading. We should step up systematic training of cadres at the grassroots level and establish and improve the pre-service training system so that the grassroots cadres can master the basic skills of running the troops and transform them into military art and leadership methods as soon as possible so as to continuously improve the solution to grass-roots problems and Leading the ability of grass-roots cadres to build in an all-round way.

#### VI. CONCLUSION

Quality refers to the elements that people must have in their own activities. On the base of the management quality of the company level cadres, the existing problems and the causes were analyzed, and then three kinds of improvement measures and solutions were put forward. It is of positive significance to improve the regularization management level of the company.

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