

Research on Undergraduate Talent Training Model of Equipment Procurement Management Major based on Job Demand

Zhongyi Cai ^a, Huachun Xiang ^b, Lili Wang ^c and Yuhui Wang ^d

Equipment Management & UAV Engineering College, Air Force Engineering University, Xi'an 710051, China

^aafeuczy@163.com, ^bxhc09260926@163.com, ^cbluechase@163.com, ^dwyh1980@163.com

Abstract. According to the needs and characteristics of military representative positions in the new era, this paper analyzes the necessity of undergraduate talent training in equipment procurement management, systematically expounds the status quo of undergraduate talent training in equipment procurement management, and puts forward the tentative idea of undergraduate talent training mode for equipment procurement management with the targeted countermeasures and suggestions.

Keywords: military representative position; equipment procurement management major; talent training mode.

1. Introduction

With the rapid development of equipment and the reform of the equipment procurement system, the new era has put forward higher requirements for equipment procurement talents. Military representatives are an important part of equipment procurement talents [1]. By building a scientific and rational military representative training system, constructing the training models, and training a large number of high-quality talents, it is of great significance to promote the equipment procurement talents construction and improve the efficiency of equipment procurement [2].

2. Necessity Analysis

2.1 Adapting to the Reform Requirements of Equipment Procurement System.

Under the background of the adjustment and reform of the equipment procurement system as well as the military representative system, especially in the context of the current system adjustment and reform, the military representatives' functional positioning and working methods will undergo major changes. The equipment procurement talent team is faced with many new situations and new problems [3]. By establishing an undergraduate talent training model for equipment procurement management and adapting to the needs of military representatives for talent recruitment and training in the new era, it is of great significance to improve the quality and ability of military representatives.

2.2 Meeting the Training needs of Military Representative Positions.

The theory of career development believes that people have different needs in their different career's periods. According to the typical problems and experiences that people generally encounter in their careers, they can divide their positions into occupational adaptation, career development, and occupational stability, occupational stagnation and so on. In different career stages, the requirements for talent positions are different, especially for professional and technical military representative positions. It must be studied in undergraduate, postgraduate and post training in the career development process [4]. In response to the needs and shortcomings of military representation capabilities at different stages and in different disciplines, the implementation of "teaching students in accordance with their aptitudes" will improve the pertinence and effectiveness of postgraduate training.

2.3 Important ways to Promote the Exchange and Development of the Defense Industry.

The training of undergraduate talents in equipment procurement management involves a large number of national defense industries. The training and training personnel include institutions, colleges, military representative systems, research institutes and many other units [5]. Through technical research and cooperation and exchanges during the training process, there is a bridge between the industry and the industry. Through the construction of the joint training mode, all units will fully exchange hot and difficult problems in the current equipment procurement work during the training process. It can effectively promote the full integration of new theories, methods and equipment procurement work practices, and improve the equipment procurement theory. It is of great significance to improve the efficiency of equipment procurement.

3. Current Situation

At present, in the training process of equipment procurement management, the dual-culture mode of “institutions and military representative room” is implemented. Instructors are mainly responsible for working with senior engineers in the military representative office to develop training plans for students, and to guide undergraduate students in course study, scientific research and thesis writing. The senior engineer of the military representative office is mainly responsible for guiding students to carry out military representative positions, assisting students in conducting research projects and writing dissertations, and checking the application level of research results.

The problems with this training model are:

One is that the time for centralized teaching is short, so the quality of learning is difficult to guarantee. In the current form of reform of the system, the contradiction between the shortage of personnel and the heavy workload of the military representative office has become increasingly prominent. It is difficult for the military representative office to arrange one or several senior engineers to help teach students. In the group training process, the basic course and the professional course are taught in a centralized manner, and the course is completed in a short period of time. This kind of centralized teaching method has made certain compression and adjustment in the arrangement of the class and the content of the lecture. The system and integrity have received certain influence, and the quality of the students' learning is difficult to guarantee effectively.

The other is that the teaching staff is insufficient and the teaching effect needs to be improved. The source of the faculty members of the current colleges is mainly from the recent graduates staying in the school and the selection of troops, and basically no work experience in military representative positions. The position of military representative has its own particularity. In the course of teaching, due to the lack of knowledge of military representatives in the work of military representatives, especially the lack of practice of military representatives, there will be “heavy theory and light application” in the course of teaching. Problems, it is difficult to meet the training requirements of undergraduate students in equipment procurement management.

4. Preliminary Thoughts

4.1 Build the Teaching & Training System Combining Forces from Multiple Parties.

The military representative positions involve many specialties, such as wide content, strong professionalism, and diverse needs, covering different disciplines of the full-life full-features of the whole system. In order to form a sound undergraduate talent training mechanism for equipment procurement management, it is necessary to first construct a training force composed of institutions, research institutes, military representative organizations, industrial departments and other units to clarify the responsibilities of each unit. Colleges and research institutes mainly play the advantages in theoretical methods and scientific research, carry out theoretical teaching in equipment procurement theory, new technology and new methods, and scientific research work driven by scientific research projects; military representative institutions mainly play in quality Supervise the

advantages of practice, carry out practical teaching such as professional skills and quality supervision and management; the industrial sector mainly exerts the professional and technical advantages in the equipment development process and carries out relevant professional and technical training.

4.2 Carrying out the Operational Mechanism of Deep Integration

Establish a smooth operation mechanism, and deepen the advantages of resources, such as theory, talents, technology, equipment, etc. in universities, research institutes, military representative organizations, and industrial departments, and directly apply the latest theoretical research and scientific and technological innovation achievements to personnel training and education training. Reform, extend the classroom to the work site of equipment quality supervision and inspection, and promote the combination of undergraduate training and post-practice. The first is to establish a communication and coordination mechanism. Leading by the higher authorities, a training management coordination organization composed of relevant institutions, research institutes, military representative organizations, and industrial departments will be established to study and formulate the operational mechanism for training personnel in equipment procurement management. The second is to establish a mechanism for mutual recruitment of teachers. Give full play to the human resources advantages of the military and the land, optimize the allocation of resources for the integration of teachers, and combine the needs of postgraduate training, select preferred instructors from institutions, research institutes, military representative organizations, and industrial departments, and dynamically employ a group of high-level part-time teachers. Participate in teaching work, establish an expert database, create a faculty team, realize the all-round unity of teachers, and comprehensively improve the quality of teaching.

4.3 Innovation is based on the Ability to Improve the Teaching Model.

Give full play to the unique advantages of institutions, research institutes, military representative organizations, and industrial departments, and implement open teaching. The college undertakes centralized lectures, organizes teaching in a variety of ways such as seminars, case studies, and deductions, and introduces new theories and scientific research results into the classroom to improve students' ability to analyze and solve real problems; The role of the industrial sector and the advantages of practice, through participation in major military operations, weapons and equipment model projects, major scientific research projects, etc., closely combined with the position of the post and development needs to actively carry out research, improve the ability to use the theory of learning to solve practical problems of engineering.

5. Countermeasures and Recommendations

5.1 Linking with the Existing Military Representative Training System

overall, the entire training system of the current military representatives presents a “transverse and horizontal” structure. Longitudinal training refers to the entire process from growing officer training to senior officers. The primary training is mainly for the training of growing officers and the training of new military representatives. The intermediate training is mainly for the backbone military representatives. The advanced training is mainly for the training of the general representative and the deputy general representative. The horizontal training refers to the various types of on-the-job training to meet the actual needs of the work. The intermediate training focuses on the professional knowledge, professional skills and new theoretical new technologies and methods. The training of undergraduate talents in equipment procurement management is an important way to train junior talents in military representative positions. It should pay attention to the effective connection with the existing training system, that is, pay attention to the comprehensiveness of military representative positions, and pay attention to the professionalism of military representative positions and lay the foundation for the future career.

5.2 Improve the Closed-loop Management Mechanism based on Teaching Effects.

Undergraduate talent training in equipment procurement management is a complex systematic project. To ensure the quality of talent training, it is necessary to break the traditional training mode and construct a closed-loop management mechanism of “demand analysis, design and implementation, and effect evaluation”. The demand analysis mainly includes two aspects: one is the requirement of the equipment procurement work for the military representative post, and the other is the training demand that the military representative puts forward from his own career development needs. The design and implementation mainly determine the talent training objectives, formulate the talent training program, and implement the personnel training according to the results of the needs analysis. The effect evaluation is the evaluation and summary of the effect of the talent training activities, and is the initial link of the optimization training work, which is the basis for cultivating quality and improving training results.

5.3 Developing a Distance Education and Training System.

Effectively alleviate the problem that the part-time faculty members of the military representative office and the industrial sector are concentrated in teaching time and the learning effect is difficult to guarantee. Reference can be made to the distance education methods adopted by some colleges and universities, to develop military representative distance education and training systems, and to establish network teaching and classroom teaching. The combined training mechanism will further expand the teaching content outside the classroom, expand the business knowledge of military representative positions, and improve the quality of undergraduate talent training in equipment procurement management.

5.4 Establishing a Mechanism for Exchange and Mutual Training of Teaching Talents.

In the military representative training system, the institutions and military representative institutions are the main forces in the training of military representatives. In the process of training, most of the teaching tasks are completed by the faculty and military representatives of the institutions. The characteristics of college faculty members are solid theoretical foundation and relatively systematic teaching skills training. Military representative experts are characterized by rich practical experience and a deeper understanding of military representative work. In order to comprehensively improve the level of teachers, it is possible to build a talent exchange and mutual training mechanism between institutions and military systems. First, through the means of acting on their own, the colleges and military systems select excellent faculty and experts, and they are sent to the other party's units for substituting. Second, they can participate in the military generation by participating in special tasks. Through the above methods, the overall level of the teaching staff can be effectively improved and the quality of training can be improved.

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