

The innovative research of counselors in the management of oriented training Ncos

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Abstract: Orientation training is the comprehensive implementation of the military-civilian integration depth development of national strategy requirements, by the local ordinary colleges and universities to carry out training work, is an important way to cultivate high-quality talents, orientation training sergeant has a certain particularity, management education requirements are high, professional strong, counselors in its management education need to innovate management methods, research characteristics of management mode.

Key words: orientation training; Sergeant; Characteristic management mode; Military quality; Innovation research

1. Introduction

With the deepening of the reform of the sergeant system, the sergeant has gradually become the main force in the modernization of the army, and they play an immeasurable and important role in the training of military skills. In order to build a NCO team that listens to the Party's command, can win battles and has good style, improve the overall quality of the NCO team, enhance the combat effectiveness of the army, and realize the goal of building a strong army, a new mode of training high-quality NCO skilled personnel relying on ordinary colleges and universities has emerged, which embodies the national development strategy of "military-civilian integration".

2. The current situation of the management of the oriented training of Ncos

Orientation Sergeant has the dual identity of student and prospective soldier. First of all, as students of higher vocational colleges, they should complete higher education in accordance with relevant regulations of the state and obtain corresponding academic qualifications. Second, sergeant students are different from ordinary students. During the school period, while completing theoretical study and vocational skills, they also need to carry out basic military skills training to complete the initial transformation from ordinary young people to qualified soldiers. At present, the enrolled Ncos are "post-00s". They have a strong sense of autonomy, a wide range of hobbies, poor self-discipline, relatively weak physical strength, lack of hard-working spirit, and face new problems in management. It is necessary to manage, train and teach NCOS well, cultivate Ncos' fine style and discipline, and change the traditional mode of education and management. There is an urgent need to innovate and research management methods suitable for the dual status of Ncos.

3. Orientation training of innovative practices in sergeant management

The target of training non-commissioned personnel is to have a junior college degree and the basic quality of non-commissioned personnel, which requires ideological and political quality, professional skill level, military style and discipline. That is, they must have the theoretical knowledge and practical skills of professional skills, adapt to the army management and technical support under the conditions of informatization, and complete some specific professional and technical work; It is also necessary to have certain training and management capabilities, to adapt to the modern and informationized conditions, the actual combat needs of high-quality skilled personnel. In the management, it is necessary to start from the bit by bit, and adhere to the double management standards of ordinary students and soldiers during the local colleges and universities.

1. Do a good job in class management

Student management focuses on daily management education. In the work of colleges and universities, student management has always been the key work content. In practical work, we start from daily study, training and life bit by bit according to the particularity of sergeant students and the specific requirements of the training units of the army, and take building a solid four projects as the guide. In the casting of soul, fine skills, strict discipline, strong body efforts, comprehensive management, do a good job in the daily training of sergeant students.

(1) Establish a good class spirit

Effective class committee plays a core role in the class, they are the organizers and advocates of class activities, each class collective needs to have a vigorous spirit of collectivism and love the class to learn the professional spirit. The formation of the class committee should observe more in the enrollment registration, and find more in the military training, through the military training can show the will quality and ability of the students, and can better understand the new students from the side. Strong political quality, consistent behavior, good professional results and high sense of responsibility are the prerequisites for selection; Necessary work experience, predictable development potential, strong practical ability, innovative spirit, team spirit and organizational ability are important conditions for selection, and the recommendation and evaluation of classmates should also be taken into account.

(2) Make unremitting efforts in daily management

The process of student management is the process of repeatedly grasping and grasping repeatedly. To take the trouble to emphasize more, more inspection, more supervision, more guidance. Integrating motivation theory into college student management can stimulate students' enthusiasm for study and improve their cooperation with school management. Quasi-military management should be fully implemented in the group of non-commissioned students. In strict accordance with the relevant requirements of the "Common Regulations",

implement daily routine such as getting up, morning exercises, internal affairs, roll call, and so on, firmly carry out the style and discipline training plan, starting with the inspection and patrol of the student Union, and cultivate the good style and discipline of the sergeant students through various forms such as the inspection of military appearance and discipline, internal affairs and health inspection, and campus queue duty. Truly achieve a high standard of internal affairs at the door, out of the queue to set an example. Carry out the evaluation and publicity of each company every week, find the gap, strictly implement, and fundamentally improve the good image of the sergeant students themselves.

(3) Give full play to the effectiveness of themed class meetings

As an effective form of ideological education management in colleges and universities, themed class meetings can be of good educational significance by identifying targeted class meeting topics, collecting information in the early stage, analyzing the specific situation of class students, and arousing the resonance of everyone. Held "guard against telecom fraud", "guard against network loans campus loans", "establish a correct view of love", "praise for honesty, love to play", "safety theme education" and so on theme class meetings, citing the real cases of previous students, analyze the reasons for the problem, cause everyone to resonate, so that we can take as a warning, raise vigilance, consciously resist undesirable phenomena and behaviors.

(4) Auxiliary professional skills training

According to the requirements of the NCO talent training program, combined with the technical requirements of the NCO post, and adhering to the ideological height of "profession is king", the military counselor association does a good job in teaching assistance, mainly in the aspects of pre-class security, classroom discipline, after-class review, etc., to ensure that the NCO students have enough class time and good self-study discipline. The main working methods are as follows:

First, I often communicate with the professional course teachers about the class students' class and study status, subject discipline, and course mastery, get familiar with each student's learning situation, and do a targeted job of supervision and inspection.

The second is to use video monitoring equipment to understand the class students' class status and study results, find individual students with problems, timely communicate and help them individually, and remind them at all times to help them change bad learning habits and improve professional skills.

The third is to encourage Ncos to actively participate in various professional skills competitions, and provide support and help. Through competition to promote learning, to demonstrate excellence, so that sergeant students play their special skills and create brilliant.

2. Strengthen ideological and political education

Ideological and political education runs through the whole process, and colleges and universities are the main positions for cultivating outstanding personnel. Corresponding changes have also taken place in the management of college students. Adhering to the purpose of fostering morality and educating people, the ideological and political education of military students has been integrated with the training of Party membership activists, major youth studies, and the "Qingma Project", guided by ideology. The goal is to train Ncos into a new generation of revolutionary soldiers with soul, ability, blood and moral character.

(1) According to the set of battalion and company classes in the army, we will conduct group class learning every Wednesday afternoon, focus on completing the relevant requirements of youth college learning, carry out party class training for active party members and youth league class training as planned, strengthen ideological understanding and enrich ideological learning content under the guidance of rules and regulations. Every Sunday evening, the class meeting is organized by the counselor and head teacher to sum up the class work of the week, in-depth analysis and investigation of problems, summing up experience and shortcomings, and improving ideological consciousness.

(2) College student management should attach great importance to the construction of red culture, improve the ideological and political consciousness of sergeant students through the study and education of Party history, optimize the information transmission channels of red culture, strengthen the information publicity of red culture on campus by watching videos of Party history, telling red stories, communicating, discussing and writing thoughts and feelings. Strengthen the pertinence of red culture in the network management of college students, and gradually improve the effectiveness of integrating red culture into college student management. All the sergeants devote themselves to the study and education of the Party history, so as to understand the principles of the history, increase the credibility of the history, learn Shi Chongde, and carry out the history, and effectively enhance the ideological and political consciousness of the sergeants.

(3) Innovate the new mode of online ideological and political education

With the rapid development of information technology, mobile Internet has become an important tool for college students to communicate and transmit information. In ideological and political education work, it is necessary to respect the individual needs of students, provide diversified educational channels on the basis of good offline education, and enrich the forms of new media public accounts and college websites. Constantly update the "Century-old Party history - Every day reading", "Read military poetry, cast the soul of the army" and other education modules, the classroom education extended to spare time, students can ask questions online, comments, messages, so as to solve the common needs of students. We can also use the functions of "wechat wall", "Weibo wall" and "social bullet screen" to let students express their real views, learn from the discussion and communication between students, and understand their real life status and learning status, so as to set up ideological and political education programs in line with the development of students. Enhance the timeliness of education and improve the effect of education.

3. Enhance self-cultivation

(1) Treat students with strict love and kindness

Counselors should really like students emotionally, do universal love, not grasp "both ends", but a comprehensive grasp, both to

let excellent students stand out, and let the backward students excellent, so that students can feel that we are always paying attention to them. But at the same time, the counselor's love for students is not unprincipled, nor is it conniving and condoning. Strict requirements for students, school rules and discipline is the untouchable red line, to love in strict, strict in love, love and not spoil, strict and moderate, strict kindness.

(2) Treat the work to find the focus

The work of the counselor is complicated and trivial. In the face of many departments of the school, students have to find the counselor to deal with anything, and they may have to be busy handing in various materials and receiving and issuing various notices every day. They are busy and tired, but they do not know where the time goes! We should arrange our work scientifically and reasonably, consciously correct the role positioning, clear the scope of responsibility, and always insist on taking students as the focus of work. Find the right direction for their own development, through continuous learning, practice, exploration, thinking, research, to become an important backbone of a professional direction.

(3) Pay more attention to your problems

Take on heavy responsibilities and solve difficulties bravely in their own posts. Actively carry out work, "do more mistakes, do less mistakes, do not do a good idea" is immature, is not correct, only the courage to take responsibility and risk can really be recognized by everyone, will have the charm of personality.

4. Innovative orientation training the effect of sergeant management model

Through strengthening the management of the ideological and political, professional skills and military quality of the oriented training of Ncos, improving the ability and quality of the counselors themselves, innovating new management methods, making efforts in strengthening the training quality control, innovating the training concept of Ncos, improving the joint training mode, and laying a solid foundation for military quality, the ability and quality level of the oriented training of Ncos have been comprehensively improved. Guided by adhering to the principle of "educating people for the country and talents for the army", it gathers the high-quality resources of the army and local colleges and universities, continuously optimizes the mechanism of training sergeants, solves the development requirements of oriented sergeants in the new era, realizes the effective docking of the training of colleges and the needs of the army, and constantly cultivates the professional ethics, professionalism and military accomplishment of the trainees. To create high-quality NCO talents with "professional and technical excellence, strong style and discipline, good ideology and politics, and good mental and physical health".

5. Concluding remarks

Training high-quality professional and skilled personnel who meet the needs of the army is a strong support and guarantee for realizing the dream of a strong army. The profession of counselor is a glorious and sacred profession! We should have a strong sense of professionalism and responsibility, treat the work of sergeant as a great cause, go deep into the front line, grasp the overall situation, motivate ourselves with professionalism and responsibility, and comprehensively improve the ability and quality of sergeant. At the same time, we must continue to explore and innovate, with excellent results, for the counselor this great career.

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