Ways and Methods to Improve the Training of Civil Servants

Ying SUN

Department of Public Administration, Party School of the Central Committee of Liaoning Provincial Party Committee, Shenyang, P.R. China

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Abstract. Civil servants are an important part of our country's talent team. They play an important role in national social management. The quality of this team will directly affect the formulation, implementation and implementation of national policies. Training and education work has a prominent position in the construction of national civil servants. Based on the requirements and current situation of civil service training, this paper summarizes and puts forward the ways and methods to improve the effectiveness of civil service training.

1. Introduction

Now, facing the new situation, new content and new standards of civil service training, we are also facing new challenges. We need to establish a rigorous and orderly training mechanism, so as to establish a clean and vigorous civil service, enhance the vitality of the organs, and establish a reasonable, flexible and efficient government institution to meet the needs of social development. In this context, we must deeply realize the urgency and necessity of constantly consolidating the basic qualities and capabilities of civil servants.

2. Firm Political Position and Rational Situation Judgement

Improving and developing the socialist system with Chinese characteristics and promoting the modernization of the national governance system and governance capacity are important strategic issues related to political, economic, social and cultural development. The Third Plenary Session of the Eighteenth Central Committee of the Communist Party of China clearly stated that the overall goal of deepening the reform in an all-round way is to improve and develop the socialist system with Chinese characteristics, and to promote the modernization of the national governance system and governance capacity. This raises new and higher requirements for our education and training in the future. Through training and teaching, students, teachers and staff in teaching bases can more intuitively understand the theoretical meaning of the current national strategic deployment and top-level design, think deeply about the valuable experience of grass-roots units, and carry out innovative work more clearly, so as to improve and develop the socialist system with Chinese characteristics and promote it. To lay the foundation for the modernization of national governance system and governance capacity.

Firm political position is the bottom line that civil service training teachers must adhere to. Faced with the complicated information flow and public opinion, how to eliminate interference and grasp the situation accurately? How to fake the truth and judge the trend of policy? How to apply knowledge to practice and combine theory with practice effectively? These are realistic questions that we need to keep thinking about.

3. Profound Knowledge and Rich Policy Accumulation

In ancient times those who wanted to learn would seek out a teacher, one who could propagate the doctrine, impart professional knowledge, and resolve doubts. Why can we teach knowledge? It comes from deep professional accumulation. How to teach professional knowledge? It comes from the professional teaching of simplifying complex problems. How to solve doubts? It originates from the professional thinking of insight. At the same time, the characteristics of the training of civil
servants require us not to talk to ourselves, but to tightly focus on policy hotspots, focus, and destination, fully combining the party's situation, national conditions, provincial conditions and events, from the overall situation, from the source to clarify ideas.

If we want to show the characteristics and unique advantages of education and training, we must always around the central task and major strategic arrangements of the Party and the government, closely linked to the new situation of reform and opening up, around the national economic and social development of the major difficulties to arrange the design of teaching and training courses. Practically improve the students' ability to solve practical problems, especially pay attention to enhance the pertinence and effectiveness of training.

4. Adequate Investigation and Research and Effective Theoretical Improvement

Learning in research and upgrading in practice is the key step to improve the quality of training. For example, I once worked in the street office for a year and felt a lot. Because the sub-district office where I work manages 22 communities, daily affairs are complex and trivial, but in these circular work, as an academic worker deeply involved in them, we can see more problems. For example, how to make good livelihood policies receive good results? How can people's livelihood be supported by more effective policies? How can we make our policies more effective? How to make our work more precise? Questions in research and practice may change our theoretical self-confidence on certain issues in the past, but this will encourage us to think and explore in depth from a more professional, scientific and realistic point of view, to avoid falling into the trap of theory.

The teaching innovation is closely linked with the unique teaching resources. The emphasis is on telling the practice, commenting on the events and reflecting on the actual work. The purpose of teaching and training can be achieved by transforming the existing resources into training contents, providing fresh materials for scientific research by transforming rich practical data into first-hand investigation data, and laying the foundation for decision-making and consultation by summing up practical experience and students' thinking. In general, we should realize the organic integration of teaching, scientific research and decision consultation. Such a process is conducive to promoting the unremitting exploration of practice and theory, and the effective integration of curriculum teaching and practical ability.

5. Effective Training, Learning and Scientific Training Methods

Training for trainers is essential for training teachers. This is an important channel for knowledge renewal, peer exchange, question and answer, and expanding ideas. It is also the main form of training teachers to enhance their ability. The study and application of scientific training methods is also essential for providing quality training services. The introduction of new methods, new technologies and new concepts is very beneficial to the improvement of training effect.

For example, "experiential teaching method" is a teaching method in which the three sides cooperate, inspire and promote each other. This teaching method is conducive to give full play to the enthusiasm of teaching and learning, to achieve mutual learning between teachers and students. In the process of on-site teaching, students put forward the difficult problems encountered in their study and ask the "teacher" to answer them. This will help students to enhance their initiative in learning and improve their ability to analyze and think about problems. Through on-site teaching activities, teachers not only enhance the ability of decision-making, organization, command and coordination, but also accumulate materials for teaching, scientific research and consultation in the process of learning, discussing and researching with students. On-site teaching base staff can find their own problems in the interaction with teachers and students, and constantly improve their work. So as to realize the effect of mutual inspiration, mutual learning, mutual promotion, learning from each other's strengths and complementing each other's weaknesses, teaching each other and improving together.
6. Enhancing the Ability and Level of Civil Servants Training Teachers

In training posts, in the face of high standards of training, the diversity of students, how to better enhance the level of teaching, scientific research, practice, enhance the level of training to a new height, we should strive to achieve the following four points:

6.1 Professional Foundation

No matter which discipline, the knowledge of the professional field must be learned and thorough, keep up with the academic frontier, minimize blind spots, so as to make own ideas and judgments more clear and accurate. On the basis of learning, we try to do different explorations and make different characteristics. Even in the same professional field, in the face of the same problem, with the support of the theory to seek new perspectives, put forward new ideas, trigger new thinking, come to a new understanding, this is innovation.

In the course of curriculum innovation, combining the characteristics and laws of teaching, the teaching is repositioned, and the teaching content is determined as the following six aspects: See the latest cases to ensure the freshness and typicality of the cases; listen to the latest information to ensure the instantaneousity and accuracy of the information; ask the latest hotspots personally to ensure the direct and smooth communication; talk about the latest ideas carefully and share the experience and feelings of the practical work in time; think deeply about the latest practice. We should broaden our thinking, broaden the scope and depth of teaching, and actively explore and reflect the practicality and effectiveness of teaching.

6.2 Practical Experience

The importance of combining theory with practice is by no means a word printed on books. In the past, when we mentioned certain issues, we often said "I think -", which is the result of our closed-door thinking. But we will say "I know -" after proper correction of our experience based on practice. Taking theoretical analysis as the starting point, taking practice verification as the process and refining and sublimation as the goal, then the teaching has the foundation and scientific research has the basis. This requires real action, research, and real experience, not mere formalism.

For the teaching base, through multi-angle publicity, expanding the social impact; through full communication, we can make the teaching base continue to improve and develop; through cooperation with the college, we can get professional technical support. For the college, adhere to the problem-oriented, the development of teaching base provides realistic research materials for scientific research; in-depth study, the experience of teaching base enriches the teaching content of teachers; advisory services, the development of teaching base is conducive to improving the academic influence of the college. Under the guidance of these concepts, through the redesign of the whole process of on-site teaching, fully embodies the "teaching, scientific research, consultation" trinity of the training concept, to achieve the trilateral win-win training purposes.

6.3 Transformation of Results

Whether standing on the lecture platform or doing scientific research at the desk, we need appropriate packaging, with a sense of design. Courses should be gorgeous and beautiful, including presentation of courseware content, the use of methods, language refining professional, classroom atmosphere, teaching posture and teaching attitude to maintain, etc., should be done beautifully. The subject should be standardized in format and rigorous in language. However, we should not make public appearances, make irresponsible remarks in order to cater to the students'interests and psychology, and be indiscreet and casual in pursuit of classroom atmosphere and teaching effect.

In the course of curriculum innovation, we focus on the long-term effectiveness and sustainability of the curriculum, the reform of teaching methods, teaching content and curriculum system, the improvement of the actual effect of the curriculum, the persistence of problem-oriented, combing the key issues in the on-site teaching, and the three-dimensional innovation of the curriculum. For the trainers, one training, one teaching may not make a new change, but we can do our best to let the students do better in the future work process.
6.4 Professional Ethics

As a civil servant training teacher, we must stick to our professional ethics. No matter what people do, they must be "honest", that is, honest and simple. The political position should be clear, the content of the course should be clear, the theoretical research should be thorough, and the human life is simple and practical. When doing consulting projects, we should not jump to conclusions, talk nonsense in class, and study experience should not be ignored.

We should give full play to the role of the research platform. In the process of research, we should actively grasp a large number of first-hand data, consult a large number of literature to increase the existing academic reserves, actively publish a number of theoretical results to improve the quality of scientific research, and discuss with a number of senior experts and professors to broaden the horizons of research. Provide reference for government decision-making, and carry out follow-up research according to specific conditions. Then, provide sustained intellectual support and practical basis for the government.

Actively enrich the content for teaching, and the final results of research are high-quality teaching materials that can be excavated. These materials must be sorted out and refined, and closely combined with the curriculum, the research results will be fully reflected in the teacher's teaching content arrangement, with better ideas and a wider horizon to provide better courses for students.

7. Conclusion

The level and effect of civil servant training determines the quality of civil servant. Training is the development of ability and intelligence. Through education, the political quality and professional ability of civil servant can be improved to achieve the goal of establishing an efficient national administrative system. Improving the training mechanism for civil servants is an important guarantee for building a contingent of high-quality state administrative cadres and achieving high-efficiency state administration. The training of civil servants should actively explore the training institutions, trainers, training objects, training contents and training methods, and develop towards informationization, networking and nationalization. We should stand at the height of history and the times, learn from useful experience and effectively promote the training of civil servants.

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