

Research on the Construction of the Management Mechanism for Forestry Cadres' Education and Training

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Abstract: For the basic condition that the quality and efficiency of forestry cadres' education and training in China are not high at present, this paper first analyzes the necessity of constructing the management mechanism for forestry cadres' education and training from two aspects: improve the quality of forestry cadres' education and training and the inherent needs of forestry development, and also summarizes the existing problems in the management of forestry cadres' education and training in China at present, and finally, this paper puts forward the corresponding solutions from four aspects: strengthen macro planning, strengthen the construction of the quality supervision mechanism, reform the incentive system and safeguard the mechanism.

Keywords: Forestry cadres; Education and training; Management mechanism

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1. Introduction

In the 18th national congress of CPC, President Xi Jinping put forward the basic goal of establishing a scientific communist party, and the important way to improve the scientific nature of the Party was to strengthen cadre training. After the 18th national congress of CPC, all levels increased the strength of cadre education and training, including the forestry system, and forestry cadres' education and training has become an important task of constructing the forestry system organization, while forestry cadres' education and training have achieved a series of results^[1]. However, from the overall point of view, forestry cadres' education and training at the present stage in our country still has many problems to be further improved, and the internal demand of the Party's development in the new period and the basic demand of the social development are to strengthen the construction of the management mechanism for forestry cadres' education

and training. Therefore, the research and analysis of the construction of the management mechanism for forestry cadres' education and training are not only necessary theoretically, but also necessary in reality.

2. Analysis on the Necessity of the Construction of the Management Mechanism for Forestry Cadres' Education and Training

2.1 The Basic Guarantee for Improving the Quality of Forestry Cadres' Education and Training is to Construct the Management Mechanism for Forestry Cadres' Education and Training

Cadre education and training are always an important part of the basic unit party construction work which is done by the Forestry Department, but from the overall point of view, the grass-root party organization in China forestry always has a lower efficiency in cadre education and training and most leaders and cadres can't effectively

improve their professional and political accomplishment after receiving the corresponding training, while they also can't integrate the contents learnt in the training into the specific work practice^[2]. Even in the Forestry Departments of some areas, cadre education and training have become a kind of decoration, and the participation of forestry cadres in education and training has become a mere formality. The main reason for this phenomenon is that the corresponding management mechanism is not in place, thereby severely restricting the binding force of training. Therefore, at the present stage, if the relevant measures of the management of cadre education and training are implemented to the concrete practice, the role of the management mechanism must be fully played, and the effective promotion of the efficiency of cadre education and training should be ensured.

2.2 The Establishment of the Management Mechanism for Forestry Cadres' Education and Training is Beneficial to Improving the Unbalance of Forestry Cadres' Education and Training

From the overall point of view, at the present stage, forestry cadres' education and training in China are the corresponding education and training plan formulated and implemented independently by the Forestry Departments in all regions according to the actual situation of each region, and there are huge differences between different regions in specific situations, which will inevitably lead to the obviously unbalanced development between forestry cadres' education and training in different regions, and in recent years, this unbalanced trend has gradually become more and more obvious^[3]. In addition, different regions are unable to achieve information and resource sharing, and this local closure leads to huge differences between different regions, which finally results to the gradually increased accomplishment gap between cadres in different regions, thereby hindering the regional development. The construction of the management mechanism for forestry cadres' education and training can not only achieve the synchronization of forestry cadres' education and training in different regions, but also effectively achieve resource sharing, thus eliminating regional differences.

2.3 The Construction of the Management Mechanism for Forestry Cadres' Education and Training is the Internal Demand of Forestry Development

Forestry has always been an important industry in China, and in recent years, with the gradual deterioration of the ecological environment, the position of forestry in the industrial structure is gradually improving. At the same

time, in the new period, the requirements for the development of forestry industry in technology, management and other aspects of the requirements are also gradually improved, which has put forward higher requirements for the forestry cadres engaged in forestry development and management at the present stage, and the forestry cadres must improve their professional attainment and ability through learning to promote the further development of forestry industry, and when they obtain economic benefits, they also have huger ecological benefits. Based on this situation, the construction of the management mechanism for forestry cadres' education and training can guarantee the effect of forestry cadres' education and training, thereby effectively promoting the development of forestry.

3. Analysis on the Problems Existed in Forestry Cadres' Education and Training at the Present Stage

3.1 Forestry Cadres' Education and Training Lack a Systematic Macro Planning

From the specific situation of cadre education and training organized by most of the Forestry Departments at the present stage, cadre education and training are mainly implemented in the administrative and planned way, while most of the administrative and planned behaviors are often formulated based on the wish of the superior competent department, and the wish of the forestry department is not fully considered; therefore, most educations and trainings belong to a kind of passive education, which leads to the serious restraint of cadres' enthusiasm and initiative. Secondly, because of the restriction on administrative functions and departmental structures, most of the departments are unable to achieve the effective connection with the local Party School, and in the process of formulating the related education and training plans, training and education can only be conducted on specific micro problems, which leads to the phenomena that the entire education and training plan lacks a macro planning and there are bigger problems in systematicness. These problems not only lead to bigger constraints on the effectiveness of education and training, but also lead to bigger problems in connecting different units in the training process, thereby resulting in a serious resource waste.

3.2 The Absence of the Education and Training Supervision Mechanism

The absence of the supervision mechanism eventually leads to the phenomenon that forestry cadres' education and training plans become a mere formality in the aspect of practice and the effect of education and training is seri-

ously affected. The absence of the supervision mechanism is first reflected in the absence of the evaluation mechanism, from the overall perspective, most of the Forestry Departments have not formulated a perfect evaluation mechanism for specific education and training plans at the current stage, which leads to the phenomenon that the evaluation on the management of cadre education and training lacks a scientific basis. From the specific way of evaluation, most of the evaluation mechanisms are only aimed at students, while teachers are no longer in the scope of evaluation, which will inevitably lead to that as one of the main body of education, teachers can't be effectively restrained, and the education effect is not significantly improved. Another aspect of the absence of the supervision mechanism is reflected in the absence of the evaluation mechanism after the completion of evaluation, and because most forestry cadres have huge differences in their specific tasks and education and training are often a process, after receiving the corresponding education and training, most of the forestry cadres need to be put into concrete practical works, which will inevitably lead to that all cadres can't be assessed with a unified assessment content.

3.3 Lack of the Incentive System

Only when the corresponding incentive mechanism is established, can we bring vitality to forestry cadres' education and training, and at the same time, the incentive system should also be an important part of the management system of education and training and an important tool to mobilize the enthusiasm of cadres. In the past, although most of the Forestry Departments have set up some incentive mechanisms for the specific local conditions, these mechanisms are simply the simple combination of educational training, job performance assessment and post promotion, and in the course of actual operation, they are often concerned with whether the cadres have participated in training and the time of participating in training, and these incentive mechanisms can't effectively mobilize forestry cadres' enthusiasm on education and training and there are even some forestry cadres who only pay attention to and participate in training, but do not pay attention to the receiving of education. In essence, this incentive system is a "pseudo incentive".

3.4 Lack of the Education and Training Guarantee Mechanism

From the perspective of forestry cadres' education and training guarantee mechanism at the present stage, Forestry Departments in most regions have huge defects in the construction of the forestry cadres' education and

training guarantee mechanism. Because most departments in charge of personnel education lack staffing, they often undertake other duties and can't divide more energy into the research and investigation of forestry cadres' education and training, which eventually leads to the absence of macro management and relatively poor quality of education and training. Secondly, most of the Forestry Departments have not set up the education and training rule system, or the rule system performs practically no function. Finally, there are still many deficiencies in the construction of education and training faculty, and many training teachers are undertaken by the relevant personnel who do part-time jobs, and have no enough professional level, while there is no unified teaching material for forestry cadres' training in most regions.

4. Strategy Research on the Construction of the Management Mechanism for Forestry Cadres' Education and Training

In the above part, the author analyzes and studies the existing problems in the management of forestry cadres' education and training, and in the following part, the author will provide corresponding solutions for specific problems, specifically including the following aspects.

4.1 Strengthen the Macro Planning of the Management of Forestry Cadres' Education and Training

For the basic phenomenon that forestry cadres' education and training lack the systematic macro planning at the present stage, the Forestry Departments must strengthen the systematic macro planning for forestry cadres' education and training at the present stage, and in particular, it is necessary to start from the following aspects:

1) A combination of macro and micro management methods should be established, and the whole link of forestry cadres' education and training is brought into the whole process of management to improve the quality and efficiency of education and training.

2) The construction of the macro management coordination mechanism should be strengthened, and the division of the traditional administrative departments should be effectively changed to realize the standardized operation of the training market, while the optimal allocation of related resources in the process of education and training should be coordinated and a unified department is set up to carry out the management of forestry cadres' education and training.

3) The basic objectives and concepts of forestry cadres' education and training should be made clear, while the basic way of hierarchical education and training is used to implement specific duties and functions to specific personnel, thus effectively achieving the targeted education and training.

4.2 Strengthen the Construction of the Quality Supervision Mechanism for Forestry Cadres' Education and Training

Only when a powerful supervisory mechanism is established, can the concrete content of forestry cadres' education and training is effectively implemented to the working practice of forestry cadres, and from the specific situation of forestry cadres' education and training at the present stage, the construction of the supervision mechanism mainly contains the following three aspects:

1) Only when the construction of the quality evaluation mechanism is based on the scientific and reasonable quality evaluation mechanism, can it achieve effective supervision; therefore, a scientific and reasonable quality evaluation mechanism must be established to achieve scientific assessment of forestry cadres' education and training.

2) An evaluation mechanism for educational institutions is established, and for the basic phenomenon that the quality of forestry cadres' education and training institutions is uneven at the present stage, the Forestry Departments must take the lead in organizing the relevant departments to form an evaluation mechanism for the education and training institutions and investigate and evaluate the relevant educational institutions in order to issue a certificate of qualification to the training institutions that meet the requirements and rectify the training institutions that do not meet the requirements, and these institutions shall not be engaged in the training business of forestry cadres within the prescribed time.

3) A professional quality supervision institution is established to realize the overall supervision on the whole process of forestry cadres' education and training.

4.3 Reform the Incentive System

Because the traditional incentive system can't effectively mobilize the learning enthusiasm of forestry cadres, we must reform the traditional incentive system, specifically, it mainly contains the following aspects:

1) The situation of development of forestry cadres' education and training is regarded as an important indicator for annual assessment of units and departments and an important indicator for assessing the unit and department

leaders.

2) According to the specific circumstances of forestry cadres' participation in education and training, we should set up professional education and training files, strengthen the assessment of education and training, and take it as an important basis for the appointment and dismissal of cadres.

3) The traditional incentive way should be changed and the situation of cadres' education and training can't be evaluated simply from the date and the number of times of education and training, and the date and the number of times of participating in education and training should not be used as the basis for promotion.

4.4 Establish a Perfect Safeguarding System

Only when the corresponding safeguard mechanism is established, can we promote the quality and efficiency of forestry cadres' education and training in a stable way, and specifically, we need to start with the following aspects.

1) Enlarge the investment of funds. First of all, the local government should provide the necessary educational funds for the basic situation of the annual forestry cadres' education and training in order to protect the effective development of forestry cadres' education and training activities, and secondly, the Forestry Departments should also obtain the necessary education and training funds through various channels.

2) The construction of relevant infrastructures should be improved, such as the construction of the professional forestry cadres' education and training classrooms and the purchase of related teaching equipment.

3) The construction of teachers should be strengthened, and a number of professional teachers are introduced through the recruitment or competitive employment, while the related personnel are organized to prepare the teaching materials for education and training.

4) A coordination mechanism is established and organized, which means that the leadership institutions for forestry cadres' education and training are established, and the basic direction of the forestry cadres' educational management is mastered from the macro level, and the effective coordination of different relation is realized to realize the optimal allocation of resources.

5. Conclusion

The improvement of the quality and efficiency of forestry cadres' education and training at the present stage is not

only related to the further development of the forestry industry, but also related to the improvement of the ecological environment. Generally speaking, the quality and efficiency of forestry cadres' education and training are not high, which has been widespread in the Forestry Departments and has gradually affected the further development of our country. Based on this situation, in this paper, the author analyzes and studies the necessity of the construction of the management mechanism for forestry cadres' education and training in China at the present stage with his practical working experience and summarizes the corresponding solutions to hope to enlighten forestry cadres' education and training.

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