

## Some Thoughts on Personnel Training for Information Construction of Equipment Support

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**Abstract:** In order to adapt to the requirements of information support for military equipment and talent quality and capability, this paper analyzes the existing problems in the future construction, and puts forward some measures to speed up the cultivation of information talents for equipment support.

### 1. Existing problems of personnel training in information construction of equipment support

With the acceleration of the development of information technology in our army, all kinds of high-tech weapons and equipment are upgrading rapidly, and the content of science and technology is high. They all put forward higher requirements for people's quality and ability. Therefore, the contradiction between the training of information-based talents and the application of information equipment is becoming more and more prominent. In the final analysis, the information war is the war of talent. It is imminent to cultivate a number of equipment support personnel with high degree of information.

Firstly, lack of general planning. There is no perfect and perfect sharing mechanism for information personnel in equipment support.

In the process of information development, the overall planning of the supply and demand, the total amount and the distribution of the structure of the talents is ignored, and the effective information sharing mechanism is lacking. Between the forces and the forces communication is not enough, in the existing pool of talent mechanism, especially the relative lack of talent flow, otherwise the situation is very serious, resulting in many units, departments become islands of information, human resources lack of effective and rational allocation of human resources in excess of some units are not fully utilized, some units lack of personnel and equipment perennial abandoned. Secondly, the competitive mechanism of the survival of the fittest has not been fully established. Now the equipment innovation speed is much higher than the speed of informatization talents the new supersedes the old. hematopoietic function, information equipment support personnel also needs to be improved, some units only attach importance to talent education and knowledge, can adapt to the future information warfare, can provide powerful guarantee of high-quality talent is not equal to high degree and high degree of talent for the equipment, only the information personnel equipment to protect the intellectual resources effectively into power equipment support informatization construction can really form protection ability, have the possibility of winning for future information war.

Secondly, not enough attention is paid to the training and input of information personnel in equipment support.

Our army equipment support informationization talent training system also lacks the standard, mainly for the training of various types, training institutions from universities to research, to the military factory lack of qualification examination effectively, especially in equipment professional training courses, training institutions teaching content from the army, these institutions are not sensitive to the needs of the troops, training the talent is difficult to adapt to the needs of the troops, waste a lot of manpower and resources. In the training content, the lack of level, the training of gold is low. In addition, the army informationization training equipment security investment is far from enough, although in recent years the army information construction budget has increased, but a serious imbalance in the equipment support informationization talent and pay the engineering

aspects of equipment informatization investment, this kind of practice will have the order reversed equipment information security is facing serious challenges.

Thirdly, the construction of information-based equipment support for equipment support and the construction of information equipment.

A new type of equipment will take a long period of training from a column of troops to the ability to form a guarantee. Under the condition of information war, time is life, the information age count every minute and second. How to shorten the running time as soon as possible and win valuable time for victory is a problem worthy of further study. Now the general practice is that after the equipment is produced, the training of the organization personnel will gradually form the support capability after several rounds of training and lots of batches. This long cycle will make a new equipment "new" lack of timeliness. The emerging new equipment will test the existing training mechanism more. Therefore, talent construction and equipment development can not be separated, in the whole process of equipment production through high-quality personnel of informative equipment support full participation, not only familiar with the new equipment as soon as possible, but also provide valuable reference for the improvement of equipment setting, but also so that the ability of information equipment support training talents. The military factories and research institutes should establish liaison points in the army, especially in the military academies and grass-roots units, so as to provide support for the army to form the support capability of information equipment as soon as possible, and provide assistance for building a strong equipment support team that meets the requirements of informatization.

## **2. The requirements of the information construction of equipment support to the talent team**

Firstly, the information personnel of equipment support should be "learning talents".

The information technology knowledge is the core content of the knowledge structure of the equipment support information personnel. Only with a solid foundation of information knowledge and mastering the information technology and equipment can we integrate information technology into the war. Information technology is highly inclusive, integration of microelectronic technology, digital technology, communication technology and other core technologies, the development of modern information processing tools to calculate the position of the core from the past simply as auxiliary, has almost penetrated into all industries, but also the rapid development. Therefore, it is necessary to have a very strong ability of self-adapting and self charging. Otherwise, it will be ruthlessly abandoned by the information age.

Secondly, the information personnel of equipment support should be "compound talents".

The equipment support information talent is to serve the information war. The practice of information battlefield, network center war, digital army and so on, will move the war stage from the geographical battlefield to the network battlefield. No organization and use the network, can not carry out well under the conditions of information equipment support tasks. The future equipment support personnel must be proficient in equipment maintenance, but also understand information technology, information network, information weapons and equipment. Therefore, it is necessary to quickly build up a team of high quality talents who are armed with information knowledge and are both proficient and comprehensive.

Thirdly, the information personnel of equipment support should be "innovative talents".

The ability to exploit and innovate is the commanding point of the quality of talents. The rapid development of information process has exceeded all the progress of science and civilization in the history of human history. The source of its motive force is to develop and innovate. The information personnel should not only keep up with the development of new knowledge and new technology, but also be brave to innovate and dare to surpass. Therefore, the training of informatization talents, must pay attention to the cultivation of innovative quality, realize the transformation of talent quality by "following" to "pilot", incentive talents continue to play innovation potential in military innovation, continuous innovation ability of equipment support, to better protect the information service for military equipment.

### **3. Some thoughts on speeding up the training of information personnel in equipment support**

Firstly, to form a new concept of information personnel training for equipment support.

The backwardness of ideas is the most backward. It is an important premise to speed up the training of information personnel in equipment support and to break old ideas to establish new ideas. One is to set up the concept of information leading. In the information war, the information knowledge and the capability of information warfare have become the leading factors to determine the victory and defeat of the war, and the equipment should be controlled by the information personnel. This requires us to cultivate the talent training, we must put information quality training in an important position to grasp. The two is to set up the concept of advanced training. The knowledge of information war should be studied as soon as possible, and the ability to win the information war should be grasped as soon as possible. This requires that we should not only improve the competency of officers and soldiers, but also have a forward-looking vision, focus on long-term planning and Implementation Based on reality, and cultivate advanced talents group that meets the needs of informatization support ability. The three is to set up a concept of compound culture. The future information war has put forward high standards and strict requirements for the compound quality of the talent team. This requires that we must focus on personnel training, pay attention to comprehensive, complex, information literacy training and enhance the professional quality of combine to improve and enhance the ability of information equipment support ability to combine to vigorously promote the integration of all kinds of personnel training, which has strong ability of information, and have excellent professional quality, proficient in work, and master other professional knowledge, becoming talents with compound quality ability.

Secondly, we should pay more attention to improving the starting point of talent training.

The army is in a critical period of transformation and construction. The construction of information support for equipment support has started. The level of science and culture of officers and men is uneven, and the number of high-quality talents is relatively small. In order to realize the leapfrog development of talent training, we must adhere to the starting point from the source and improve the starting point of talent training. On the one hand, it is necessary to close the entrance of a good person. Whether college enrollment, training and selection of cadres and soldiers provided, and received a lot of college students, all from the equipment support capability construction needs, increase the proportion of the shortage of professional, strict criteria to ensure the quality of talents.

Thirdly, we should actively excavate the potential and strive to broaden the training channels for information personnel.

The training of equipment support information personnel is a long-term system project. It is necessary to adopt various forms, integrate various resources and broaden the training channels. With the help of social education resources, the rapid development of national science and technology education provides favorable conditions for the equipment support cause. In recent years, some efforts have been made to cultivate talents in the use of social resources at all levels, and remarkable results have been achieved. For example, the implementation of "high level talent and strong army plan", each year to select a number of cadres to local colleges and universities to study for master's degree, training a large number of shortage of personnel for the army. For the local college students and especially professional counterparts to proficiency in a particular line of special forces need talent, played a very good role to improve the success rate of. In particular, information technology has the characteristics of military and civilian compatibility, and actively utilizes the advantages of Du Hui's information talents, technology and equipment to make full use of it and vigorously promote the integration of equipment support and civil military integration. Attention should be paid to play the role of the University and the local sign, in the knowledge of information technology training at the same time, take the class form of sending troops to local institutions of higher learning, experts and professors can also invite local colleges and universities, research institutes and equipment manufacturers to force open information knowledge and skills, help, personnel at all levels to strengthen information war concept to master the development of information technology. The dynamic full information knowledge of basic skills, also should be organized and focused to the local information sending part of personnel department investigation

or probation, learn about the local information equipment operation mode, to walk away and the way of joint merger yucaai.

Fourthly, attention should be paid to the practice of practice.

To seize the machine under the condition of training to a strategic opportunity to change the information under the condition of training, different positions, different professions and different basis, targeted training organization, the information under the condition of equipment support is the main content of the training. We should closely focus on the maintenance support of new weaponry, organize all kinds of talents to learn new equipment, grasp new skills and enhance the ability of using information knowledge to control new equipment. We should pay special attention to training talents in integrated training and major military operations, and set up realistic battlefield environment and conditions as far as possible, so that personnel can improve equipment support ability in near real combat environment. At the same time, we must further increase the intensity of job exchange, especially for grassroots and maintenance organizations at all levels. We must take rigid measures, conduct regular training exchanges and enrich all aspects of knowledge and experience.

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