

Some Thoughts on Scientific Research Work in NCO Academy

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Abstract: This paper deeply analyzes the orientation and characteristics of scientific research work in NCO academies after the reform of military colleges and universities, and comprehensively sorts the prominent contradictions existing in current scientific research work, such as not strong systematic research, low level research results, unreasonable talent team, and inadequate rules and regulations. The study proposed specific solutions such as adhering to organizational leadership, deepening task research, improving the quality of results, promoting the construction of talent teams, and strengthening the construction of rules and regulations. It provides reference for further enhancing the overall innovation ability of scientific work, giving full play to the functional role of scientific research, and promoting the all-round development of college construction.

1. Introduction

After the reform of military academy system, the army NCO academies have been transferred and merged into various military academies. NCO academies have their own uniqueness in terms of education positioning, talent structure and training objectives. The scientific research of NCO academies is also quite different from that of other academic education colleges and universities. Therefore, it is of great significance to improve the scientific research ability of NCO academies and give full play to the important role of scientific research in the construction and development of NCO academies under the new situation.

2. The Orientation and Characteristics of Scientific Research Work in NCO Academies

2.1. Serving Army Construction

Different from the "magnificence" of comprehensive colleges and other research institutions in the military, the scientific research of NCO academies has the nature of "technological innovation", which mainly realizes the value orientation of "rapid spike." Its project foundation is closer to the actual demands of the army, and it mostly solves the contradictions in the process of construction, development and combat training. Therefore, its starting point is the specific needs of the front line of the troops. Its purpose is to promote the construction and development of the army and the project is more targeted, the results are more practical, and the role of serving the army construction is more prominent^[1].

2.2. Serving the Decision-Making of the Head Office

The scientific research team of NCO academies does not have the characteristics of the "diversity" of other military academies and research institutes. There are no full-time researchers or graduate students in the school, all of which shoulder the dual tasks of teaching and scientific research. The teaching objects of petty officer colleges are grass-roots soldiers from the front line of the army. This characteristic makes the researchers have the outstanding advantages of combining theory with practice. Under the premise of correctly understanding the intention of the head office, they can provide more constructive decision-making consulting services in combination with the practical needs of the army.

2.3. Serving Teaching and Training in NCO Academies

The core task of military academies is to cultivate high-quality military talents who can win battles, and non-commissioned officer colleges are no exception. Therefore, scientific research work is also for this core task. The research needs come from the practice of teaching and training, the research content is close to the needs of talent training, and the research results are applied to teaching and training, which provide strong support for talent training.

3. Contradictions in the Scientific Research Work of NCO Academies

3.1. Not Strong Systematic Research

Firstly, the research is too general and lacks systematic planning and design. The diversity of needs leads to a chaotic state of the projects, and there are few systematic and comprehensive projects. Secondly, the effectiveness and innovation of the topic is not strong. It lacks understanding and mastery of information such as major planning, strategic frontier issues, and forward-looking issues of the military committee. Thirdly, the persistence of research in key fields is not enough. The research only solves the surface problems and lacks in-depth expansion and research.

3.2. Low Level Research Results

First of all, the overall planning of project research is insufficient. The coordination of project, the depth of research, pre-research and theoretical research is not enough and the phenomenon of "want to do one step at a time" is relatively common. They do not give sufficient consideration to the causes of the problem, the technical means adopted, and the effects achieved. Then, the technical content of the results is not high. The Most of them are the transformation and application of existing theories and technologies, lacking of original theories and technologies, and the degree of innovation is not enough. Third, the sense of achievement is not strong. There is a lack of innovative refinement of research results, and the support of important achievements such as high-quality papers, patents, and monographs.

3.3. Unreasonable Talent Team

To begin with, the structure is not optimized enough. The echelon structure of old, middle-aged and young teachers has not been formed, especially the enthusiasm and proportion of young and middle-aged teachers to participate in research is not high. Next, the team force has not formed. Most of the projects are studied by only one or two people, and the other members are less involved. The situation of taking the old with the new and gathering wisdom to tackle problems has not been formed. Last, the training of leading talent needs to be strengthened. The number of experts who understand operations, are familiar with troops, are proficient in equipment, can make decisions and advice, and have influence throughout the army is small. There is a shortage of high-level scientific and technological talents who master core technologies.

3.4. Inadequate Rules and Regulations

First, the understanding and refinement of the policy system is insufficient, and there is a lack of implementation rules and standards at the specific implementation level. Second, the comprehensive evaluation mechanism needs to be improved. The evaluation indicators of each link are still relatively broad, and the whole process cannot be covered. Among the specific evaluation criteria, there are many qualitative evaluations, few quantitative evaluations, and the operability of evaluation is not strong. There is a lack of a standard system for quality evaluation of scientific and practical scientific research work. Third, the reward and incentive mechanism is not perfect. Researchers are not enthusiastic and lack a thorough, reasonable, scientific and effective incentive mechanism that can fully mobilize the activeness. The fourth is that the scientific research management system does not operate smoothly. In particular, the responsibilities of scientific research management at the grass-roots level are relatively vague, and the implementation at the end is not in place^[2].

4. Some Thoughts on Scientific Research Work in NCO Academy

4.1. Persist in Organizational Leadership

The work of colleges and universities is carried out under the leadership of the party committee of the school. Therefore, scientific research work must adhere to the leadership of the party committee and be implemented in accordance with the construction goals of the party committee. It is also necessary to deepen the responsibilities and requirements of serving the army construction, the decision-making of the head office, and the teaching and training.

4.2. Deepen Task Research

In the first place, it is necessary to make overall planning and design. It should combine their own characteristics and expertise, rationally plan research directions and fields, and formulate sustainable development routes. The second is to strengthen the research on frontier issues in army building. The scientific research orientation of NCO academies makes scientific research must be close to combat, equipment and actual post. In practice, they should strengthen the research on the new situation and research on frontier problems in the construction of the army, and timely transform them into research needs and condense them into research topics. Third, it is necessary to consolidate the research fields and advantages of characteristic research fields. Increase investment in key areas and directions, continue to exert efforts, and form systematic and serial research results.

4.3. Improve the Quality of Achievements

First, strengthen innovative theoretical research. The education of NCO attaches importance to the teachers' mastery of the new situation and new problems of the army, but many of them do not have systematic innovative theoretical knowledge, and they do not have enough mastery of regular problems and overall problems because their knowledge structure is relatively single. Only by strengthening the study of innovation theory can we make valuable research results in scientific research practice. Second, improve the innovation capacity. Based on armament and actual combat, extensive research is carried out to identify needs and find solutions, so as to improve the innovation ability of new theories, new technologies and new methods. Third, improve the ability to summarize scientific research achievements. It is important to further enhance the ability of researchers to sort and refine their results in order to form high-quality papers, monographs, and intellectual property achievements. At the same time, by promoting good theories, methods, achievements, and successful experiences, the popularity will also be raised^[3].

4.4. Promote the Construction of Talent Team

At first, focus on team construction. In key research areas and directions, innovative research teams with reasonable structures should be built, and the current situation of going it alone needs to be changed in order to create a scientific research situation that draws on collective wisdom. Then, implement the task-oriented talent cultivation method. The second is to implement the task-led education method. Taking the cultivation and exercise of scientific research ability of young teachers with high academic qualification as the starting point. According to the mode of participation, commitment, responsibility and leadership, scientific research talents are gradually cultivated through various specific research tasks. The third is to take into account the growth of coordinated development. Teaching backbones, especially young and middle-aged backbones, are gradually encouraged and guided into scientific research work, in order to cultivate them into the mainstay of the development of teaching and scientific research. Fourth, foster leading talents. Strengthen the cultivation of scientific research backbones with broad horizon, excellent technology, and large space for progress. Their abilities are improved, talent is discovered, and reputation is improved. In this way, they gradually grow into experts in a certain field and direction^[4].

4.5. Strengthen the Construction of Rules and Regulations

The first is to study and formulate the implementation rules of the relevant system under the guidance of the upper law and in combination with the actual situation of the NCO academies. At the

same time, it is necessary to clarify the policy basis, procedure flow, standard requirements and division of powers and responsibilities to enhance the enforceability of laws and regulations. The second is to study and formulate the whole process management and evaluation mechanism of the project. Standardize the detailed organizational methods, implementation processes, templates, and time nodes for the entire process, and establish a standard system for quality evaluation at each stage. At the same time, the transformation of project management from extensive to detailed and from qualitative to quantitative evaluation has been promoted. Third, formulate practical reward and punishment measures and methods. In order to enhance the recognition of scientific research work and further stimulate research enthusiasm, it is important to clarify the principles, scope and standards of rewards, and refine organizational procedures and requirements.

5. Conclusion

Scientific research work has important strategic significance for the long-term construction and development of non-commissioned colleges. Only by correctly understanding the status and role of scientific research, accurately grasping the characteristics of scientific research work, rationally facing advantages and weaknesses, and exploring the improvement measures can the role of scientific research work be fully played and the comprehensive development of college construction be promoted.

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