Study on the Continuing Education of Rural Grassroots Cadres in Jilin Province

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Abstract. Based on the in the Jilin Province countryside grassroots cadre's quality and work, closely combining the practical need of the development of the rural reform, focusing on the needs of rural economic and social development in future, a detailed analysis of the main problems existed in the present rural basic cadres training in Jilin Province, and puts forward the improving the quality of rural grass-roots cadres training strategies and methods.

Analysis on the Problems of the Continuing Education of Rural Grassroots Cadres in Jilin Province

According to the results of the survey, the Jilin Province countryside grassroots cadre team after years of training and practice, the age structure, the school record structure have been greatly improved, significantly improved the overall quality, enhances the ability to work, cadre of vast rural area become unite and lead the masses to take off deficient to become rich go straight towards well-off the backbone, the great contribution for the rural reform, development and stability, is completely reliable. However, according to the new situation and new tasks, there are still some problems to be solved. Mainly is the quality of rural grassroots cadres and the government of rural grass-roots cadres training and management there are many unreasonable.

The Quality of Rural Grassroots Cadres

The concept of the update of the degree of economic development in the new situation is lagging behind the needs of the rural economy. Performance in a considerable number of grassroots cadres ideological concept is still biased conservative, relatively narrow vision. With the advanced in the developed areas in the south area, ratio, lack of "daring, dare to take, dare to try" courage, lack pioneering and opening consciousness, dare not to get involved in new areas, accept new things, use of new technology, the development of new industries, but old guarding the garden, complacency, lack of lead the masses caused by rich go straight towards well-off, develop and expand the collective economy of the skills and the ability to control the market, grasp the opportunity to develop the vision and ability.

The policy level is low, the legal consciousness is weak, can not solve some outstanding contradiction and the difficult problem. Some cadres do not pay attention to learn to understand the current policy of the party and the state, the policy understanding is not deep, the party's principles and policies can not be combined with the local reality, can not be creative to carry out the work. There are limited to small groups of rural cadres and their own interests, the implementation of policy alising. There are some village cadres regardless of national policies and regulations, levies, increased the burden on farmers. More individual
village cadres power pressure, to a statement on behalf of the law, not in accordance with the law governing, administering the village. Sometimes the intensification of the contradictions, resulting in petitions the masses, complain, influence the prestige of the party and the government.

Work style floats, the method is simple and crude, serious impact on the relation between the party and the masses. Some rural principal leaders of the democratic consciousness is poor, engage in a one-man, patriarchal system, lack of normal democratic atmosphere; some cadres working in short-term behavior is serious, only the immediate, regardless of long-term, engage in formalism, dry face, superficial, to cope with the higher fraud of cadre work by scold, 2 rely on penalty, man-made some unstable factors, mass caused by resentment, resulting in strained relations between cadres, impair the party's prestige in the masses of the people, it is difficult to carry out normal.

The abuse of power in the term of office of individual cadres, for the government is not cheap, reducing the grassroots party organizations and rural cadres in the masses of the authority. Some village cadres abusing power for personal gain, partial to friends, battle right farming; some village cadres to play the fool, privilege, hedonism, corruption, regardless of the Xiang sentiment; some village cadres levies, aggravating farmer burden; and the village cadre official several, village appearance is still.

The Government to the Rural Grass-Roots Cadre Training Management Problem

In the province of reform and opening up and modernization, rural grassroots cadre troop's overall quality is not fully adapt to the requirements of new situation and new tasks, concentrated expression in some cadres can not correctly understand the rural policy of the party, ability to perform arbitrarily large, overall rural reform, development and stability is not strong; some cadre quality is low, the old ideas lead people to develop the economy lack of means, promote scientific and technological progress and economic structural adjustment measures ineffective; some thought style is not correct seriously divorced from the masses and affairs in an unfair and the method of work simple and crude, and even the abuse of power, lawlessness, and so on. These problems restricts the rural reform, development and stability, to under the new situation of rural grassroots cadres work presents a challenge, innovation cadre education and training content and form has become an important issue to be solved.

Education and Training Content. Pertinence is not strong. Previous training, although in making training plan, course selection and compiling of teaching materials on how to improve to do some work, but due to the regional differences and individual learner differences of quality, often can only from the needs of most of the cadres of, the minority cadres personality problems exist for a long time, affect the training quality and effect.

Practical difference. The ultimate goal of education and training is to apply their knowledge, in some textbooks focuses on the theory and no contact the local agricultural production and rural practical work, students through the training problems, affecting their enthusiasm to participate in the training.

Content coverage is narrow. Rural grassroots cadres working in the front line of rural, working a multitude of things, except must have the basic knowledge and skills of agricultural production, should also have higher comprehensive quality, due to the influence of traditional ideas of training, the training and education still to ideological and political education, business training, policies and regulations, market economy theory, modern agricultural knowledge, information network knowledge content involves less, even if there is not
comprehensive or deep enough, the training content difficult to adapt to the need under the new situation.  

The part of the training materials are old, lack of new knowledge and technology; text representation is not simple and concise, not really easy to understand.

**Education and Training in the form of.** More concentrated training, less classification training. The former training are mostly concentrated in a certain time and place, and participating in the training I object although grassroots cadres, due to differences in local economic development level, the focus is not the same, their training needs are different, and training can only be arranged for common content, not according to the requirements of different objects carry out for training.

More popular training, less professional training. The quality of rural grassroots cadres is generally low, the need for universal training to be improved. The rapid advance of current our country rural reforms, the objective requirements of the rural grassroots cadres to understand business, good management, also has led the broad farmer to take off deficient to become rich go straight towards well-off ability, do not have the professional skills is clearly not competent.

Theoretical training, skills training less. Objectively speaking, of rural cadres of political ideology, policies and regulations and other courses, the training of basic knowledge is necessary, but ignore the skills training is bound to cause theory and the actual agricultural production out of touch, out of touch with cadres at the grass-roots level in rural areas, and the effectiveness of the training is difficult to embody.

The lack of the application of modern training methods. Previous education and training is always used in the classroom teaching, stressed that students take notes, exchange of learning experience, form a single, flexible enough. This training from theory to theory, often not only can not stimulate students' interest in learning, but also greatly reduced the effectiveness of training.

**Improve the Quality of Rural Grass-Roots Cadres Training Countermeasures**

Under the new form, government organs at all levels must keep pace with the times, continuous innovation the innovation of the content and form of education and training contents and forms of education and training, to stick to "Three Represents" important thought and the scientific development concept as a guide, with the actual needs of the rural economic and social development as starting point, to cultivate high-quality contingent of rural grassroots cadres as the goal, truly focus on training effectiveness, novel content, flexible and diverse forms, the content and form of the organic unity. In view of the above problems, we should take the following measures.

**Thorough Investigation and Research, Improve the Pertinence and Effectiveness of Education and Training Content**

Grassroots cadres of different positions, the quality requirements are also different, even in the same position of rural grassroots cadres, in different regional economic development speed is not the same, the focus is not the same, training of cadres are not the same. This requires us to earnestly carry out the investigation, find out all kinds of rural grassroots cadres status and the quality of the local economic development, in close connection with the under the new situation to countryside grassroots cadre's quality requirements, careful analysis of existing problems, to carry out all kinds of training. Principle of training at the same time, we must recognize the rural grassroots cadres and the age, culture based differences in large, there are certain social practice experience, contradiction of the working features, with the
purpose of "apply their knowledge, learning to get rich", set in the training courses, training and teaching organization, implementation to achieve close to practical, flexible and effective.

**Increase the Intensity of Training, do a Good Job in Rural Two Cadres and Reserve Cadres Training.**

Training is the fundamental measure to improve the quality of grassroots cadres, grassroots cadres to adjust the face to increase, more need to work closely with the training. To develop the province's rural cadre training plan, municipalities and counties to develop planning, sub level, in batches to carry out training. To prepare a unified training materials, the study of the party in the rural areas of the principles and policies, the general ideal, purpose, policy and democracy and legal education. Especially to intensify the education of the party's rural policies, so that the level of village cadres policy is obviously improved, to thoroughly study and publicize the policy, understand the policy to the full implementation of the policy to consciously, and implement the policy of non aliasing. At the same time, the organization to carry out educational activities, promote the transformation of rural cadre thought and style of work, makes the rural cadres to efforts to complete the task assigned by the upper and safeguard the interests of the masses to unify, actively and do practical things for the masses, do good. Education and training positions should be to the county two party schools and vocational education center to rely on, to Agricultural Broadcasting School and peasant technical training center, the correspondence Station for the network to achieve the training work institutionalized and standardized. Municipal Party school training township party and government leaders, training village branch secretary, village committee director and other township cadres, township party school training other village cadres and Party members. County Vocational Education Center for many years training village level cadres and reserve cadres. Rural cadres under the age of 35 learn advanced agricultural science and technology and management technology in the form of correspondence. Training methods and methods in addition to the system granted, to make full use of audio-visual education means to purchase and production of a number of high quality video, to watch. Also organized to study and study, to advanced developed areas, especially in some of the advanced counties of China to visit the village to visit, broaden their horizons, growth skills.

**To Meet the Requirements of the Development of the Times, and Constantly Update the Content of Education and Training**

In the new period of rural grassroots cadres put forward higher requirements. Therefore, the content of education and training both based on the actual situation of the rural grassroots cadres and their quality and work, closely combining the practical need of the development of the rural reform, but also focus on the future of rural economic and social development needs. Through training, the rural basic cadres in political literacy, work skills and other aspects of a significant increase.

**Update the Content of Education and Training Materials**

Teaching material is the main carrier of the students to acquire knowledge, and the times of the teaching materials can make the students get twice the result with half the effort. Training materials should be targeted, ideological, practical, advanced and so on.
Focused on Training and classification of organic combination of Training, Highlighting the Classification of Training

Concentrated training in the use of grassroots cadres relatively free time, make full use of training resources, training with the content of the common and relatively short training time (political theory training), the situation has certain advantages. Relatively long business (Professional) training is to be classified training. In the context of the cultural level, age, and the emphasis of local rural economic development, the training target is to improve the pertinence and effectiveness of training.

Universal Training and Business (Professional) Training Combined, Outstanding Business (Professional) Training.

At present, the rural economic and social development is facing many new contradictions and problems, the rural grass-roots cadres have also made higher update requirements, the task is arduous, the responsibility is significant. Contemporary rural grassroots cadres should not only have and rural work related to the theoretical knowledge and ability, but also can in some aspects of learning, with can lead the farmers to become rich go straight towards well-off ability. Therefore, we do a good job in the popularization of training but at the same time, we should be targeted to increase business (Professional) training.

Theoretical Training and Skills Training Combined with Outstanding Skills Training.

The work of rural grass-roots cadres and agricultural production are closely linked, do not understand the new knowledge of agricultural production, new technology, is unable to effectively manage, but not to lead the farmers to get rich. In strong theoretical courses such as political theory, agricultural production and management, such as basic knowledge of are necessary theoretical training at the same time, for the technology and application of strong courses such as planting, breeding and other practical technology, should strengthen the skills training. In the training time arrangement, should increase the proportion of practical technical skills training, so that students really master 2 to 1 practical technology.

References


