

Analysis on the constituent elements of competence of grassroots management cadres based on safeguarding national security

Yongkui Cai¹, and Yanni Tan^{1,*}

¹Xi'an Research Institute of Hi-tech, China.

Abstract: This article from a holistic approach to national security to the basic requirements of grassroots management cadres to maintain national security, the overall concept of national security to the basic requirements of grassroots management cadres to maintain national security, grassroots management cadres to maintain national security need to have competency, improve the grassroots cadres to maintain national security competency of several thinking to explore the elements of grassroots management cadres competency, To provide reference and reference for improving the security management ability of grassroots management cadres.

1. INTRODUCTION

A holistic approach to national security has expanded the connotation and extension of the work of safeguarding national security, and put forward new requirements for the work of safeguarding national security. As an important executor of the work of safeguarding national security, the grass-roots management cadres' competency level directly determines the implementation effect of the work of safeguarding national security. Only by making clear the competency composition of grass-roots management cadres can we have a basis in personnel selection and use, post ability improvement, task implementation and other aspects, and improve the efficiency of grass-roots safety management.

2. THE BASIC REQUIREMENTS OF THE A HOLISTIC APPROACH TO NATIONAL SECURITY FOR THE GRASS-ROOTS MANAGEMENT CADRES TO MAINTAIN NATIONAL SECURITY

2.1. Proposal and connotation of the Overall Concept of National Security

The overall concept of national security is a continuation and development of the Sinicized Marxist national security theory and is still advancing with The Times. At the 19th CPC National Congress, the concept of overall national security was written into the Party Constitution as one of the "Fourteen points" of the basic strategy for upholding and developing socialism with Chinese

characteristics in the new era, reflecting the will of the Party, the state and the people^[1].

The rich connotation of the a holistic approach to national security can be summed up in the "five elements" and the "five pairs of relations"^[2]. The "Five elements" embody the work purpose, political guarantee, material basis, key areas and common security concept of safeguarding national security. The "Five pairs of relations" stress the need to grasp the international and domestic relations, territorial and national relations, traditional and non-traditional relations, security and development, and internal relations. They serve as the basic basis and guide to action for safeguarding national security. They also cover 20 key areas, including politics, military, territory, economy, finance, culture, society, science and technology, cyber, food, ecology, resources, nuclear, overseas interests, space, deep sea, polar regions, biology, artificial intelligence and data^[3]. These key areas constitute an organic and unified national security system.

2.2. Competency requirements for community-level managerial cadres in safeguarding state security

The overall concept of national security puts forward specific requirements for grassroots management cadres to safeguard national security, which are embodied in the "Ten principles". The "Ten Adhere to" puts forward specific goals and work guidance for grassroots management cadres to safeguard national security from the aspects of fundamental guarantee, road choice, fundamental position, inevitable requirements, lifeline, main front and battleground, central task, international responsibility, fundamental means and fundamental

*634284074@qq.com

strength. Grassroots management cadres are required to meet the following competency requirements (see Table1).

Table1. Competency requirements of grassroots management cadres for safeguarding national security from the a holistic approach to national security

Elements of Competence	Description
Firm political stance	1.Upholding the Party's absolute leadership over national security work 2.Follow the path of national security with Chinese characteristics 3.Give top priority to political security 4.Take people's security as the primary purpose
Overall planning ability	1.Uphold overall development and security 2.Promote security in all areas in a coordinated way
Execution capacity	1.We will give high priority to preventing and defusing national security risks 2.Continue to modernize national security systems and capabilities 3.Advancing common international security 4.Continue to strengthen the ranks of officials for national security

3. THE COMPETENCY REQUIRED BY GRASSROOTS MANAGEMENT CADRES TO SAFEGUARD NATIONAL SECURITY

3.1.The general competence of grass-roots managerial cadres

Since McClelland put forward the concept of competency, many scholars have put forward their own interpretations of competency. Although the expressions are different, they basically agree that competency includes knowledge, skills, motivation, characteristics and other elements^[4]. In this paper, the general competency of grassroots management cadres is defined as: it refers to the characteristics of knowledge, skills, self-image, motivation, values, attitude, thinking, perception and action that are possessed by individual grassroots management cadres at work and maintained in order to achieve ideal performance, and can distinguish excellent performers from ordinary ones.

Grassroots management cadres are the people who directly contact and work with ordinary employees or clerks for a long time in an enterprise or a unit. They are the front-line managers who lead their employees or staff to implement the relevant work and complete the relevant tasks. As the so-called, above a thousand lines, below a needle, grassroots management cadres is to achieve the orderly threading of the needle, its post competency is to ensure the successful completion of the task given by the core key. Therefore, the grass-roots management cadres must do ten fingers to play the piano, consider the problem in an all-round way, carry out all aspects of the work around the central work, not only comprehensive but also highlight the key points, do

overall consideration, comprehensive balance. Through the comprehensive investigation and research of the performance of the grass-roots management cadres, we can get the general competency model of the grass-roots management cadres. (See Table 2)

Table2. General competency model of grassroots management cadres

Ability element	Description
People Management	1.Ability to interact with colleagues in a friendly way, build trust, manage relationships and gain recognition 2.Be able to properly deal with internal problems and conflicts and maintain a stable environment 3. Can effectively improve the executive force, cohesion and loyalty of the staff
Work execution	1. Do a good job as a grass-roots manager and lead the subordinates to achieve the work objectives 2. Reasonable division of labor, put forward specific requirements, and successfully complete various tasks
Communication and coordination	1.Be able to actively communicate with subordinates and understand their ideas 2.Be able to communicate with different people in different ways according to their characteristics 3.Be able to express your views and ideas clearly 4.Be aware of the big picture and be able to deal with internal and external communication problems 5. Able to guide subordinates to communicate actively and express emotions and ideas correctly
Performance management	1. Able to identify goals and lead subordinates to achieve them 2. Help subordinates to make work plans, track the progress of plans, find out performance problems and provide corresponding help and support
Selfmanagement	1. Be able to lead by example, constantly improve your knowledge and skills, and research ways to improve your productivity 2. Proactive, able to listen to others' opinions and correct problems in time 3. Good at controlling emotions, especially in adversity, can not complain and maintain positive energy 4. Able to deal with important and urgent issues correctly 5. Always maintain a full mental outlook and high attitude to deal with various tasks and challenges
Guide and assist	1.Be able to help subordinates improve their work skills 2.Able to help subordinates build confidence and develop ability improvement plans 3. Able to find and point out the problems of subordinates and provide guidance to correct them in time 4. Able to delegate appropriately

3.2.The competence of grass-roots management cadres in safeguarding national security

Combined with the actual position of grass-roots managerial cadres and the special requirements of safeguarding national security, the competency of grassroots managerial cadres in safeguarding national security should pay special attention to the following aspects:

3.2.1.they should have a firm political stance

We must always uphold the Party's absolute leadership in safeguarding national security, unswervingly follow the path of national security with Chinese characteristics, take political security as the political guarantee for safeguarding national security, take the people's security as the purpose, and always put the people first and foremost.

3.2.2.it is necessary to have national security knowledge and skills in keeping with the characteristics of the post

Only in this way can the specific objectives of safeguarding national security be more clearly defined, the subordinate personnel can be more effectively led to perform the tasks related to safeguarding national security, and the subordinate personnel can be better guided to improve their ability to safeguard national security.

3.2.3.we should be good at discovering and training a team of talents to safeguard national security

People are the main body to achieve the goals of the work, to achieve the goals of safeguarding national security, naturally can not be separated from the human factor, therefore, national security personnel is a sufficient condition to effectively realize the work of safeguarding national security. This requires that grass-roots management cadres should be good at discovering and cultivating talents to safeguard national security, strengthen investigation and training from the learning ability, overall planning ability, contingency ability to deal with emergencies, and work execution ability, guide and help out experts to do a good job in safeguarding national security work, and lay a solid intellectual foundation for the realization of the performance objectives of safeguarding national security work.

Based on the above considerations and requirements, the article preliminarily analyzes the competency model of the grass-roots management cadres to maintain national security. (See Table 3)

Table3. Competency model of grassroots management cadres in safeguarding national security

Elements of Competency	Description
Firm political stance	1. Be able to maintain a firm political direction and stand, and adhere to the Party's absolute leadership, correct

	path and political requirements 2. Be able to resolutely resist the erosion of all kinds of undesirable thoughts and various temptations
Knowledge learning	1. Be able to master rich theoretical knowledge of safeguarding national security 2. Able to master effective skills in safeguarding national security
Education management	1.Be able to establish trust with the staff, properly handle the problems and conflicts within the staff, and maintain a stable internal environment 2. Able to educate and guide subordinate staff to cultivate consciousness of consciously safeguarding national security
Task execution	1.Do a good job in safeguarding national security at the grass-roots level, and lead the subordinate personnel to achieve the goal of safeguarding national security 2.Be able to maintain key areas of national security as a whole, divide labor reasonably, and efficiently complete work tasks
Communication and coordination	1.Able to actively communicate with subordinates, understand their specific ideas on safeguarding national security, effectively communicate according to personnel characteristics, guide subordinates to actively communicate and eliminate negative emotions 2.Be able to clearly express their views and ideas on safeguarding national security, and have a sense of the overall situation
Performance management	1. Be able to clearly safeguard national security work objectives and lead subordinates to achieve the objectives 2. Help subordinate personnel to develop work plans for safeguarding national security, track and verify effectiveness, and provide assistance and support
Selfmanagement	1.Be able to set an example, constantly improve the knowledge and skills of safeguarding national security, research methods to improve work efficiency, and coordinate work scientifically and reasonably 2.Proactive in work, able to listen to others' opinions on safeguarding national security and correct problems in time 3.Good at controlling emotions, especially in adversity, can not complain, keep positive energy, always keep a full mental outlook and high attitude
Guidance and support	1.Capable of helping subordinates to improve their skills in safeguarding national security 2.Able to help subordinates to build up confidence in safeguarding national security and develop ability

	improvement plans 3. Able to find and point out the problems of subordinates in safeguarding national security work, and provide guidance to correct them in time 4. Ability to delegate moderately
--	---

4. MEASURES TO ENHANCE THE COMPETENCE OF GRASSROOTS MANAGEMENT CADRES IN SAFEGUARDING NATIONAL SECURITY

In the practical work, there are still some problems in the basic management cadres' understanding of national security in the work of safeguarding national security, such as blind areas and misunderstandings, insufficient understanding of the national security situation, limitations in the way of thinking about national security issues, insufficient ability to safeguard national security and so on. It is necessary to make more efforts in improving the competence of safeguarding national security.

4.1. Construct a scientific and reasonable competency index system

It is necessary to combine the actual position of grass-roots management cadres, carry out extensive and full investigation, sum up the requirements of ability and quality for safeguarding national security, build a scientific and reasonable competency index system, and provide theoretical support and direction guidance for grass-roots management cadres to improve their ability to safeguard national security. Help the grass-roots management cadres from the knowledge, skills, selfimage, motivation, values, attitude and thinking, perception and action^[5] and other aspects of comprehensive comparison, timely find their own shortcomings, weaknesses and gaps in order to improve the working method, improve the work performance to find the appropriate training path, and finally for the realization of the maintenance of national security work to lay a solid foundation.

4.2. Strengthen post competency performance evaluation

The purpose of post competency is to distinguish excellent from ordinary people through work performance. Therefore, to measure whether grass-roots management cadres maintain the excellent work of the country or not, it is necessary to do a good job in post performance evaluation, ensure that the evaluation standards can maintain fairness and justice, so as to highlight the real excellent^[6], so as to maximize the protection of grass-roots management cadres' enthusiasm for work. Let them always maintain full work enthusiasm and positive attitude into the work of safeguarding national security, in order to better play their work potential and intelligence, to achieve the great

rejuvenation of the Chinese nation to safeguard the national security work goal to contribute wisdom and strength.

4.3. Organize personnel training on their job ability

Organizing training is an important way to improve the grass-roots management cadres to maintain the national competency. There are many training methods, which must be targeted and targeted. It is necessary to design the training content based on the competency model, and cultivate the key competency characteristics of the specific post for the grass-roots management cadres. Enhance their ability to achieve high performance, the ability to adapt to the future environment and the training purpose of competency development potential. To design competency training, first of all, the existing competency and quality should be analyzed and evaluated, and the mismatch factors should be obtained. Second, the characteristics of managers with high competency should be defined, so as to strengthen and reinforce the weak. The third is to develop training plans and implement training. The fourth is to reassess the individual competency. Finally, a closed training loop is formed to ensure the effectiveness of competency training.

References

1. Publicity Department of the CPC Central Committee, Office of the Central State Security Commission. Study Outline of the A holistic approach to national security [M]. Learning Publishing House, People's Publishing House, 1 (2022)
2. Editorial Board of the Cadre Reader of the A holistic approach to national security. A holistic approach to national security Cadres Reader [M]. Beijing: People's Publishing House, 19 (2016)
3. Publicity Department of the CPC Central Committee, Office of the Central State Security Commission. Study Outline of the A holistic approach to national security [M]. Learning Publishing House, People's Publishing House, 8 (2022)
4. Y. Zheng, Construction and Application of the Competency Mode, [M]. China Machine Press, 172 (2013)
5. M. Clelland, Testing for Competency Rather Than Intelligence [J]. American psychologist, 101(1973)
6. H. Wang, Organization Behavior and Theroy Application, [M]. Tsinghua University Press, 2014.