

Original Paper

Study on the Targeting and Practical Path of Cultivating Young Cadres in the Party in the New Era

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Abstract

The General Secretary has gradually formed a complete theoretical system for cultivating young cadres in the course of long-term observation and reflection, the most important of which is the goal-oriented theory that puts forward clear requirements for young cadres and the specific path and methodology formed through the efforts of party organisations and young cadres, which is a rich and comprehensive theory. The goal of cultivation is a guide for the cultivation of young cadres in the new era, pointing out the direction for the Marxist party to cultivate young cadres. The General Secretary has repeatedly mentioned the standards of good cadres, which include core standards, selection standards, competence standards and service standards. As to how to achieve the cultivation goals, the General Secretary has put forward a number of practical paths encompassing both organizational cultivation and personal struggle. These contents both reflect a lineage and realize breakthrough innovations, making great contributions to the promotion of young cadres' cultivation within the Party in the new era.

Keywords

young cadres, goal-oriented, practical paths

1. Introduction

In the face of this new round of historical convergence, the key to the ability to successfully lead the people in seizing opportunities and meeting challenges is to vigorously cultivate reliable successors for the development of the Party and the country. As the saying goes, "After the political line is determined, the cadres are the deciding factor". (Liu, 2020) And young cadres as the party's reserve force, their training, not only can promote the party's organisational construction, and always keep the party's vitality; but also to ensure that the country's cause of steady progress, and maintain the country's long-term peace and security. How can the Party cultivate a high-quality youth cadre so as to make it

full of vigour, cohesion, innovation and combativeness? First of all, it is important to clarify the goal of its training.

2. Targeting the Training of Young Cadres in the Party

2.1 Adhere to the Core Standard of Always Keeping the Bottom Line

The General Secretary has repeatedly stressed that “efforts to create a loyal, clean and responsible high-quality cadre force”. (Wang, 2016) This puts forward the core requirements for the cadre force, and even more young cadres have sounded the alarm. Loyalty, refers to the party and the people loyal, to have political strength, have firm ideals and beliefs, is the primary standard of young cadres, this is the young people gallant to cadre position of the political undertone. Clean, is the bottom line of young cadres. Clean young cadres, must be bright and open, clean power, clean cadres. A young cadres can not do their own clean cadres, must be politically wavering, become a political “two-faced”, will inevitably lead to the use of power for personal gain, the pursuit of fame and fortune, and inevitably cross the political bottom line. Take charge, is the attitude of young cadres. In the face of difficulties, in the face of crisis, in the face of mistakes, dare to take responsibility, in the face of corruption, dare to fight. Loyalty is the guarantee of clean and play, clean is the premise of loyalty and play, play is the purpose of loyalty and clean, the three are a whole, but also has its inherent dialectical unity.

2.2 Adhere to the Objective and Fair Selection Criteria

Democratic recommendation is a key part of the selection and appointment of young cadres is indispensable. However, one-sided emphasis on public opinion, purely by vote to determine the winner, will promote the phenomenon of young cadres canvassing, vote-buying, and promote “only votes” of the undesirable trend. In order to achieve not only votes, first of all, young cadres should be strictly recommended entrance gate, marked young cadres recommended academic, professional, experience and other standards, to raise the threshold of recommendation. Secondly, on the basis of democratic recommendation, combined with the organisational departments, leading cadres of the recommended candidates to study, comprehensive assessment, selected both moral and excellent cadres, will get a high vote but no talent and virtue out of the people. Examination is an important form of selection and appointment of today’s young cadres, the high points of the recruitment has become a simple only points are used. To optimism the content of the examination, the examination questions and specific jobs combined, highlighting the full-time capacity of the post, and increase the proportion of the usual results, the examination of the selection of the norm. Third, not only age, optimise the cadre force is an important principle of cadre rejuvenation, which especially highlights the important role of young cadres. But cadre rejuvenation is not the same as underage, can not simply to young as the standard. To optimise the cadre age ladder, the formation of the old, middle-aged and young cadres in an orderly alternation, breaking the age of hard indicators. And dare to promote can do, do a good job, "older" young cadres, break the stability of the steps, improve the enthusiasm of cadres to do things. Fourth, not only GDP, require to improve the accuracy of the assessment of young cadres. Young cadres should

always practice the development concept of “green mountains are golden mountains”, not only GDP on heroes. In the process of assessment and evaluation, the obvious merits of economic development are captured, and the hidden merits of ecological progress are also captured. It also establishes a dynamic cadre assessment mechanism to enhance the comprehensiveness of the assessment.

2.3 Adhere to the Service Standards of Front-line Work

Young cadres must always adhere to the five standards of firm conviction, service to the people, diligence and pragmatism, boldness, integrity and honesty. Ideal belief is the fundamental standard that young cadres need to adhere to, is the first to solve the problem. “Whether Party members, especially Party leaders and cadres, have firm Marxist and communist ideals and beliefs is related to the success or failure of the cause of socialism with Chinese characteristics.” (Wang, 2019) If young cadres do not have firm ideal beliefs, they are prone to mental “calcium deficiency” and will get cartilage disease. Therefore, young cadres must bear in mind the negative materials, not to be confused by the interference of the evil winds, and always remain politically sober. The party’s purpose is to serve the people wholeheartedly, the party’s governing philosophy is people-oriented. Whether it is the revolutionary war era or the current era of construction and transition, young cadres should be the people need or not, satisfied or not, happy or not as the standard of doing things. Always think about their own relationship with the people is closer, always reflect on whether to meet the people's most direct and urgent needs. Diligence and pragmatism is the basic quality of young cadres. Young cadres should plunge down, have the courage to go down to the grassroots to examine the people's situation and public opinion, exercise their own ability, and do real work, only in this way, “only then know the hardship of the poor people's lives, only then know the work of the township cadres is not easy, and only then understand that the burden of poverty alleviation and attacking the heavy burden, and only then be able to cultivate deep feelings and flesh and blood ties with the masses”. (Zhang, 2019) But not simply like the “old bull” as hard-working, have ambitious goals, have the courage and knowledge. Dare to bear is the attitude of young cadres. Young cadres should dare to take responsibility, dare to be tough, dare to struggle. Unify thoughts and actions, do things without conditions, regardless of personal gains and losses, the principle of wanting to be an officer, can be an officer, will be an officer, do things to the end. Integrity is the political bottom line of young cadres. “Clean politics can win the trust of the people, and uphold public power can win the hearts of the people”. (Zhu, 2019) Young cadres should strictly implement the rules and regulations to maintain their own image while also purifying the party’s political ecology. In the party politics and corruption interact with the complex situation to maintain political stamina, sober understanding of the situation, set up a good image, to some of the incipient, tendency problems in a timely manner to knock on the door, dare to fight.

2.4 Adherence to the Standard of Competence for Important Tasks

The General Secretary's expectations for young cadres have progressed with the development of society. As early as 2009, the General Secretary proposed to improve the ability of young cadres to maintain stability, cope with risks and deal with the media, which was put forward under the new social

characteristics at that time. In 2015, the General Secretary emphasised the need for leading cadres to improve the four abilities of leading, planning, promoting and implementing reforms. In 2017, the General Secretary made it clear that for the Party's senior cadres, it was necessary to improve their political abilities. In 2020, the General Secretary delivered an important speech at the opening ceremony of the training course for young and middle-aged cadres at the Central Party School (National School of Administration) in the autumn semester, stressing that cadres, especially young cadres, should improve their political ability, investigation and research ability, scientific decision-making ability, reform and attacking ability, emergency response ability, mass work ability, and the ability to grasp the implementation, which shows that, with the continuous advancement of the decision to build a moderately prosperous society in all aspects, the General Secretary's requirements for the Party's cadres are also constantly improving. The main body of improving political ability is no longer the senior cadres of the Party, but also the grass-roots cadres such as young cadres. The new era is an era of great achievements, young cadres should consciously abide by strict requirements and high standards, adhere to the problem-oriented, want to be an officer, be able to be an officer, and be able to do things, and continuously improve their abilities in solving problems.

3. The Path and Method of Training Young Cadres in the Party

General Secretary attaches great importance to the cultivation of young cadres and has made important speeches on many occasions. Young cadres' party spirit cultivation, ideal beliefs, knowledge and skills, and ability to do things will not increase naturally with the passage of time, and they need successive training. "Growing up to be a good cadre depends on one's own efforts and the other on organisational training." (Sun, 2020) High-quality young cadres must be the result of two-way cultivation of themselves and organisations.

3.1 Strengthen Young Cadres' Own Construction

3.1.1 Young Cadres Should Be Firm Ideals, Cultivate Party Spirit

For young cadres, strengthening the cultivation of party spirit through educational means and persevering in firm ideals and beliefs is an important means of party cultivation. However, just as there are good and bad grades within the class, young cadres in the same environment due to their life experience, personality characteristics of the different party organisations to cultivate the effect is not the same. But in the final analysis, the fundamental factor in the cultivation of young cadres' party spirit and ideals is themselves. Only through their own struggle, in order to achieve the party nature, ideals can be both into the brain and into the heart, in order to achieve the transformation from the temporary moving to eternal faith, in order to the party and the people's cause of the emotional identity into a lifelong habits of behaviour. Young cadres should take the initiative to transform their subjective world, enrich their knowledge reserves, improve their professional skills, and seriously study the classic works of Marxism, not to mention the theoretical system of socialism with Chinese characteristics.

They should strengthen the study of the "Four Histories", grasp the objective laws through history,

learn from the wisdom of predecessors, and purify the red gene through the study of classic characters and events, so as to continuously enhance the national identity and strengthen the cultivation of party spirit. The study of the “four histories” should become an important tool for promoting the normalisation and institutionalisation of education in ideals and beliefs, as the basis for the establishment of the system of “not forgetting the original intention and keeping the mission in mind”, as an eternal subject for strengthening the construction of the Party, and as a lifelong subject for all Party members and cadres, to form a “permanent mechanism” (Liu, 2020). Permanent mechanism (Chen, 2019)

3.1.2 Young Cadres Should Strengthen Their Professionalism and Enhance Their Abilities

The fact that young cadres are selected and appointed is a manifestation of their ability to be proved. But history is always in the continuous problem solving in the forward, young cadres only continue to strengthen professional skills, improve all kinds of ability, in order to ensure that always competent work, in the risk of challenges as, in the crisis in the emergence of a bear.

Young cadres should constantly enrich their professional knowledge, strengthen their professional skills and become skilled in professional work. Actively participate in all kinds of thematic training organised by the party, targeted to make up for the knowledge gap of young cadres, make up for the short board of knowledge, optimise the knowledge structure. And take the initiative to ask the old cadres for advice, according to the characteristics of the post to improve professional skills, to clear the blind spot of experience.

Young cadres should have superior leadership ability, which refers to the ability to achieve a certain goal through the allocation of resources and mutual cooperation with colleagues within their own terms of reference, so as to get the maximum return with the least effort. This kind of leadership is a comprehensive ability, fundamentally an ability to analyse and solve problems and deal with complex conflicts. In today's complex domestic and international situation, young cadres should have high requirements for themselves, endeavour to pursue all-round development, focus on improving their political ability, investigation and research ability, scientific decision-making ability, reform and attacking ability, emergency response ability, mass work ability and the ability to grasp the implementation, so as to effectively shoulder the responsibilities and missions entrusted by the Party and the people.

3.1.3 Young Cadres Should Practise and Strengthen Their Skills

Because young cadres have not experienced the baptism of the revolutionary war era, compared with the older generation, most of the work experience is single, lack of grass-roots experience and the shortcomings of a difficult and complex environment. However, there is no shortcut in the stage of their growth and development, and they can only enhance their skills by enduring the wind and waves. Young cadres should take the initiative to exercise at the grassroots level, and take the hot practice as the most vivid classroom of their career. The party leads the people in revolution, reform and construction, young cadres should stand in the front line of the wind and waves. To the hard conditions,

complex environment, do the heavy task, challenging work. In the hard work of the post to undergo training, in the climbing and rolling in the metamorphosis. Practice produces true knowledge, only to go to the grassroots practice, young cadres can understand what the people really need, in order to find the direction of their own work, set goals; practice produces talent, only to go to the grassroots practice, in order to have the ability to meet the needs of the people, to achieve the goal.

It is necessary to continuously improve a series of systems for young cadres to work at the grassroots level, and to scale up, organise, periodise and order the system. On the one hand, it is necessary to promote young cadres to go to the grassroots, and effectively guarantee that they really go to the front line of the work, and really undergo hardship and danger, so as to really enhance their skills, and not to go to the grassroots as a formality and a show. The grassroots should be targeted, the more potential for excellent young cadres, the more they have to undergo grass-roots refinement, the more capable young cadres, the more they have to experience major emergencies. On the other hand, we should pay attention to the selection of outstanding young cadres at the grassroots level, and take the grassroots as an important position for selecting outstanding cadres, so as to encourage young cadres to go to the grassroots. Form a virtuous circle of cadres training at the grassroots level and selecting cadres at the grassroots level.

3.2 Strengthening the Organisational Training of Young Cadres

3.2.1 Improve the Mechanism of Selecting and Appointing Young Cadres

The selection and appointment of young cadres is related to the development of the Party and the country. If the selection and appointment are not reasonable, there will be many problems in the young cadres. At present, most of the young cadres have higher education, knowledge, but insufficient political ability, loyalty to the party is not hard problem; there is a broad vision, active thinking, but dealing with the problem, the implementation of the problem of insufficient capacity; there is also a quick success is not practical, the actual work away from the masses of the problem; there is a structural shortage, the lack of reserve problems.

Turning selection and appointment into an organised and planned systematic project is crucial to improving the quality of young cadres. Firstly, the selection of young cadres should broaden the sources, enlarge the vision to all regions of the country, and deal with the appointment and introduction of young cadres. Do a good job of cross-industry selection, breaking the boundaries of the industry, focusing on both virtue and talent, moral first employment standards. It also focuses on the selection and appointment of young cadres at the grass-roots level, improves the election system of grass-roots party organisations, and truly absorbs outstanding young cadres who have undergone grass-roots training. It also solves the problem of cadre reserve to ensure that the cadre force has sufficient reserve. Secondly, optimise the structure of the existing young cadres, abandon the previous erroneous idea that only age is the only consideration, and boldly appoint older cadres with excellent abilities. Focusing on the organic composition of the cadres' age and experience, forming a virtuous cycle of orderly connection between the old, the middle-aged and the young, and "bringing up the young with the old"

in terms of work, so as to quickly help the young cadres to grow up. Finally, improve the selection method." The Communist Party's cadre policy should be based on whether they can resolutely carry out the Party's line, obey the Party's discipline, have close contact with the masses, have the ability to work independently, be active and willing to work, and do not seek self-interest as the criterion, which is the line of 'appointing people on the basis of merit.'" (Chen & Lin, 2019) Once again, when selecting and appointing young cadres, the score and the number of votes are no longer used as the only criteria for selection, and virtue, ideals and beliefs, party spirit and sense of purpose are also used as selection criteria. To improve competitive selection, candidates are recommended by the party group and democratically elected, and differential selection is carried out throughout the whole process of competition, so as to purify the order of competition and form healthy competition. Efforts are being made to improve the quality of young cadres.

3.2.2 Insisting on the Mechanism of Eliminating the Inferior and Superior Young Cadres

The phenomenon of young cadres' training "only up but not down" is the root cause of the wrong thinking that leads to the formation of more or less of the same, more or less wrong, less wrong, not good. Smooth young cadres can go up and down the channel, enhance the mobility of cadres, the formation of a healthy mechanism of survival of the fittest, not only can give young cadres to sound the alarm, and at all times to discipline themselves. It can also improve the young cadres to really do the work, motivate their enthusiasm for entrepreneurship.

Strictly handle the entrance of young cadres "on", accurately set the assessment indicators, improve the accuracy of young cadres assessment, scientific, adhere to the principle of fair and impartial assessment. The implementation of reward and punishment mechanism, to ensure that the performance, punishment and full transparency, so that the "on" cadres "bring their own" persuasive, to ensure that the youth cadres unity and not infighting.

Ease the exit of "down". Entering the new era, the party's construction to form a new overall layout. That is: "comprehensively promote the party's political construction, ideological construction, organisational construction, style construction, discipline construction, the system construction throughout, in-depth promotion of the fight against corruption", both on the construction, but also on the fight. Adept at the use of the "four forms", so that young cadres red face sweat become the norm, and timely transformation of young cadres misconceptions, awareness-raising. The disciplinary treatment of precision, to ensure that young cadres in violation of discipline organisational positions downward, major job adjustments to do a detailed and practical. Neglect of the party's purpose, stand in opposition to the people, political determination is not strong, not loyal to the party, corruption, endangering the cause of the party and the people, should be removed from the party in a timely manner. Only by strictly controlling the entrance of "up" and unimpeded exit of "down", and enhancing the mobility of young cadres, can we guarantee the advancement and purity of the cadre force.

3.2.3 Improve the Management and Supervision System of Young Cadres

“Strict organisational discipline is the basic condition for victory over the bourgeoisie, and is the manifestation of the fighting power of the proletarian party.” (Lang, 2020) Excellent young cadres are elected, but also managed. Study the spirit of the General Secretary's important speech, improve the various systems for the management and supervision of young cadres, and insist on tightening the cage of the system, so as to provide a powerful weapon for the strict management and supervision of young cadres.

First of all, strengthen the daily management and supervision of young cadres, improve the preventive mechanism. Strengthen the departmental policies and rules of the propaganda, through the surrounding cases to comply with the discipline into the mind and heart. Implementation of management and supervision rules, strengthen the daily inspection patrol, strengthen the young cadres talk to talk to the young cadres, to which the incipient, tendency problems in a timely manner pulling the sleeve and biting the ear, the appropriate use of disciplinary organs, for the incipient, tendency problems supervision and rectification, where timely rectification of the non-accountability of any rectification is ineffective in the serious handling of the rectification. Do early discovery, early reminder, early correction.

Secondly, open the door of management and supervision, so that the joint supervision of various departments, the formation of young cadres management and supervision network, smooth internal departmental coordination, and strengthen the organisation, discipline inspection and supervision and other departments of the information channels between the timely grasp of young cadres in the work and even life in the economy, honesty and other aspects of information. It also expands supervision channels and enlarges the scope of supervision, allowing the people to participate in management and supervision. Through the establishment of special management and supervision window, the use of new media, the Internet and other measures to ensure that the people have a reasonable letter and report channels, so that the people dare to supervise, can supervise, supervise effectively, so that the power to really run under the sun.

Finally, the management and supervision of young cadres should be long-term planning. The cause of socialism with Chinese characteristics in the new era requires the successive struggles of one generation after another, and requires one generation after another of young cadres to make extraordinary achievements in ordinary positions. From the perspective of its growth pattern, the management and supervision of young cadres need long-term planning, throughout their careers, management and supervision as a “long-term”, so that the supervision gradually become the habits of young cadres, the real party discipline and the state law into the mind, to do so in the heart of the precepts.

3.2.4 Innovative Mechanism for Promotion of Young Cadres

There are many “invisible” steps in the promotion process of young cadres, and such “invisible” steps are “conventions” in the unreasonable selection process, which in summary include. The seniority type

of steps and in accordance with the practice type of fixed thinking steps. In the promotion process, the seniority-based thinking that young cadres do not have seniority, inexperience, can not be given a heavy responsibility. The customary fixed thinking including academic threshold, gender discrimination, etc., in the promotion process, the diploma is an important basis for promotion, but the lack of a diploma will lose the opportunity to promote the phenomenon of “only education” is not uncommon. In the process of promoting cadres, although there are no explicit regulations, there is also the phenomenon of “favouring men over women”, believing that female cadres do not have an advantage in terms of ability.

In order to break the “invisible” steps, a general idea is to innovate the system mechanism of promotion, “promotion is to broaden the channels for outstanding young cadres to stand out, to break the seniority, balance of care to provide institutional safeguards, to optimize the structure of the leadership team, to achieve the cadres of the old and new replacement reserve talents.” (Lang, 2020) A general idea is to make the promotion process and results transparent and open, making them visible. One should break the traditional concept of age and experience, although the older the more experience, but in terms of job duties, rich experience is not always useful. Especially for the new era of grassroots work in an innovative way, young people are often more competent. Secondly, we should be open and transparent promotion of the reasons, rules, improve the system of promotion, through the system, the “invisible” steps to show. Change “only seniority”, “only education” into “only ability”, for the ability to strong, skillful young cadres dare to break the stability of the steps, to solve the “ceiling”, “the ceiling”, “the ceiling”. The “ceiling” problem and promotion. But not the same as out of character, promotion should be based on the rules, in accordance with the system, the promotion of cadres themselves need to convince the public, otherwise the promotion of cadres will become a source of water, not only unfavourable to themselves, but also harmful to the collective.

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