

基于 MCGC-SEW 的学员队模拟骨干任职能力评价研究

摘 要

强军之道，要在得人。随着深化改革步伐的推进，部队对高素质人才的需求也日益迫切。2019年11月27日，中央军委主席习近平同志出席全军院校长集训开班式，向全军发出了深化军事院校改革和人才强军战略的伟大号召。主席在开班式上的讲话解决了新时期军队院校“培养什么人、怎样培养人、为谁培养人”的三个根本性问题，为院校下一步发展指明方向。武警院校的职责是为基层培养“能打仗、打胜仗”的合格人才，是初级指挥员岗前培训的摇篮，地位重要，职责重大，关乎基层一线带兵人的成长成才，关系强军梦建设全局。研究院校学员队模拟骨干任职能力及评价问题，对于终将步入初级指挥员行列的学员自身成长成才和自我管理工作、院校学员队的建设与发展工作、甚至整个武警部队军事人才培养活动来说具有不可低估的意义和作用。

本文简明阐述了学员队模拟骨干、任职能力的概念并针对任职现状展开原因分析，结合能力评价的基本原理和方法及学员队骨干的实际情况，构建了学员队模拟骨干任职能力评价指标体系。运用基于 MCGC-SEW 的学员队模拟骨干任职能力评价方法，解决了当前部队评价体系中存在大量定性评语且对定性评语的模糊性方面处理不够合理的现实情况，使得评价结论更加客观实际。并以某学院学员队为例，抽取模拟骨干，运用本文指标体系和 MCGC-SEW 评价法对样本任职能力进行分析，对该方法的科学性与准确性进行检验。

通过实例检验，本文构建的学员队模拟骨干任职能力评价指标体系和基于 MCGC-SEW 的学员队模拟骨干任职能力评价方法具有实用意义，从实例评价结果分析可以看出目前模拟骨干存在的现实问题，本文也分别针对多个层面给出了作者的意见建议，对提升学员第一任职能力有一定参考价值。

关键词：学员队 模拟骨干任职能力 评价指标体系 云重心评价法 结构熵权

ABSTRACT

The way to be strong is to win people. As the pace of deepening reforms advances, the army's demand for high-quality talents is becoming increasingly urgent. On November 27, 2019, Comrade Xi Jinping, Chairman of the Central Military Commission, attended the opening ceremony of the military military academies and issued a great call to the military to deepen the reform of military academies and the strategy of strengthening the military with talents. The chairman's speech at the opening ceremony solved the three fundamental problems of "who to train, how to train, and for whom" in military colleges and universities in the new era, and pointed out the direction for the next development of colleges and universities. The duty of the Armed Police Academy is to train qualified personnel who can "fight and win wars" for the grassroots. It is the cradle of pre-job training for junior commanders. The position is important and the responsibility is important. Building the overall picture. Research the cadet team 's ability to simulate key positions and evaluate issues. For the students who will eventually enter the ranks of junior commanders, they will become talents and self-management work, the construction and development of the school 's team, and even the military personnel training activities of the entire armed police force It has significance and role that cannot be underestimated.

This article briefly expounds the concept of the team 's simulated backbone and the ability to serve, and analyzes the reasons for the current status of the position. Combining the basic principles and methods of capacity evaluation and the actual situation of the team 's backbone, the index system of the team 's simulated backbone 's ability to serve is constructed. Using the MCGC-SEW-based trainee team's simulated key post competence evaluation method, it solves the reality that there are a large number of qualitative comments in the current army evaluation system and the ambiguity of qualitative comments is not reasonably handled, making the evaluation conclusion more objective and practical. Taking the trainee team of a certain college as an example, the simulated backbones were selected, the index system and MCGC-SEW

evaluation method of this article were used to analyze the sample's ability to serve, and the scientificity and accuracy of the method were tested.

Through the example test, the evaluation index system of the trainee team's simulated backbone competency and the evaluation method of the trainee team's simulated backbone competency based on MCGC-SEW have practical significance. From the analysis of the example evaluation results, we can see the current practical problems of the simulated backbone, This article also gives the author's opinions and suggestions for multiple levels, which has a certain reference value for improving the students' first service ability.

Key Words: Cadet Team, Simulate backbone postability , Evaluation Index System, MCGC, SEW

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