

Research on the Current Status and Countermeasures of Financial Management Personnel's Competency in Aerospace Force

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ABSTRACT

With the deepening of military reform and the reform of military expenditure management system, the financial management of the aerospace force is gradually moving towards standardization, and the development of financial construction is constantly improving. However, through investigation and research, it has been found that there are still certain problems in the development of the financial talent team construction in the aerospace force, especially the competency of financial personnel, such as weak basic abilities, low professional theoretical level, poor awareness of business risks, vulnerable professional ethics, and inferior talent team construction. These problems have directly and indirectly affected the overall level of financial management in the aerospace force, and have had a negative impact on the construction and development of the aerospace force. This article analyzes the competency issues of financial personnel in the aerospace forces and explores measures to solve the problems, in order to effectively improve the competency of financial personnel in the aerospace force.

Keywords: Aerospace force, Financial management personnel, Competency.

1. INTRODUCTION

With the deepening of the reform of the military expenditure management system, a new funding guarantee mechanism system has gradually taken shape, a new financial management system and order have gradually become standardized, and all financial management work in the military has been continuously improving. The aerospace force is force engaged in military aerospace and other related tasks, and is an important component of China's national defense forces. To successfully complete various military action tasks, financial personnel at all levels of the aerospace force need to effectively provide financial services and support. Through research, it has been found that there are still some problems in the financial management of the aerospace force, such as inadequate implementation of institutional regulations, non-standard business order, unclear business processes, false reporting of funds, multiple false claims, and incorrect payments. The formation of the above problems objectively and directly reflects that there are still certain contradictions in the competency of

financial personnel in the aerospace force, which require in-depth analysis and research to solve.

2. ANALYSIS OF COMPETENCY RELATED CONCEPTS

The concept of "competency" was first formally proposed by Professor McClelland of Harvard University in 1973. He believed that competency refers to the deep personal characteristics that can distinguish outstanding achievers from mediocre individuals in a job. It can be motivation, traits, self-image, attitude or values, knowledge in a certain field Any individual characteristic that can be reliably measured or counted, such as cognitive or behavioral skills, and can significantly distinguish excellent from general performance. Spencer (1993) believed that competency is an individual's underlying characteristic associated with effective or excellent job performance, which includes five levels: knowledge, skills, self-concept, traits, and motivation. Zhong Lifeng and Shi Kan (2003) believed that competency refers to the potential and lasting behavioral characteristics of an

individual that distinguish outstanding and average performers in a certain position.

By summarizing the above concepts, it can be concluded that the competency of financial personnel refers to their ability to complete their financial work and the degree of effectiveness in achieving financial work tasks according to predetermined goals. The authors of this article believe that in order to meet the competency of financial personnel in the aerospace force, the following achievements need to be achieved: the first is to effectively ensure the successful completion of space missions and precise and efficient funding support; the second is to be proficient in various financial regulations and policies, be skilled in business, and have outstanding abilities; The third is to have good financial professional ethics, integrity, and excellent work style; The fourth is to successfully complete the tasks assigned by leaders and superiors, with significant results and excellent performance.

3. CURRENT STATUS OF COMPETENCY OF FINANCIAL PERSONNEL IN THE AEROSPACE FORCE

3.1 Weak Basic Abilities and Qualities

Basic abilities mainly refer to the level of mastery of some basic knowledge related to financial work involved in financial work, including: thinking and planning, communication and coordination, requesting reports, organizing meetings and training, drafting document plans, and so on. Through research, it has been found that financial personnel in the aerospace force, especially those at the grassroots level, generally have weak basic abilities and qualities, which are reflected in: Firstly, the position of management is not high, and some financial personnel focus on daily business work without taking a global perspective. As the "red butler" of the unit's party committee's financial management, the role of staff assistants is not obvious; Secondly, the ability to handle documents, meetings, and affairs needs to be improved. Financial work is a service guarantee work that requires communication with superiors, subordinates, and public institutions. The ability to handle affairs is essential. Financial personnel in

the aerospace force generally have shortcomings in this regard, such as insufficient thinking ability, weak writing skills, untimely horizontal communication and coordination, and lack of initiative in vertical request and reporting, resulting in passive work; Thirdly, the level of refined management is not high, and the style of "strict, accurate, fast, detailed, and practical" is not firmly established. The management is extensive, and the style is floating, resulting in frequent work errors.

3.2 Low Professional Theoretical Level

There are many and complex types of policies and regulations in financial management work, and various rules and regulations are updated alternately. There are a wide variety of business types, and a high degree of refined management requires financial management personnel to master policies, answer questions, and solve problems. However, in recent years, the financial personnel of the aerospace force have changed frequently, and most experienced comrades have retired and left their posts without any source of growth cadres. They can only rely on business transfer, new civilian recruitment, and recruitment of military officers to supplement their positions. Some units can only have sergeants serve as accountants, and new financial personnel are basically starting from scratch. They have not undergone professional and systematic business training, and their work time in financial business is short, often learning while working. Errors are inevitable in handling specific business processes, and auditing is difficult, leading to frequent financial management issues. Therefore, some financial personnel in the aerospace force generally have weak professional abilities and qualities, and there is still a significant gap between their business knowledge reserves and job requirements. The lack of professional competence greatly affects the competency of financial personnel, and this issue requires in-depth thinking and resolution.

3.3 Lack of Risk Awareness in Business Management

Since the 18th National Congress of the Communist Party of China, the aerospace force has generally undergone special inspections such as inspections, disciplinary inspections, audits, and secret investigations from higher authorities, and

has organized a series of rectification activities in the logistics industry, including rectification and financial special inspections and governance. Relevant financial inspection and governance activities have been carried out one after another, with each round being stricter than the previous round. Financial personnel, as the staff assistants of the Party committee leaders in managing finances and the "gatekeepers" of units who spend money to handle affairs, have always been at the forefront of financial management decision-making, playing a role in ensuring directional control. They are at the forefront of the storm, like walking on thin ice, and if they fail to fulfill their duties properly, it will bring great financial management risks. Especially for leaders and business departments at all levels, when encountering financial and economic policy issues that cannot be accurately grasped, they will first consult financial personnel. However, due to some system regulations that are not precise enough, it is difficult to grasp the policy boundaries at the moment. Some financial personnel have a weakened awareness of business management risks, lack reverence in their hearts, and lack in-depth understanding of financial rules and regulations. In daily business, policies are not grasped accurately and blindly responded to, business processing is not standardized and accurate enough, and there are deviations in system execution. They accidentally "dig holes" for themselves, causing various business problems to emerge one after another. Sometimes problems are only discovered during inspections by superiors, and in the end, efforts have to be made to rectify them, causing passive management in the unit.

3.4 Vulnerable Professional Ethics and Conduct

Through research, it was found that most of the financial personnel in the aerospace force lack professional experience and need to be strengthened in their financial professional ethics, mainly manifested in: Firstly, there is a lack of professional dedication. Some financial personnel lack the concept of financial professional ethics in their thinking, lack the pursuit of professional ideals, and are plagued by the thoughts of "drawing water" and "lying flat". They lack ambition and initiative, leading to a weakened sense of progress and a mediocre work environment, resulting in various violations of regulations; Secondly, there is

a lack of awareness of laws and regulations. Some financial personnel do not have a deep understanding of the system and regulations, do not implement them, and have a vague understanding of professional ethics. Even, some financial personnel intentionally forge, alter, conceal, or damage financial information, engage in self theft, embezzle and misappropriate public funds through their positions, and ultimately end up in prison; Thirdly, there is a lack of professional ethics education, and various levels and units do not attach enough importance to professional ethics education. In financial training or daily learning activities of grassroots troops, there is more learning in financial policies, regulations, and systems, and less professional ethics education for personnel, resulting in a weakening of the professional ethics of financial personnel.

3.5 Inferior Construction of Talent Team

With the adjustment of management guarantee mode and the continuous promotion of policy and regulatory system reform, the structure and composition of financial professionals in the aerospace force have undergone significant changes, bringing new challenges to the construction of the financial team, mainly manifested in: the first is severe personnel turnover. Due to factors such as job positions and adjustments in cadre policies, the training speed of financial cadres cannot keep up with the turnover speed. Many financial institutions in units have personnel who have switched jobs, especially experienced and high-level veteran comrades who have been "retired" or "transferred". The phenomenon of talent turnover is very serious, and even some financial department heads in units have been vacant for a long time. Financial work can only be temporarily replaced by non-professional personnel on secondment, or by non-financial professional sergeants; Secondly, there is an imbalance in the structural proportion. Currently, brigade level units allocate an average of 2 financial personnel, and an additional 1 sergeant cashier. Some units even only have civilian or soldier financial positions, and the current financial cadres are inexperienced and the personnel hierarchy is not entirely reasonable; Thirdly, the promotion path is narrow. Financial cadres are limited by their profession, have limited communication channels, and face difficulties in changing careers. Their job promotion is relatively

slow, especially in grassroots units, where they are limited by unit level and staffing positions. After several years of training and training, most financial cadres have just adapted their abilities and qualities to meet the requirements of their positions, but they also face the challenge of being transferred to civilian work, making talent retention even more difficult.

4. WAYS TO IMPROVE THE COMPETENCY OF FINANCIAL PERSONNEL IN AEROSPACE FORCE

4.1 Strengthening Business Learning and Training to Effectively Improve Abilities and Qualities

In response to the reality of new composition, poor ability and quality, and weak business risk awareness of financial personnel in the aerospace force, party committees at all levels should attach great importance and take multiple measures to solve the issues, mainly strengthening them from the following aspects: the first is to establish a regular learning mechanism, regularly organize financial personnel to conduct business learning and training, especially in terms of business processing processes and practical operations, and regularly conduct Q&A to ensure specific problems are solved; the second is to establish a personnel exchange and assistance mechanism, organize exchanges and learning among units at the same level, and link superiors to subordinates for point-to-point assistance, effectively solving common daily problems and striving to improve personnel's business processing ability; the third is to strengthen supervision and inspection. All levels of government should organize regular inspections and guidance according to plan, sort out the list of business problems, carry out a network style inspection and inventory, adhere to problem orientation to promote ability generation, gradually promote financial management problems to zero and see the bottom, and continuously improve the standardization level of grassroots finance.

4.2 Enhancing Risk Management Awareness and Effectively Regulating Business Order

Military financial management has strong policy orientation, multiple business types, and complex management processes. Without good risk prevention and control, it is easy to encounter various problems. As financial personnel, it is necessary to consciously establish risk awareness and strengthen risk control, mainly achieving the following points: the first is to always maintain a high level of vigilance, anticipate and prevent various risks that may arise in daily financial management, keep a keen risk awareness, and promptly identify and solve problems; the second is to proficiently master various financial policies, regulations, and systems, deeply interpret policy details and key points, establish financial management risk points, and carry out targeted risk identification, effectively identify risk hazards, and vigorously solve them; the third is to actively communicate and coordinate with the public sector, strengthen information exchange and sharing, and timely grasp the relevant situation of the construction of business tasks, in order to provide information support for various financial decisions. Through the above measures, in terms of personnel competency, the risk of financial business management will be reduced, and the effective standardization of financial business order will be promoted.

4.3 Improving Professional Ethics Education and Forging a Clean and Upright Character

Professional ethics literacy is an important factor that affects the competency of financial personnel. The aerospace force should establish and improve the professional ethics education system for financial personnel, continuously strengthen the professional ethics education of financial personnel, and enable them to establish a correct outlook on life, world, and values, abide by laws and regulations, and abide by professional ethics. The main approach is to start from the following aspects: the first is to actively strengthen ideological education, stimulate the entrepreneurial motivation of financial personnel, based on reality, strengthen educational guidance, continuously strengthen ideological and political education and professional

ethics education for financial personnel, promote financial personnel to fully recognize the important responsibility of being the leader of the party committee in financial management, fully recognize the leading role of financial resource allocation in logistics management, and fully recognize the important significance of financial management in the source governance of work style construction; the second is to strengthen the daily management of financial personnel, regularly understand their ideological dynamics, solve their practical difficulties, and ensure ideological stability; the third is to encourage financial personnel to consciously strengthen their learning, improve their business abilities, actively provide suggestions and suggestions for the party committee's financial management, and enhance their sense of achievement, self-worth realization, and honor. Through the above measures and methods, it is possible to effectively correct the cognitive biases of a small number of personnel, relieve mental pressure, stimulate enthusiasm and vitality, ensure the healthy and orderly development of financial work, and continuously improve financial management.

4.4 Establishing Incentive and Error Correction Mechanisms and Creating a Good Atmosphere and Environment

A good working atmosphere can effectively stimulate the motivation of entrepreneurial officers and continuously improve the competency of financial personnel. Therefore, leaders at all levels of the aerospace force should care for and cherish financial cadres, actively support and encourage those financial cadres who are diligent, hardworking, loyal, and honest in their work, and dare to take on responsibilities, encouraging them to dare to do more work. It is necessary to vigorously promote comrades who are brave enough to shoulder heavy responsibilities and solve difficult problems; When faced with problems, if one would avoid them and give in when faced with difficulties, the person should be harshly criticized. At the same time, it is also necessary to establish a fault-tolerant and error correction mechanism. For comrades who make mistakes in their work due to non subjective reasons and fail to achieve satisfactory results, they should actively guide and teach methods to help continuously grow and progress. By inspiring and rewarding the good and

punishing the bad through role models, there is a must to establish a correct employment orientation, prevent honest people from losing out, and create a good atmosphere where those who want to do things have opportunities, those who can do things have a stage, and those who can do things have status. There is also a must to adopt various forms such as job training, martial arts competitions, business training, and educational upgrading to create conditions and build platforms for cultivating financial cadres.

4.5 Strengthening the Construction of the Financial Team and Improving the Talent Training Mechanism

Establishing a sound mechanism for cultivating financial talent can effectively solve the problem of development channels for financial personnel and promote the improvement of their competency. Party committees and personnel departments at all levels should pay close attention to the problem of limited sources of financial cadres and difficulties in finding a way out, and make great efforts to solve it. By widely recruiting graduates from local universities majoring in finance and economics, financial growth cadres from military academies, and pre-employment training for financial personnel transferred to other industries, it is aimed to enrich the financial positions and solve the problem of sourcing. There is a necessity to appropriately increase the staffing of technical positions, broaden communication channels, create conditions for the growth and progress of financial cadres, eliminate personal growth and progress concerns, and enhance confidence and motivation for the future development of the financial industry. At the same time, party committee leaders at all levels should care for and cherish financial cadres, carefully plan the development path of financial personnel, draw development blueprints, provide development platforms for them, and strive to solve their future concerns.

5. CONCLUSION

In summary, solving the problem of the competency of financial personnel in the aerospace force is of great practical significance for improving the level of financial standardization construction and providing reliable funding support for the preparation of the aerospace force for war.

Especially at present, there are many problems with the competency of financial personnel in the aerospace force, and practical and effective measures need to be taken at all levels to solve them. Through a series of measures such as strengthening business learning and training, enhancing risk control awareness, improving professional ethics education, establishing incentive and error correction mechanisms, and strengthening talent team construction, efforts should be made to enhance the competency of financial personnel in the aerospace force, ensuring that new breakthroughs are made in the high-quality development of the aerospace force.

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