



Study on Cadet Management in Military Academies from the Perspective of Honor Incentive

Bo Zhang*, Xiaohong Ma

College of Information and Communication, National University of Defense Technology, Wuhan, Hubei, China

*6059018@qq.com

Abstract. How to make good use of honor incentive to improve the effect of education is a major issue facing the military academy education. This paper discusses the internal management mechanism of honor incentive, analyzes the current situation of cadet management in military academies from the perspective of honor incentive, and puts forward the basic path to strengthen cadet management in military academies.

Keywords: honor incentive; cadet; management.

1 Introduction

Military academy education is an incubator for the growth of new military talents. The continuous deepening of military adjustment, reform and transformation has put forward new requirements and challenges to the management of military academy students. Honor plays an important role in cadet management by virtue of its strong internal motivation, Only by making good use of honor incentive to improve the education effect and building a cadet honor management system that ADAPTS to the requirements of the development of The Times can we strengthen and improve the management level of the military academy, constantly stimulate the professional spirit, dedication and fighting spirit of the cadets, and output new military talents for the army to adapt to the conditions of information technology.

2 Deeply Understand the Internal Management Mechanism of Honor Incentive

Honor comes into being with the society, and directly acts on the spiritual level of people, and realizes the driving effect from the inside out. The response generated by the honor drive is called honor feedback. Different driving forces correspond to different feedback effects, and corresponding feedback levels are also generated. Under the condition that the objective facts do not change, if the positive feedback can be

strengthened to the maximum extent, then the driven individuals will naturally be easier to develop upward.

2.1 The Managerial Role of Honor

Honor realizes its effect on people through spiritual encouragement and restriction, honor management has three main aspects:

2.1.1 Reinforcement.

Through the positive incentive, strengthen the individual's behavioral motivation. Stimulating the sense of honor can maintain a strong pursuit of honor and strong will-power, and improve personal initiative and action execution.

2.1.2 Correction.

Self-negation of negative honor behaviors, establishment of correct honor standards, recognition of honor and shame, and self-correction of "shame" in behaviors and thoughts.

2.1.3 Norms.

By strengthening and solidifying honor, promote the strengthening and cohesion of individual thoughts and behaviors, and establish the concept of honor standards. Make individual values and behavior orientation conform to norms.

From the perspective of management mode, the management function of honor can realize the expansion of management mode. The emotional experience triggered by honor makes individuals have the consciousness and initiative of self-management. Honor management has the style of moral management and the attribute of mass participation, which realizes group management and makes it possible for everyone to participate in management.^[1]

Therefore, the management function of honor is very wide, and can play a role in promoting and inhibiting individual thoughts and behaviors. The management of honor can be implemented in society and individuals, and can also act on discipline. It has the function of clear direction to the organization and the function of extensive and profound management.

2.2 The Management Mechanism of Honor

According to American psychologist John Watson's "stimulus-response" ("S-R") theory, complex behavior is formed by a series of simple responses, and the key to the connection is that the kinesthetic stimulus generated by the first response becomes the conditioned stimulus of the subsequent response.^[2] From this, we can conclude that honor events are finally reflected as honor actions by honor feedback under the role of honor view.

To explore the operation mode of honor on people is to generate stimulation when individual honor events match each other. Honor is caused by the stimulation of individual emotional experience, and then through individual emotional feedback, it becomes honor consciousness after rational processing, so as to guide oneself to take honor actions. This is the basic law of honor function. The essence of honor incentive is to generate honor stimulus by setting up honor events, and to make behavior in line with management expectation under the traction of honor view. Such honor events are usually intentional honor adjustments, such as honor measures or honor evaluations. The final honor action refers to the individual's behavioral response under the influence of the previous stimulus, which can be the change of honor concept and other aspects, or it can involve specific behavior.

To sum up, the focus of honor motivation is to make reasonable design of honor events and to encourage individuals to make conscious honor behavior. Therefore, honor management needs to design honor systematically according to the physiological and psychological characteristics of individuals and the goal requirements of the management organization, so that the honor behavior of individuals can develop towards the purpose of managing the organization.

3 Current Cadet Management from the Perspective of Honor Incentive

The management of cadet units in the military academies has achieved significant results, but as the post-00 generation gradually becomes the main force of cadets, their distinct personality traits and era characteristics also pose new requirements and challenges to the current honor incentive mechanism of the cadet units.

3.1 The Lack of Source Power forms the Idea of "Putting Rotten"

In the final analysis, "laying down" thoughts is a means of escaping from reality after inner expectations cannot be achieved. There are two main reasons: first, the psychological gap caused by unclear understanding. Take a military school a cadet team as an example, before enlistment, most of them came to the military school with the dream of a strong army with science and technology, because of the lack of knowledge and understanding of the army, it is difficult to adapt to the centralized and unified, serious and tense life, resulting in a larger psychological gap, and eventually to drop out and retire. The second is to pay more attention to competition and less attention to progress. Military school students are the best from the army of millions of college entrance examination. Come to the university, the same stage competition: than learning, than training, than style. In the competition, there must be successively, and the students who have been ranked behind for a long time are prone to "put rotten" ideas.

In management by objectives theory there is such a formula: Management by objectives = clear goals * measurable action strategies * (motivation-resistance).^[3] When you set realistic goals and use the right methods, inner motivation becomes the key to

achieving them. At present, the lack of source power has become the biggest reason for the horizontal "pendulum rotten" thought.

3.2 The Imperfect Evaluation and Incentive System Promotes Egoism

In today's diversified social values, the key reason leading to "egoism" is the imperfect evaluation system, the lack of guidance and guidance. Taking a military school as an example, in the current comprehensive evaluation method for undergraduate students, individual learning and training account for 80%, and commendation, honor acquisition, and backbone appointment account for only 5%.^[4] Colleges and universities focus on growth is the first, but the spiritual construction is also important. The current method has achieved remarkable results in stimulating the enthusiasm of students, but there are still some problems such as small audience, few concerns and insufficient quantification. The evaluation method is related to the direction of distribution, and the students pay much attention to it. The evaluation system that emphasizes the individual and ignores the collective is the root of the egoistic culture.

3.3 The Imbalance of Honor Distribution Results in the Situation of "Polarization"

"Polarization" is frequently mentioned in various fields at present, and it was originally derived from the economic field. This paper also insight into the "polarization" of honor distribution from the economic perspective. The distribution of honor is closely related to the situation of "polarization". At present, the cost of obtaining honor is significantly greater than that of advanced students, and the psychology of "prohibitive" comes from this. In the blind spot of honor attention, psychological expectations can't be met, the motivation of doing business is declining, the cycle is repeated, and the gap is getting bigger and bigger.

4 Master the Basic Path to Strengthen the Honor Incentive of Military Academy Cadets

4.1 Standardize the Honor Award Ceremony

The award ceremony itself is an honor. Awarding honors in a solemn and ceremonial setting can fully utilize the role of honors. A quality ceremony can prolong the effect and duration of honors, better stimulate the sense of honor among trainees, and enhance their inner motivation to pursue honors. In 2018, the Central Military Commission issued the Discipline Regulations, which have made certain regulations on the award ceremony procedures. However, there are still shortcomings in the details of the award ceremony for trainees in various institutions, especially for units below the rank of regimental commander. In the absence of relevant policies and regulations, the award ceremonies are often not formal and solemn enough, and the ceremony culture of honors still needs to be further improved. The degree of standardization of honor awarding

needs to be improved. There is still a lack of uniform norms on what level of honor is applicable, when the honor is awarded, and who is awarded the honor. In most cases, these rituals are carried out according to the spiritual and traditional practices of the superiors who are present. Less attention is paid to the psychological needs of students for honor, and their own system and norms are relatively lacking, which may lead to difficult changes in the honor awarding ceremony and difficult to meet the psychological expectations of students. Specify the Criteria for Honorary Treatment

Honor requires a medium to express its value attributes, and in order to inspire the call of honor, it is necessary to be adept at utilizing valuable forms of honor expression. For instance, at the United States Military Academy at West Point, honor students enjoy exclusive parking spaces while other students must seek inconvenient parking spots.^[5] Similarly, in some domestic military academies, there are public displays such as light boards and bulletin boards erected to promote honorees. Additionally, certain privileges are granted to cadet teams during holidays and activity participation. According to the results of questionnaire survey and interview, military cadets are more inclined to entity honors, hoping to get the honorary treatment that can be obviously felt. The "Discipline Regulations" explicitly states the reward principle of combining spiritual rewards with material rewards, with an emphasis on the motivating role of material rewards while prioritizing spiritual rewards.^[6] Furthermore, the "Regulations on the Management of Military Medals," which officially took effect on January 1st, 2023 provides clear policy support for us to rationally plan for honoring treatment,^[7] We can give more clear material rewards and preferential treatment in the design of supporting awards for honors, give special treatment to honor students, and promote the unity of honor and the students' sense of value, which will be conducive to the formation of a good atmosphere for advocating honor and honoring honor.

4.2 Enhancing the Application of Honor Results

To strengthen the use of honor results is to use various positive measures to dig deep into the deep role of honor results on students, so as to achieve the purpose of promoting long-term growth and progress. They typically use comprehensive evaluation methods as standards for quantitatively ranking student performance during their time at the academy. Meritorious actions and awards can result in higher scores in these evaluations, while honorees are given priority consideration in daily assessments and selections. As a result, they gain a certain advantage in final placements. For example, the Russian Naval Academy implements the system of linking honors with promotions and graduation assignments, so that outstanding cadets can have more and more priority opportunities for job selection when graduation assignments. The United States Military Academy at West Point also adopts a ranking system, so that honorary cadets occupy a certain initiative in the distribution of graduation.

The "Regulations on Military Institution Education (Trial Implementation)" also explicitly propose the implementation of a system for incentivizing student honors at military institutions, with commendations for outstanding performance. In the current cadets, most students expect honor to become an important reference index for personal development. Strengthen the application of honor results and realize its close

connection with the growth of students, which will largely meet the growth of students' honor needs. For example, in evaluating merits and awards, emphasis should be placed on honor achievements, implementing an honor points ranking system to determine individuals who will have priority rights in major matters such as student exchanges, studies, outdoor activities, and graduation assignments. Through reinforcing the real-world application of honor results, honors can become capital for student growth and greatly enhance their effectiveness.^[8]

5 Conclusion

In short, military colleges and universities can effectively improve the quality and effect of honor incentive by deeply understanding the internal management mechanism of honor incentive, adopting basic ways such as standardizing honor awarding ceremony, clarifying honor treatment specifications, and strengthening the application of honor results.

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