

Research on the Construction of Cadre Capability Evaluation Model in Tibetan Areas under the Green Energy Environment

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Abstract: Energy shortages and ecological environment problems are becoming more and more serious. Due to its unique ecological environment, Tibetan areas urgently need to develop green energy. As a guiding force for the development of ethnic areas, Tibetan areas have a strong practical significance for the implementation of green energy. At present, Tibetan areas are facing increasingly complex regional conditions and ethnic conditions. How to improve the capacity of ethnic cadres to better manage Tibetan areas and implement the promotion of green energy is of vital importance to the stability and development of Tibetan areas.

1. Introduction

Green energy, also called clean energy, refers to energy that does not emit pollutants and can be directly used in production and life. Green energy refers only to renewable energy sources such as hydro, bio, solar, wind, geothermal and ocean energy, as well as non-renewable resources such as nuclear energy, natural gas, clean coal, etc. According to the “13th Five-Year Plan for Renewable Energy Development”, some green energy development status are as follows.

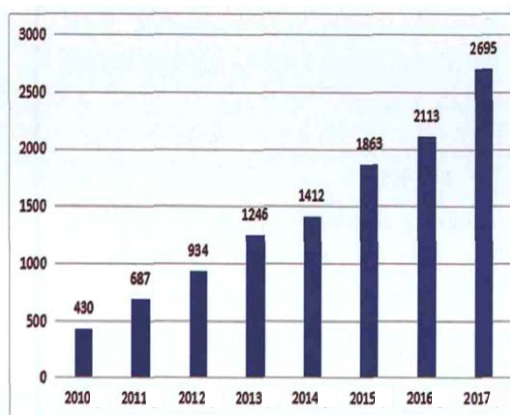


Figure 1. China's wind power generation capacity from 2010 to 2017 (unit: 100 kWh)

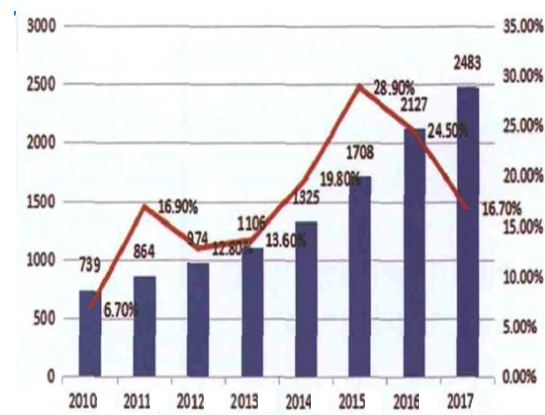


Figure 2. China's wind power generation growth from 2010 to 2017 (unit: billion kWh)

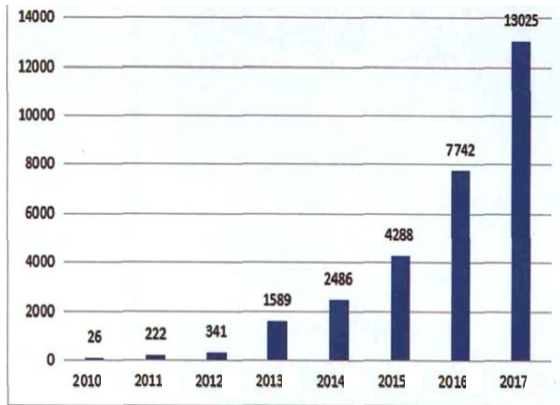


Figure 3. Cumulative installed capacity of solar photovoltaic power generation in China from 2010 to 2017 (unit: 10,000 kW)

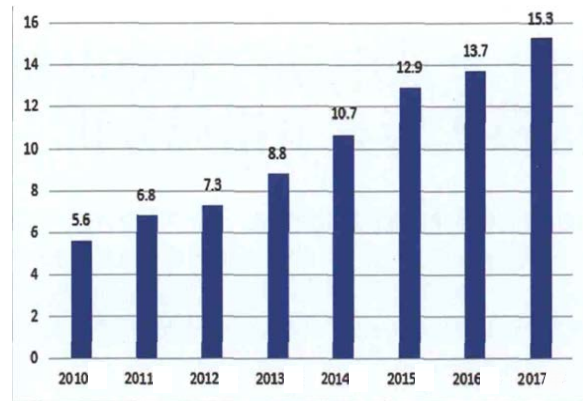


Figure 4. Cumulative installed capacity of biomass and waste-to-energy in China from 2010 to 2017 (unit: GW)

As a grassroots force and guiding force for the stability and development of ethnic areas, Tibetan cadres have the dual influence of the special regional conditions and ethnic conditions in Tibetan areas. How to design with green energy is of vital importance. At the same time, the evaluation criteria of the basic national cadres' ability in Tibetan areas have their particular characteristics. How to balance the "commonness" of ethnic cadres with the "personality" of Tibetan areas to design evaluation criteria is an important logical premise of capacity assessment.

2. Grounded Theory Method: Constructing Theoretical Model

The grounded theory is a theory constructed by sociologist Strauss in 1965 in the study of hospital deaths. The basic idea is as follows: based on the existing theory, it is highly sensitive to the theory in the research process, and continuously analyzes between the data and the theory. According to the relevant relationship, the relevant generics and their attributes are extracted, and a preliminary theory is formed to guide the next sampling standard. According to the coding principle of grounded theory, the collected data are conceptualized and inductively classified, forming the proposition of the relationship between core concepts and concepts, and finally the theory is presented as the research result. The basic ideas include:

First, data collection and data analysis are carried out simultaneously;

Second, construct analysis code and generics from the data rather than from the assumptions of the expected logical deduction;

Third, use a method of continuous comparison, including comparison at each stage of the analysis;

Fourth, advance the theory in every step of data collection and analysis;

Fifth, improve the generics by memorizing memos, detailing their attributes, defining the relationships between the generics, and discovering the gaps between them;

Sixth, sampling for the purpose of theoretical construction, rather than sampling for other representations;

Seventh, literature review is conducted after an independent analysis has been formed. According to the above basic point of view, the logical construction process of grounded theory is shown in the following figure.

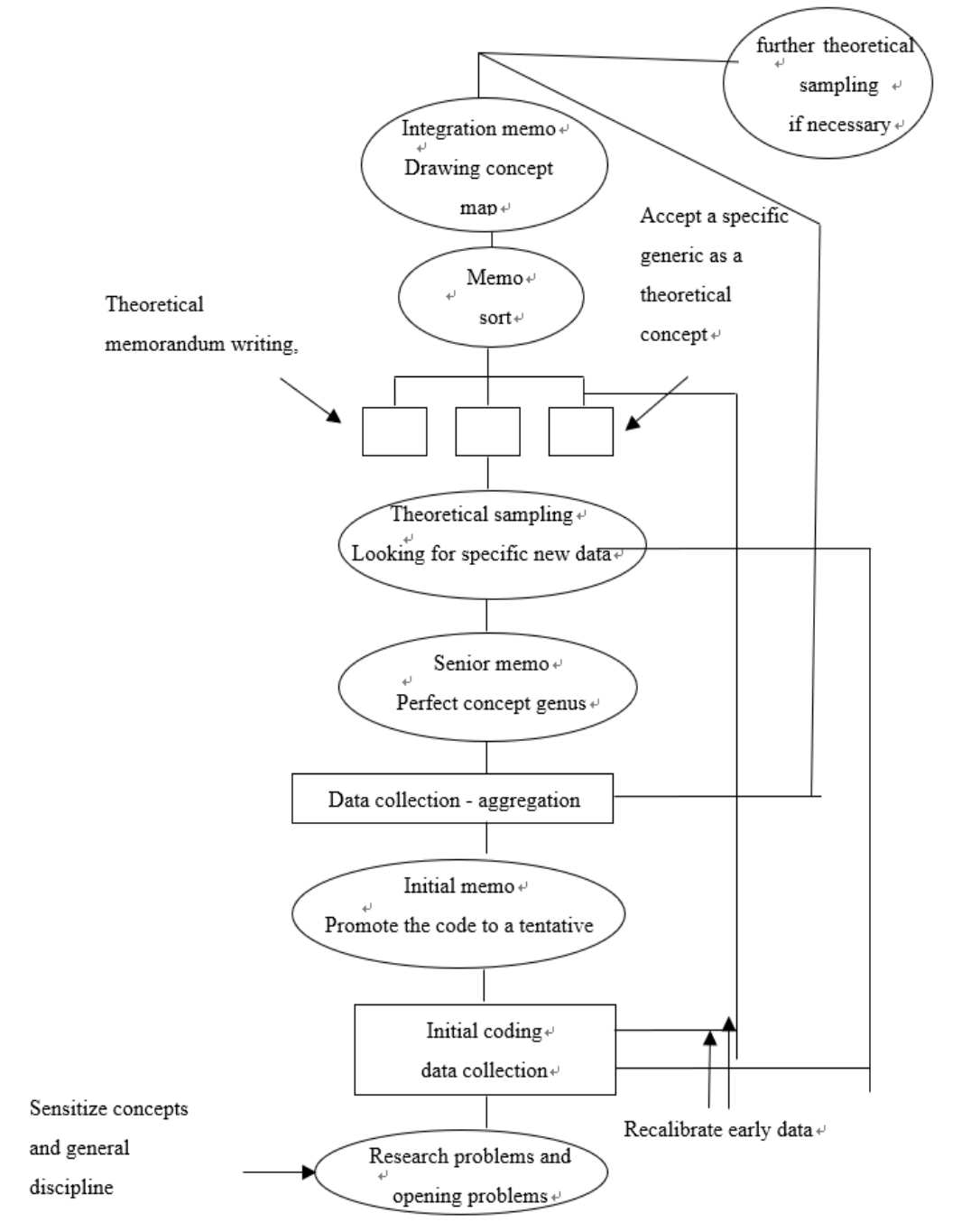


Figure 5. Construction idea diagram based on grounded theory.

As shown in the above figure, the theoretical model for the assessment of national cadre ability is constructed, and the coding strategy of “initial coding-focus coding-theoretical coding” is followed.

3. Construction of Tibetan Cadre Ability Evaluation Model Based on Atlas.ti Software

According to the construction path of “target-dimension-indicator”, according to the grounded theory method, Complemented by the Atlas.ti coding software construction capability assessment model, as shown in the following figure.

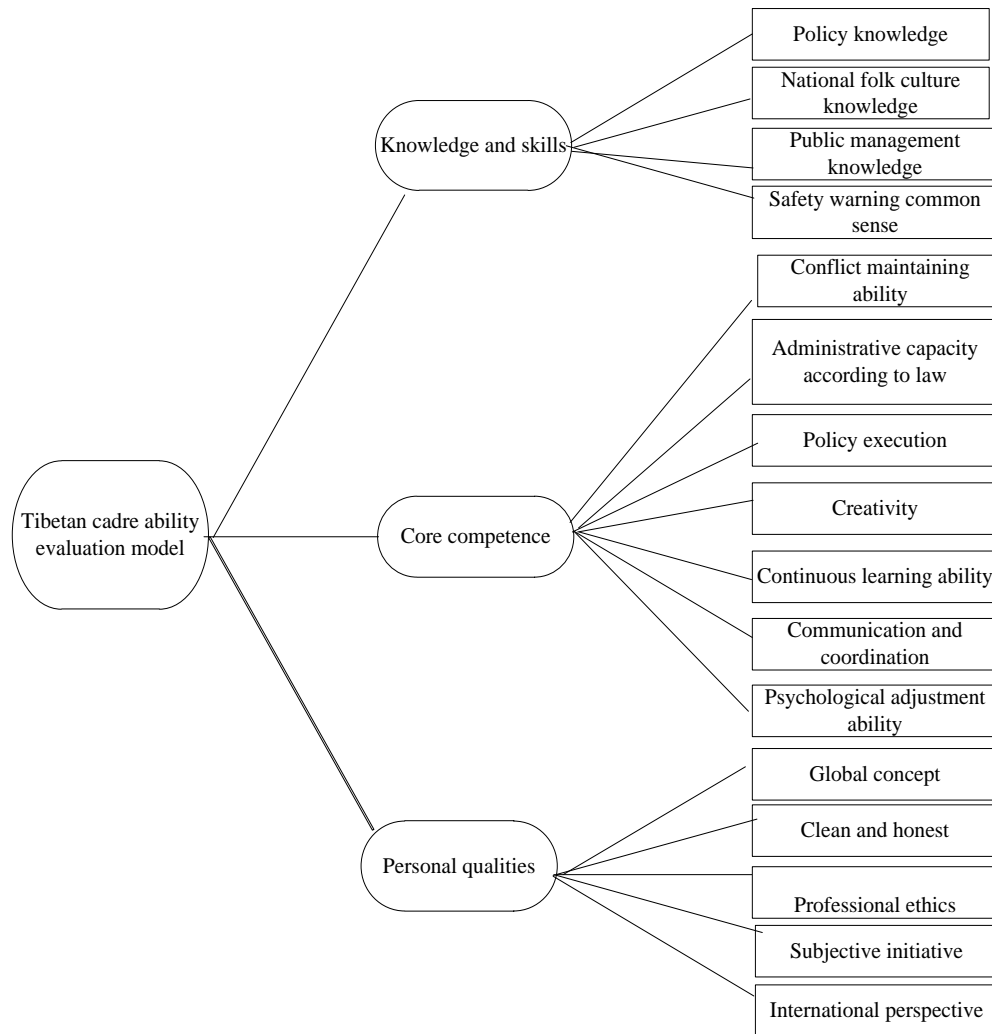


Figure 6. Construction idea diagram based on grounded theory.

As shown in the above figure, as shown in the above figure, the Tibetan cadre ability assessment model consists of three dimensions: “knowledge and skills, core competence and personal qualities”. Among them: ①“Knowledge and Skills” dimension consists of four indicators: “Policy and Regulation Knowledge, National Folk Culture Knowledge, Public Management Knowledge and Safety Warning Common Sense”. ②The "core competence" dimension consists of seven indicators: "Conflict maintaining ability, administrative capacity according to law, policy execution, creativity, continuous learning ability, communication and coordination, and psychological adjustment ability." ③The “personal qualities” dimension consists of four indicators: “Global concept, clean and honest, professional ethics, subjective initiative and international perspective”.

4. Conclusion

The capacity building of Tibetan cadres is a grand topic. How to develop suitable capacity assessment tools to evaluate them, how to get rid of the subjective randomness and operability of cadre ability assessment. The construction of the cadre ability evaluation model in Tibetan areas not only gets rid of the subjective and random problems of traditional ability assessment, but also dynamically and strategically assesses the status quo and development trend of ethnic cadres in Tibetan areas. Specifically, it can be done in the following aspects:

Firstly, construct a training system for the capacity of ethnic cadres in Tibetan areas. It includes the main body of cultivation, the object of cultivation, the platform for cultivation, the mode of cultivation, the training module and specific steps.

Secondly, policy support research for capacity development. This paper analyzes the current methods, achievements and shortcomings of the basic cadre capacity training in Tibetan areas, analyzes the objectives and contents of Tibetan governance according to the requirements of green energy promotion, and proposes a targeted policy support system.

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