

# On the Common Development of Ideological and Political Work and Enterprise Management

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**Abstract:** *With the rapid development of social economy and culture, the party building and ideological and political work of state-owned enterprises have also undergone significant changes. By strengthening party building work and innovating employee ideological and political work, we can effectively promote the high-quality development of state-owned enterprises. With the deepening of enterprise reform, the issue of innovative party organization construction is becoming increasingly prominent. To fundamentally solve these problems, only by continuously improving enterprise party building and ideological and political work, providing clear direction for the development of grassroots party building in enterprises, can we enhance the enthusiasm and creativity of enterprise ideological and political workers, and ensure the high-quality implementation of grassroots party building and ideological and political work.*

**Keywords:** ideological and political work; business management; High quality development; Implementation measures.

## 1. INTRODUCTION

The ideological and political work of enterprises is the fundamental guarantee for the implementation of the Party's line, guidelines, and policies. It is an important political advantage for party organizations at all levels to carry out their work, and also a spiritual pillar to ensure the stability of the employee team, the smooth implementation of enterprise business strategies, the unity of ideas, the cohesion of people's hearts, and the promotion of high-quality development of enterprises. How to strengthen and improve the ideological and political work of enterprises in the new era requires not only liberating the mind, changing concepts, daring to break through existing thinking patterns, being good at breaking through inherent rules and regulations, but also actively applying and promoting work methods and methods that can effectively promote enterprise reform and development, improve employee living standards, and enhance enterprise cohesion.

State owned enterprises need to deepen institutional and institutional reforms, enhance their comprehensive strength, and better adapt to changes in market development. Among them, the primary task of enterprise management work is ideological and political work, which is the political guarantee for high-quality development of enterprises and an important way for enterprises to improve economic efficiency, develop production, and operate well. Actively carrying out ideological and political work can further optimize and improve the business management mode of enterprises. China is continuously deepening the reform of the market economy system, and the traditional way of relying on the power of the people for development is no longer suitable for the development of modern social economy. In addition, under the background of the information society, state-owned enterprises have begun to apply a large amount of modern information technology in operation and management, such as big data, cloud computing, and other technologies, This strongly supports the development of state-owned enterprises and social economy towards data-driven and scientific direction.

## 2. NEW ISSUES FACED BY ENTERPRISE IDEOLOGICAL AND POLITICAL WORK

### 2.1 Insufficient understanding of ideological and political work among enterprise management personnel

At present, in the business management process of enterprises, management personnel have insufficient understanding of the importance of ideological and political work, only focusing on the work ability and enthusiasm of employees, without fully implementing ideological education work, resulting in a decrease in employee work enthusiasm. In addition, due to their insufficient understanding of the importance of ideological and political work, enterprise management personnel lack a certain sense of responsibility among their staff, and employees. The lack of close unity between them has had a certain negative impact on the development of the enterprise.

### 2.2 Lack of a sound grassroots party building and ideological and political work management mechanism

The management mechanism for grassroots party building and ideological and political work is an important foundation for the effective implementation of enterprise party building and ideological and political work. An imperfect management system can have a certain negative impact on the party building and ideological and political work of enterprises. On the whole, some enterprises have the problem of not establishing management mechanisms or implementing management mechanisms in place, which leads to the failure of party building and ideological and political work, resulting in some employees' lack of ideological understanding, working attitude, sense of responsibility, collective consciousness and other problems, seriously affecting the effect of grass-roots party building and ideological and political work [2].

### **2.3 Imperfect mechanism of ideological and political work**

Incomplete and loose ideological and political work can also have adverse effects on various aspects of enterprise work and business management. Some enterprises still adopt traditional models and outdated content for ideological and political education work, resulting in insufficient political awareness among employees. The second is to adopt a single approach to ideological and political education, which does not fully utilize new media and modern information application technology in all aspects of ideological and political education. On the one hand, some enterprises have not timely updated and improved their question banks in the ideological and political education system, making it difficult to detect and assess educational achievements in a timely manner. On the other hand, some companies do not organically combine employee performance evaluation, award and evaluation, and job promotion, which leads to a weak sense of self-directed learning and work responsibility among employees. The third reason is that the carrier is relatively single. Some enterprises do not integrate ideological and political education work well with reality, but instead adopt traditional indoctrination methods, which lack appeal and appeal. Employees lack interest in the content of education and training and may even develop resistance.

## **3. WAYS TO ENHANCE THE COMMON DEVELOPMENT OF IDEOLOGICAL AND POLITICAL WORK AND ENTERPRISE MANAGEMENT**

### **3.1 Continuously innovating the concept and understanding of ideological and political work in enterprises**

In the new era, state-owned enterprises should strengthen the innovation of ideological and political work methods, improve the level of ideological awareness, and promote the development of various work from the perspective of innovative awareness and concepts in ideological and political management work. To this end, state-owned enterprises should instill the importance of innovation into the ideological and political work team, strengthen the introduction of modern enterprise management ideas and concepts, actively learn from other enterprises' excellent experience in party building and ideological and political work, take its essence, combine the actual situation of enterprises, reasonably innovate the management methods of ideological and political work, break the shackles of traditional ideological and political education, and promote the integration of ideological and political work and enterprise operation and development. In addition, in the actual innovation process, enterprises should ensure the unity of corporate cultural concepts and ideological and political work, implement the people-oriented concept into ideological and political management work, and effectively pay attention to the ideological dynamics and daily work needs of employees.

### **3.2 Effectively Promoting the Overall Comprehensive Quality Improvement of Enterprise Employee Team**

In the process of promoting the common development of ideological and political work and enterprise management work, the most important and fundamental content is to ensure the improvement of the comprehensive quality of enterprise employees. In this process, it is necessary to promote employees' overall awareness through ideological education, and adopt effective methods to enhance the construction of the employee team, ensuring that employees can further improve their overall comprehensive quality during this process. At this stage, it is necessary for the management personnel responsible for ideological and political work to carry out education and training for employees based on legal knowledge and ideological and moral concepts, to promote the enhancement of employees' legal awareness and ideological and moral qualities. During the training process, it is necessary to ensure the comprehensive implementation of the work, ensure that all training content is effectively carried out within the permitted scope of the law, and prevent the occurrence of inadequate training and other phenomena. In addition, in the process of carrying out ideological and political work management, relevant personnel should clarify the job responsibilities of different staff members, and plan and adjust the work content and responsibilities of employees based on the development status of the enterprise, ensuring that employees plan for the development of the enterprise as much as possible while completing their own work content. Through this form, comprehensive quality education can be effectively provided to employees and the work ability of management personnel can be improved, which has become the most important content affecting the current efficiency of enterprise development. It can be said that strengthening the construction of enterprise teams and promoting the improvement of employee quality has become one of the current important tasks of enterprises.

### **3.3 Continuously Improving the Management Mechanism of Grassroots Party Building and Ideological and Political Work**

Without a sound management system and mechanism, state-owned enterprises cannot guarantee the smooth progress of various business development work. Therefore, enterprises should attach great importance to the establishment and improvement of management systems and mechanisms, taking strengthening party building and ideological and political work as the starting point, and standardizing party building and ideological and political work through a sound management system, so that the party building and ideological and political work in enterprises has an outline, a basis, and a grasp. When innovating the innovation management mechanism, we should start with the work content, work process and other aspects, take pragmatism as the main purpose, clarify the content and responsibilities of the party organization members and ideological and political work, develop a specific post responsibility system, establish a supervision mechanism, assessment mechanism, reward and punishment mechanism, and constantly adjust in the operation of the mechanism. And to standardize the development of party building and ideological and political work.

### 3.4 Integrating Ideological and Political Work with Business Management

To improve management level, enterprises first need to improve and update the thinking of ideological and political workers, break through the constraints of traditional management ideas, raise awareness of the important value of ideological and political management work, and effectively strengthen the advantages of ideological and political work. Enterprise leaders should pay attention to strengthening innovation in management concepts, actively learning from advanced management methods and concepts at home and abroad, organically integrating ideological and political work with production and operation activities, allowing employees to have a deep understanding of the ideological and political work and cultural concepts of the enterprise, improving and optimizing enterprise management resources, improving the correctness and reliability of business information and ideological work, and achieving the goal of healthy, stable, and high-quality development of the enterprise.

### 3.5 Improving the Quality Level of Party Building and Ideological and Political Work

To improve the quality level of party building and ideological and political work in enterprises, one should strengthen communication and exchange between enterprises and employees, and better understand the thoughts, thoughts, and expectations of enterprise employees. Improve the ideological awareness of ideological and political workers, so that enterprise employees have a correct understanding of the importance of grassroots party building and ideological and political work. Secondly, party organization management personnel in enterprises can guide their ideological and political workers to conduct in-depth research, constantly emancipate their minds, keep up with the pace of enterprise operation and development, and make positive contributions to the long-term development of the enterprise in their specific work. As for the enterprise itself, party building and ideological and political work should focus on serving the production and operation of the enterprise. Enterprises can organize various forms of activities to enhance the enthusiasm of employees to participate in party building and ideological and political work. For example, professional skill competitions can be held irregularly to further mobilize the subjective initiative of employees, in order to comprehensively improve the quality level of party building and ideological and political work, and lay a solid foundation for the high-quality development of enterprises.

### 3.6 Innovative Enterprise Management Platform

Ideological and political work can guide the development of enterprises, unite people's hearts, and continuously enhance the quality and efficiency of employees' work. In the new era, enterprises should attach great importance to ideological and political management, and combine the characteristics of the development and change of the times, constantly innovate the management work platform, explore new methods and paths for ideological and political work, and promote the efficient, comprehensive and sustainable development of ideological and political work. On the basis of regularly organizing ideological and political learning activities, innovate learning paths and build a diversified platform for learning party and government ideology. During the learning and education period, multimedia technology can be applied to present relevant video images, enhancing the quality of education and training. In the ideological and political management work of enterprises, a variety of cadre training activities can be carried out. For example, "Party member quality improvement activities" and "cadre rotation training activities" continuously improve the professional qualities of Party members and cadres. Various enterprise party building activities can also be organized and videos such as "Clean Culture Special Lectures" can be shared through online platforms. On this basis, The learning and work situation of political cadres can be evaluated, and the assessment results can be included in the overall evaluation of their work ability.

## 4. CONCLUSION

In short, ideological and political work is the political guarantee for state-owned enterprises to govern their enterprises in accordance with the law. With the continuous deepening of enterprise reform, ideological and political work must keep up with the times. In the process of promoting business development, strengthening enterprise ideological and political work and enterprise management, fully promoting better integration between the two, has positive and far-reaching significance for promoting high-quality development of enterprises. For management personnel engaged in party building and ideological and political work in enterprises, they should effectively strengthen theoretical learning, fully understand the importance of ideological and political work, continuously apply new concepts and methods, further improve their ability to handle and solve problems, thereby enhancing the team awareness and work enthusiasm of enterprise employees, and integrating ideological and political work with enterprises. Coordinated promotion of industry management and joint promotion of high-quality development of enterprises.

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