

Research on the Innovation of State owned Enterprise Political Work Based on Corporate Culture

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Abstract: *State owned enterprises play a crucial role in promoting the development of the national economy and improving the level of modernization construction in China. In state-owned enterprises, political work and the construction of corporate culture are essential basic tasks that are needed in daily life. So in order to ensure the continuous development of state-owned enterprises in a fiercely competitive environment, it is necessary to combine corporate culture with political work to jointly achieve innovative development.*

Keywords: Integration of corporate culture, political work, and party building.

1. INTRODUCTION

The work of political work and party building in enterprises is of great significance in achieving long-term and stable development and giving full play to the strength of national economic construction. It is an important measure for enterprises to improve the centripetal force and cohesion of internal staff work. Corporate culture is formed during the production and operation process of an enterprise, with highly recognized and consciously followed values, beliefs, and behavioral norms among all employees. It permeates all aspects of enterprise development and is closely related to all employees. The implementation of corporate culture is directly related to the quality of political and party building work, and the effective integration of the two plays an important role in promoting the healthy development of enterprises.

Firstly, in carrying out political work in state-owned enterprises, it can promote the smooth implementation of employee ideological education work, including ideological construction content and enterprise development values. However, in order to achieve these contents, it is necessary to strictly comply with the policies and guidelines proposed by the state. Secondly, in state-owned enterprises, political work should achieve unity among all employees, establish a group of united and cooperative teams, meet the needs of the times, and also complete relevant education content such as the spirit and professional ethics of the enterprise, building a relationship that meets the development of the enterprise itself and the unity of employees. This can not only create relatively large economic benefits for the enterprise, but also better solve ideological problems of employees. Actively coordinate the relationship between employees and the enterprise to better promote the rapid development of the enterprise.

2. THE SIGNIFICANCE OF CORPORATE CULTURE IN POLITICAL WORK

Corporate culture is the spiritual wealth and material form that gradually accumulates in the long-term development process of an enterprise. Its content includes the values, cultural values, spirit, self-discipline standards, moral standards, and enterprise products of the enterprise. It is the symbol of the enterprise itself and the soft power of the enterprise's development. It is an education that promotes the Party's line, principles, and policies to be accepted and implemented by employees. It is an important measure to guide the economic and ideological construction of enterprises, improve ideological awareness, and promote enterprise development. Political work and corporate culture are both aimed at promoting the healthy development of enterprises. A good corporate culture makes political work easier to carry out, and employees can personally promote the political propaganda of enterprises, promoting the construction of political civilization in state-owned enterprises.

3. PROBLEMS IN THE POLITICAL WORK OF STATE OWNED ENTERPRISES

3.1 Incomplete work system

After entering the 21st century, China's economy has shown a rapid development trend. After passing the planned economy period, the market economy system has gradually been established, and the requirements, goals, and content of state-owned enterprise political work have also undergone significant changes. The original work system is difficult to support current work. Some state-owned enterprises have also made certain changes to adapt to the development of the times.

3.2 Lagging construction of professional political work team

Due to the insufficient attention given by individual state-owned enterprises to political work, political work is struggling to survive in the cracks. In state-owned enterprises, the number of professionals engaged in political work is relatively small, and

often it is part-time work by employees from other departments, which greatly reduces the professionalism and pertinence of political work in state-owned enterprises. Therefore, state-owned enterprises urgently need to carry out the construction of professional political work teams, with professional talents as the guarantee, in order to ensure the orderly development of political work.

3.3 Obsolete and lack of innovation in political work methods

At present, some state-owned enterprises have outdated political work methods and lack innovative spirit. Due to the randomness and blindness of daily political work, and the lack of unified and effective ideological guidance, most state-owned enterprise political work has fallen into a formal and procedural deadlock. At the same time, there are deficiencies and deficiencies in the professional abilities, professional qualities, and work attitudes of state-owned enterprise political workers, which have also had a negative impact on the innovative development of state-owned enterprise political workers.

3.4 Insufficient emphasis on political work

The ultimate goal of operating enterprises is to make profits, and the same applies to state-owned enterprises. Therefore, in actual enterprise management, state-owned enterprises will devote most of their energy to production, and the degree of attention to political work is seriously insufficient. Because political work is not a direct output department, some state-owned enterprises invest relatively less funds in political work, resulting in political work in a difficult situation, a shrinking team of political workers, and a decline in the status of political workers. These are not conducive to the normal development of political work.

4. INNOVATIVE MEASURES FOR LEADING THE POLITICAL WORK OF STATE OWNED ENTERPRISES WITH CORPORATE CULTURE

4.1 Give assurance to production and operation

When carrying out political work in state-owned enterprises, full consideration should be given to the normal operation of the production and operation of the enterprise. As the political work in state-owned enterprises is mainly for the foundation of smooth production and operation activities, continuous ideological and political education should be provided to employees to ensure that their awareness level can be improved. The purpose of doing so is to enable the enterprise to achieve more economic benefits. Therefore, carrying out political work in state-owned enterprises must reasonably combine production and business content, continuously innovate the development pattern, and actively improve the mechanism of the enterprise to a certain extent. If the enterprise wants to increase its market share faster and promote the smooth implementation of its various work, it is necessary to do a good job in ideological and political construction, Ideological and political work can not only continuously promote the implementation of various rights in enterprises, but also effectively supervise the discipline of party and government personnel. It can have a good restraining effect on the exercise of some rights, and in the process of supervising the exercise of power, it can minimize the problem of abuse of power.

4.2 Innovative Enterprise Talent Selection Mechanism

Firstly, it is necessary to strengthen the construction of a dual purpose talent team that promotes integration, and to strengthen the construction of a professional team that integrates the ideological and political work of state-owned enterprises with their cultural integration. It is necessary to strictly recruit and select professional talents. Currently, some state-owned enterprises with a high degree of market-oriented management in China have attempted to hire personnel for party building, ideological and political work, and corporate culture construction through market-oriented channels. For example, Xinxing Jihua Group attempts to introduce the "professional manager system" into corporate ideological and political work, scientifically recruiting and selecting corporate ideological and political workers for the national state-owned enterprise system. China Electronics Technology Group implements "quantitative and effective party building" in the party group of secondary units and related ideological and political work units, as well as corporate culture construction units, to quantitatively manage the performance of ideological and political work and corporate culture construction work using scientific methods and improve the visualization of work performance. Based on the relevant evaluation results, personnel selection is carried out within the enterprise, truly achieving that both personnel engaged in ideological and political work in the enterprise and those engaged in corporate culture construction are skilled and capable. Secondly, state-owned enterprises need to establish sound and standardized systems and fully implement them in practical work, in order to achieve long-term sustainable development. Because the system is mandatory and more standardized, and has a wide range of applications, state-owned enterprises can establish sound systems to constrain employees' behavior and solve problems in ideological and political work.

4.3 Establish a sound guarantee mechanism

The construction of corporate culture and political party building involves a wide range of work, with a full process and full staff nature. Establishing a sound guarantee mechanism is to ensure that the integration of corporate culture and political work party building work can effectively integrate various resources of enterprise personnel and property, and provide implementation

guarantees for the integration and development of the two. Firstly, integrate enterprise management resources, coordinate and develop the management work of various departments, clarify their management responsibilities, refine them to each position, and ensure that each department can complete management tasks with high quality and quantity. Secondly, strengthen the construction of the talent team, provide professional knowledge and skills training for enterprise employees through the introduction of professional talents, improve the professional ability and comprehensive literacy of all employees, provide guarantees for the smooth implementation of enterprise party building work and corporate culture construction, and ensure the effective implementation of the integration of party building and cultural construction. Finally, establish and improve a reward and punishment mechanism, and provide corresponding rewards and punishments based on the specific performance of staff in actual work, to enhance the enthusiasm of staff, ensure the comprehensive implementation of enterprise party building work, and provide effective guidance and guidance for enterprise culture construction.

4.4 Adhere to the people-oriented work philosophy

People oriented "is an important manifestation of corporate culture, especially after entering modern times, people pay more attention to spiritual needs. The original rigid management is difficult to form good constraints on employees, and even can dampen the work enthusiasm of state-owned enterprise employees. Therefore, in the future, state-owned enterprises need to integrate the people-oriented management philosophy and flexible management concept into their corporate culture, and integrate them into daily political work, so that all employees can fully feel the care and love from the enterprise and leaders, ensuring that they have greater freedom to complete their work, meet their objective spiritual needs, and also help to cultivate the loyalty of state-owned enterprise employees. It is of great significance. From a practical perspective, state-owned enterprises need to increase their efforts in promoting corporate culture, especially the people-oriented concept, so that every employee can understand the essence of corporate culture, better adapt to the many changes and challenges brought about by the new era for enterprise development, use corporate culture to narrow the distance between enterprises and employees, eliminate the anxiety and anxiety of state-owned enterprise employees in actual work, help them adapt to enterprise development, improve employee cohesion Centripetal force [5].

4.5 Method Innovation

Political work construction should pay attention to working methods. Good working methods can promote the development of political work construction and achieve good results. In the past, political work was carried out when leaders sat on the podium to give speeches, while the staff below made notes and speeches. The work procedures were monotonous, and the enthusiasm of the staff for learning was not high, resulting in poor political work results. In addition, in political work, leaders are generally held by highly qualified individuals, while the majority of highly qualified individuals, due to their age, fixed mindset, and limited acceptance of new things, are easily detached from social trends. It is necessary to conduct innovative research on the way political work is carried out under the new situation. Firstly, one can set an example. Establish employee files and record their work status. Finally, outstanding workers with good political ideology, moral character, and work skills are selected to be commended, setting a typical example in the enterprise and setting an example for employees. While providing spiritual rewards, material rewards are given to effectively increase the actual income of employees, thereby stimulating their work enthusiasm. Secondly, establish a work grouping system, and there are many human factors that affect work efficiency when carrying out work, such as colleague relationships, unity and collaboration among functional departments, etc. Through the implementation of ideological and political work in enterprises, the enthusiasm of employees is mobilized, emotional communication and familiarity among employees are enhanced, thereby breaking down work barriers and improving work efficiency in daily work. At the same time, the essence of ideological and political work is to solve internal ideological problems within the enterprise. Thought determines behavior, and behavior is controlled by consciousness. Therefore, ideological and political work establishes correct ideological awareness, strengthens responsibility awareness, enhances employees' dedication spirit, improves the comprehensive quality of enterprise staff, and promotes the enthusiasm of staff work.

5. CONCLUSION

At present, significant achievements have been made in the construction of corporate culture in China. The organic combination of political construction and corporate culture construction in state-owned enterprises has made the development of enterprises healthier and faster. From the summary of the above article, it can be seen that the political construction of state-owned enterprises in China has been developed with the support of corporate culture background, but in reality. There are some problems on the basis, and solving these problems can better promote the political construction of state-owned enterprises. Establishing new political work concepts, establishing new political work systems, innovating political work methods, and innovating work content provide new ways to further improve the effectiveness of political work and effectively promote the development of state-owned enterprises.

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