

Probe into the Driving Mechanism of Non-public Enterprise Party Building in the New Era

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Abstract

Socialism with Chinese characteristics has entered a new era, and China's economy has shifted from the stage of high-speed growth to the stage of high-quality development. If Non-public enterprises want to reinvigorate the new economic vitality, they must raise the importance of Party building to a new height. The party construction of Non-public enterprises in the new era should be consistent with the requirements of the party construction in the new era, meet the needs of the development of enterprises, protect the vital interests of enterprise personnel, and make the party construction become the endogenous needs of the development of Non-public enterprises. Therefore, it is necessary to construct and perfect the driving mechanism of party building work from the three dimensions of insisting on the leadership of the party, insisting on cultural confidence and insisting on taking people as the center, so as to stimulate the party building work to play its due effect.

Keywords

Non-public Enterprise; Party Building; Dynamic Mechanism.

1. Introduction

In the new period, if Non-public enterprises want to adapt to the development of The Times and realize long-term survival, they must enhance the level of party building. To ensure that the socialist market economy runs on a healthy track and consolidate the ruling foundation of the Party in an all-round way, we must also put on the agenda the work of strengthening the Party building in Non-public owned enterprises. As General Secretary Xi Jinping pointed out, "Non-public enterprises are an important force in the development of the socialist market economy. The number and role of Non-public enterprises determine that the Party building work of Non-public enterprises is becoming more and more important in the whole Party building work. "[1] Based on the new era of socialism with Chinese characteristics, it is of far-reaching significance to build a driving mechanism for party building in Non-public enterprises in an all-round way and make it a "red engine" to promote the high-quality development of Non-public enterprises.

2. The Fundamental Principle of the Driving Mechanism of Non-public Enterprise Party Building Work -- Adhere to the Leadership of the Party

The historical orientation of the new era has put forward new requirements for China's development in the fields of politics, economy, culture, society and ecology.[2] The report to the 19th National Congress of the Communist Party of China (CPC) emphasizes that the Party is the highest political leadership force, and we must uphold its leadership over all work. Under the background of the new era, "adhering to the leadership of the party" must be regarded as the fundamental principle of the dynamic mechanism of building the party if the party building at the grass-roots level is to meet the requirements of the party building in the new era, and if the

Non-public enterprises are to realize the unity of their own development and the development in the new era.

2.1. To Accurately Identify the Positioning of Party Organizations in Non-public Enterprises is the Premise of Building a Dynamic Mechanism

The property right structure of Non-public enterprises determines that the enterprise governance structure is centered on the owner, and the business management right of the enterprise is in the hands of the owner, while the party organization is an externally embedded organization in the sense of national policy, and cannot directly interfere in the decision-making and management of the business operation and development of the enterprise. From the perspective of corporate governance, there is no relationship between leadership and being led, constraint and being constrained in the enterprise, so there is a binary opposition in the corporate governance structure system, and the party organization cannot directly integrate into the daily operation and management of the enterprise, but can only participate in the proposal. From the perspective of the structure of the staff, the staff of Non-public enterprises as a whole has a low level of education, a relatively small number of Party members, a strong overall mobility and a weak sense of belonging in the organization. Most of them have no demands for Party building in enterprises, lack understanding of the role of Party organizations, and have no interest in participating in Party building activities in enterprises. From the current situation of Non-public enterprise party building development, since the 18th National Congress of the Communist Party of China, the Central Committee of the Communist Party of China has made new judgments on the status of Non-public enterprise party building and put forward new requirements for the implementation of party building work. The Non-public enterprise party building has also achieved remarkable results in a favorable policy environment and social atmosphere. In view of the current complex and changeable economic situation, most Non-public enterprises are still faced with the development problems that cannot be broken through by themselves, so it is urgent for the grass-roots party organizations to point out the direction of their development by using the party building thought from the political height, and solve the problems in their development by using the party's major policies. Visible, grass-roots party organizations in the development of Non-public enterprises should have a clear positioning, must construct according to the particularity of Non-public enterprise effective embedded Non-public enterprise governance structure, give full play to the party's ideological and political education work expertise and organization and coordination function, at the same time, strengthen the service consciousness, with "service" as the carrier, promote the function of the organization, close to the practice of enterprise of each subject Serve for grassroots organizations, Party members, and the masses, so that the Party building work in line with the development needs of the main objects of enterprises.

2.2. The Leadership of the Party Runs through the Whole Process of the Development of Non-public Enterprises, Which is the Main Line of Building a Driving Mechanism

To integrate the leadership of the Party into the whole process of enterprise development, we should take the Party's political leadership, ideological leadership, and organizational leadership as the basic dimensions, implement the political concept that the Party should supervise the Party and govern the Party with strict discipline, and grasp the political orientation, political stance, and political responsibility of Party building in Non-public enterprises.

2.2.1. Uphold the Political Leadership of the Party and Strengthen the Political Orientation of Party Building in Non-public Enterprises

Non-public enterprise party construction in the new period to strengthen and optimize, the first thing to the enterprise's future development path and direction of the national development organically, carry out the party's political leadership to all aspects of the operation and management, make under the leadership of the party's political Non-public enterprises party construction, to build a well-off society in an all-round way, realizing the great rejuvenation of the Chinese nation made irreplaceable important contribution. [3] Secondly, the political leadership of the Party should be infiltrated into the system and mechanism of participating in decision-making to ensure that the content of enterprise decision-making conforms to the line and principle of the Party. At the same time, a reasonable supervision and balance mechanism should be constructed to effectively supervise the implementation of decision-making in the process of enterprise management, to provide a powerful political guarantee for the Party building work of Non-public enterprises, and ensure that the goal and line of Party building work of enterprises do not deviate from the major political principles of the Party.

2.2.2. Adhere to the Party's Ideological Leadership and Stand Firm in the Political Position of Party Building in Non-public Enterprises

General Secretary Xi Jinping stressed that every step forward in theoretical innovation should be followed by further theoretical armament.[4] At present, the degree of opening to the outside world continues to deepen, the ideological and cultural collision takes place, and the value orientation of enterprise employees also presents a pluralistic state, which means that the Non-public enterprise party building work should always adhere to the ideological leadership of the party when facing such a new topic. First, Xi Jinping's New Thought on Socialism with Chinese Characteristics and the Party's advanced spirit should be publicized at multiple levels and in various aspects, so that the Party's ideological leadership can be closely integrated with enterprise production and operation, talent cultivation and cultural construction. Second, the political theory study and the party conduct and clean government education should be incorporated into the staff training system to realize the simultaneous improvement of party affairs knowledge and professional ability. Should pay attention to find, nurture outstanding enterprise of all departments and all typical, vigorously promote and recognition, make the enterprise a role model in your heart, action is the pursuit of employees, unified enterprise employees to the party, the concept of the enterprise and enterprise production and operation for the Non-public enterprises party construction to provide powerful cohesion, a steady stream of thought.

2.2.3. Adhere to the Leadership of Party Organizations and Strengthen the Political Responsibility of Party Building in Non-public Enterprises

In order to ensure that the Party's line and principles are not deviated and that the Party's policies and decisions are implemented, it is necessary to strengthen the Party's organizational leadership in Non-public enterprises and strengthen their political responsibility for Party building. The construction of Party organizations should keep up with the pace of enterprise development, and the Party's ideological and political work should be constantly improved with the advancement of enterprise economic work. Party organization construction should be based on the development status of Non-public enterprises, constantly close to and meet the real needs of the masses, pursue the efficiency and efficiency of Party construction work, and ensure the timeliness and precision of Party construction work. At the same time, we will constantly improve and implement a scientific and reasonable assessment and evaluation system for Party building work, set clear standards for rewards and punishments, and comprehensively enhance the loyalty of management cadres to the Party's cause and their ability to govern enterprises.

3. The Spiritual Guide of the Driving Mechanism of Non-public Enterprise Party Building Work -- Adhere to Cultural Confidence

General Secretary Xi Jinping has clearly pointed out that only with strong cultural confidence can we better cultivate from the rich cultural soil the cultural driving force for the happiness of the people, the rejuvenation of the nation and the great harmony of the world. [5] Under the historical position of "new era", adhering to cultural confidence is the spiritual guide to construct the driving mechanism of party building in Non-public enterprises. Non-public enterprises, as one of the main burdens of national rejuvenation, should dig deep into the theoretical connotation and the meaning of The Times, to lay a solid foundation for the development of party building.

3.1. Adhering to Cultural Confidence is the Spiritual Guide to Build the Driving Mechanism of the Party Building

In essence, cultural confidence is also a kind of spiritual confidence, which is reflected in a country's and a nation's recognition of their own culture and an individual's positive affirmation of national culture. Countless sons and daughters of the Chinese nation have worked tirelessly, creating a splendid cultural heritage and nurtured the precious spiritual qualities of the Chinese people in the new era. This is our own historical confidence. The cannon of the October Revolution brought Marxism to us, and the scientific theory of Marxism provided a scientific guiding ideology for China's social reform, and contributed its due value to the formation of China's modern culture. This is our due theoretical confidence. Under the leadership of the Party, the people have blazed a path of socialism with Chinese characteristics suited to China's national conditions, demonstrating the success of the theory of socialism with Chinese characteristics. This is our firm confidence in practice. All these have forged the cultural confidence of socialism with Chinese characteristics in the new era and endowed it with rich connotations. The power and influence of culture are imperceptible and lasting. Adhering to cultural confidence will consolidate a powerful force for safeguarding China's cultural security, building a strong socialist culture and realizing the great rejuvenation of the Chinese nation. Non-public enterprises play an important role in the overall work of the Party and the country, and are the important pillar and strength of the Party's governance of the country. They shoulder the cultural responsibility of flourishing the advanced socialist culture and safeguarding the cultural security of the country. Guided by the cultural confidence of the new era, it is of great significance to guide the enterprise cultural construction with the party building work, strengthen the ruling foundation of the party, give play to the political advantages of the party, realize the organic integration of the party building work and cultural construction, and transform the cultural confidence and the leadership advantages of the party into high-quality development.

3.2. Strengthening the Cultural Construction of Non-public Enterprises is the Central Work of Building a Driving Mechanism

With the continuous social change and accelerated consumption transformation, cultural soft power has increasingly become the key element of the core competitiveness of enterprises. It can also be said that it is the most lasting and important force to promote the innovation and development of enterprises and establish the corporate image. Non-public enterprises should actively absorb nutrients from the Chinese cultural spirit, build a corporate culture in line with the development of The Times and popular with the people, speed up the transformation and break through the bottleneck of development through the in-depth integration of Party building and cultural construction.

3.2.1. Cultivate Core Values of Non-public Enterprises with Socialist Core Values as the Core

The core element of cultural confidence is the confidence of values, which is the soul of cultural confidence. The core values of socialism in the new period, as the concentrated expression of the spirit of contemporary China, are an advanced theory with distinct national and era characteristics. Marx pointed out: "Once a theory has a hold on the masses, it also becomes a material force. "[6] As long as the theory persuades the people, it can grasp the masses; The theory, as long as thorough, can be persuasive. To cultivate the core values of Non-public enterprises with socialist core values as the core, integrate them into the enterprise management and talent cultivation activities as the value criterion, and promote the realization of the socialist core values from the excellent theory to the practical transformation of enterprise party building practice, is the key to the Non-public enterprise party building work to radiate new vitality. To construct enterprise core values under the guidance of socialist core values, it is necessary to fully deconstruct the specific connotation of socialist core values from the national, social and individual levels, and at the same time, form core values highlighting the characteristics of enterprises by closely connecting with the development of enterprises themselves. At the level of national value guidance, combined with the specific contents of Non-public enterprises' production and operation, we should carry out practical activities with the theme of realizing national rejuvenation, give full play to the leading role of management cadres and advanced Party members, set an example for employees, and constantly strengthen the enterprise's patriotic responsibility and dream of making China a strong country. In terms of enterprise value orientation, Party members are encouraged to participate in social public welfare activities such as disaster fighting and flood fighting, volunteer education in mountainous areas, and community service, so as to strengthen the social responsibility and responsibility of enterprises in an imperceptible way. In terms of personal values, core values on the wall ceremony held, motivate staff to recite study, make its in everyone's mind roots germination, add and subtract scale management, make the enterprise employees on the basis of the understanding of the enterprise values, active and passive condition in the build credibility friendly culture atmosphere, patriotic dedication working environment, realize self value in work.

3.2.2. Cultivate the Party Building Culture of Non-public Enterprises While Inheriting the Excellent Traditional Chinese Culture

The cultural system in the new era is more open and inclusive. In the context of multi-culture and multi-value competition, the Party building work in Non-public enterprises can absorb the nutrition from the excellent traditional Chinese culture to cope with various cultural shocks. First, we should inherit the professional dedication spirit of unremitting self-improvement and striving for excellence. To build a top team as the goal, to first-class work style as the ruler, to create extraordinary performance as the goal, to guide everyone to actively into the work post. Second, the practice of righteousness before interest, righteousness for the noble feelings. Carry out the right attitude to wealth, fame and gain, honor and disgrace and other education activities. Encourage employees to serve the enterprise, the society and the people with the value of benevolence, love and selfless dedication, and inject new impetus into the cause of serving the people for the Party. Third, it emphasizes "loyalty, filial piety, benevolence, righteousness, courtesy, wisdom and trust", guides and educates employees to be loyal to the enterprise, strictly abide by the enterprise system, and fulfill employee obligations wholeheartedly. Education staff, to cultivate one's morality, to filial piety in the family, children education, the construction of a harmonious marriage and family, to promote staff plenty of energy and enthusiasm into the work and promote the process of self, employee's wuxi team stability, eventually stable and efficient for the enterprise development and the party construction smoothly to provide a harmonious environment with love.

3.2.3. Cultivate the Entrepreneurial Spirit of the New Era While Carrying Forward the Advanced Socialist Culture

In the new era, China's economy has reached a new stage of development, market entities of all kinds are flourishing, and the number of Non-public entrepreneurs has increased unprecedentedly. An entrepreneurial spirit with more and more characteristics of The Times and the nation has gradually taken shape. Today's entrepreneurship is the mainstream spirit of the new era as well as the ideological guide that can fully stimulate the creative ability of entrepreneurs. Entrepreneurs are the leaders who lead enterprises to overcome the current difficulties bravely. The quality and ability of entrepreneurs are of great significance to open up the broad development space of enterprises and lead enterprises to assume social responsibilities. Only by cultivating entrepreneurial spirit in line with the trend of The Times and cultivating entrepreneurs' ideals and beliefs can we further promote the smooth development of party building activities in enterprises. And cultivate the spirit of entrepreneurs need to have both objective traction and subjective absorption, this requires that the news media, the propaganda department to vigorously promote outstanding entrepreneur spirit in the social life, build honest, and trustworthy enterprise culture environment, enhance market appeal to moral integrity, to strengthen the vocational ideal and moral education of the business operators, Integrity management will be imperceptibly implanted in the heart of the majority of entrepreneurs, cultivate entrepreneurs' feelings of family and social responsibility. Non-public entrepreneurs should internalize the excellent entrepreneurial spirit in mind, externalize it in practice, and consciously integrate the development of enterprises with the prosperity of the country and social development. Based on the current market environment and national policies, overcome the outdated economic concepts and management concepts, according to the development trend of The Times to establish and cultivate the spirit of innovation, constantly stimulate their own potential, and constantly improve their quality level.

4. The Core Content of the Driving Mechanism of Non-public Enterprise Party Building Work -- Adhere to the People-centered

The transformation of the major social contradictions in the new era is an important part of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, and it is a concentrated reflection of the current social conditions in China. [7] The transformation of the main social contradictions in the new era also determines that our party and state must establish a People-centered ruling concept in their work. People-centered is the practical symbol of the new era. In the practical activities of enterprises, we should also adhere to the concept of "People-oriented", seek the meeting point between the party building work and the development of Non-public enterprises, build the core of the party building power mechanism, and stimulate the endogenous power of the Non-public party building work.

4.1. "People-centered" Development Thought is the Core Value Pursuit of Party Building in Non-public Enterprises

The happiness of the people is an important value pursued by the Party to carry out the line of the masses. The concept of "People-centered" first requires that the development of the country and the ultimate goal of the Party's leadership should focus on the concept of "people first". This means that in the new historical period, Party building work should also change the direction of development, closely follow the actual needs of the people, take root in serving the people, safeguard the interests of the overwhelming majority of the people, and establish a good relationship with the people. Secondly, under the premise of comprehensively governing the Party with strict discipline, "People-centered" should go deep into the democratic construction within the Party, stimulate the initiative and enthusiasm of Party members and cadres,

maintain the advanced nature and scientific nature of Party members, on the one hand, promote the improvement of Party members and cadres themselves, on the other hand, they can better serve the people. "People-centered" should also give full play to the strength of unity of the people. The people have played an important role in China's social development. To realize the great rejuvenation of the Chinese nation in the new period, the construction of a modern powerful socialist country is still inseparable from the efforts and struggles of the people. In the process of the Party's governance of the country, the construction of the grass-roots Party has always been a weak part of the Party's construction. In the People-centered perspective, the focus of the grass-roots Party construction should also be shifted to the practical interests of the people. Non-public enterprise party construction as an important link of grassroots party construction, also should take the "People-centered" development thought as the core value pursuit of the party construction, the enterprise staff as the fundamental force to promote the development of the enterprise, the realization of enterprise and staff comprehensive development as the fundamental task.

4.2. Safe Guarding the Fundamental Interests of the Overwhelming Majority of the People is the Ultimate Goal of Building a Dynamic Mechanism

Mechanism construction of Non-public enterprise party construction, to give full play to the function of the party organization advantage, seek the interests of the party construction and the enterprise each subject combining site, clarify the relations between the interests of the subjects to the integration of the overall appeal, to promote the all-round development of enterprises and realize the comprehensive development of employee's dual function effectively, improve the enthusiasm of Non-public enterprise staff For the non - public enterprise party building work to provide a steady stream of spiritual kinetic energy.

4.2.1. People-oriented, Improve Employees' Sense of Identity for Party Building Work

From the perspective of business owners, only when the enterprise party organization brings practical benefits to the enterprise, entrepreneurs can actively cooperate with the Party and the government to build the party organization and identify with the party organization. From the thought up understanding, to solve the "oral attention, form warm" of the problem, in action to really pay attention to the great significance of the party building work. Party organizations to actively according to the characteristics of their own growth and development, to create brand "party building" linkage projects, through party building innovation impetus enterprise mode, service innovation, culture, public welfare synchronization, with brilliant party construction work to form a powerful economic effect, strengthen enterprise party construction and development of interactive positive public opinion. From the perspective of enterprise employees, the new generation of employees have more distinctive personality characteristics and more complex demands, which determines that more attention should be paid to their growing material needs as well as spiritual pursuit and democratic demands. Non-public enterprise party construction work to respect the principal position of employees, to listen to employees' subjective and tolerance values exist certain differences, employees use philosophy to guide employees, with actions influence the staff, constantly close to employees, will be the implementation of the party construction to each point, make every employee has a suitable to the development characteristics of cultivating mode. Enhance staff in Non-public enterprises in the development of subjectivity, constantly improve the right to know about an employee's self-interest events, about enterprise decision-making participation and supervision enterprise system operation process, for enterprise employees continuously participate in democratic governance, to defend their own interests to provide fair opportunity, so as to promote employees to foster a sense of ownership, Make Non-public enterprise employees consciously integrate their own development needs and value pursuit into the enterprise development planning.

4.2.2. Relying on Big Data to Innovate the Model of Party Building and Broaden the Channels of Party Member Education and Management

In the new era, big data develops rapidly and plays an indispensable role in China's economy, politics and culture. Relying on the Internet to build the party learning platform, combining with the characteristics and advantages of the new era of cultural transmission, through the microblogging, learning power, the party APP, trill, and other forms of popular new media to carry out the rich, the rich content of the party members' education will effectively improve party construction "difficult to implement" problem, for the party construction work to provide advanced technology of kinetic energy.[8] First, we should take full account of the age, gender structure, educational level and other characteristics of Party members in Non-public enterprises, and formulate study plans suitable for their work characteristics. We should flexibly adjust the form of Party building work, make full use of big data for analysis, improve the mechanism of activity development, make good use of fragmented time, organize Party members to discuss and study on the online platform and the content of meetings. Party building workers should pay real-time attention and guide, and announce the progress of work through Party building APP in a timely manner. Second, vigorously promote the construction of the "Internet +" Party building wisdom platform, relying on big data to carry out more comprehensive information management of Party members, and effectively solve the problem of "pocket" Party members.[9] Under the premise of abiding by the system and procedure of Non-public enterprises, excellent Party members can be recommended to the management structure of Non-public enterprises through the "Party Member Home APP", and high-quality Party members in the management and operation can be absorbed into the Party organization, thus solving the problem of "two pieces of paper, each in charge of each". Third, through the party building APP to establish employee mutual help module, build communication channels within the party members, between the party members and employees, through the party building APP to improve everyone's understanding of each other, strengthen communication in work. At the same time, mutual help mechanism should be established to solve the problems of employees' personal life and work with the help of all people, so that employees can feel the warmth of the family group and gather their centripetal force and recognition of the enterprise.

4.2.3. Pay Attention to Human Resource Management and Improve Employee Incentive Mechanism

Talent is the core element of the development of modern enterprises, and human resource management is an important link to deliver talents to social and economic development. With the development and change of China's economy, talents are becoming more and more the key to the development of enterprises. In the historical pattern of a country, the people are the creators and the fundamental force that determines the future of the country. In the small historical pattern of the enterprise, employees are the best creators of the material and spiritual wealth of the enterprise, and the main force that decides the future direction and destiny of the enterprise. In the process of planning the future, Non-public enterprises must pay attention to the excavation, utilization and retention of talents, so the party organizations must guide enterprises to establish a long-term mechanism of talent cultivation. The first step is to embed the leadership of the Party organization into the human resource management, ensure that the Party organization strictly checks the recruitment of talents, improve the standards of talent selection, strengthen talent training and education, and strive to cultivate a strong team of enterprise management personnel with comprehensive ability. The second step is to build a two-way talent training mechanism. In order to provide management talents among Party members to Non-public enterprises in a timely manner, excellent Party members should also be selected from ordinary employees, to realize two-way interaction and mutual integration between Party building and enterprise management talents. Finally, a perfect incentive mechanism should be constructed. Establish "Party member demonstration post", carry out

"Party member listing for post" activities, guide Party members to strive for advanced, enhance the public and business owners to understand and recognize Party members to provide support. Regular evaluation and promotion activities for Party members should be carried out, and timely spiritual incentives should be given to employees and Party members who actively participate in Party building activities, and their contributions to the enterprise and society should be rewarded. On the premise of guiding employees to establish a correct view of interests, we should give full play to the role of the internal security mechanism of Non-public enterprises, constantly improve the welfare level of employees, provide necessary material incentives to employees, to enable them to benefit simultaneously while realizing the development of the enterprise, to promote employees to support the Party building work of the enterprise wholeheartedly.

5. Conclusion

The world is undergoing profound changes unseen in a century. At present and for some time to come, China remains in an important period of strategic opportunities for development. Non-public enterprises are the main force to promote China's supply-side reform, promote the process of socialist modernization and finally realize the great rejuvenation of the Chinese nation. In the new era, it is of great practical significance to give full play to the role of the Party in overall planning and value orientation in Non-public economic work. To excavate the driving force of party building in Non-public enterprises, we need to adhere to the party's leadership as the fundamental principle, and analyze the decisive position of the party's overall leadership in the Non-public enterprise party building from the three dimensions of politics, ideology and organizational leadership. At the same time, we should firmly implement the spiritual guide of "insisting on cultural confidence", and analyze how to fully integrate the socialist core values, excellent traditional culture and advanced socialist culture into the cultural construction of Non-public enterprises, so as to exert the cohesion and leading power. Finally, the party building operation mode should be perfected based on the needs of "people" and the interests of enterprise personnel, and the party building dynamic mechanism of Non-public enterprises should be constructed.

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