

The Current Situation, Dilemmas and Optimization Paths of Party Building in the Economic Transformation of Chinese State-owned Enterprises

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Abstract. State-owned enterprises are a significant pillar of China's national economy, mostly located in the basic industries and pillar industries that are the lifeblood of the national economy. The development of state-owned enterprises not only determines the prosperity and stability of the national economy, but also whether the country can gain an advantage in international competition. How to realize the transformation and upgrading of state-owned enterprises has always been an issue of great importance to the state, and only through good transformation and upgrading can they develop and grow faster and better, and make their due contribution to the rapid and stable development of China's economy. Under the dual pressure of epidemic control and the international economic environment, the recommendations for party building within state-owned enterprises are particularly important. This paper analyses the dilemma of party building in Chinese state-owned enterprises based on the current actual situation of party building in Chinese state-owned enterprises, taking into account the international epidemic and the economic situation. It also puts forward two optimization paths including deep integration of production and operation and University-Enterprise Collaborative. It is hoped that the level of party building work in Chinese state-owned enterprises can be improved and production stability and ideological motivation can be enhanced.

1 Introduction

Adhering to the Party's leadership of state-owned enterprises is a major political principle and must be consistent; establishing a modern enterprise system is the direction of reform of state-owned enterprises and must also be consistent. The history of the development of state-owned enterprises is the history of adhering to the Party's leadership and strengthening the Party's construction. By adhering to the Party's leadership of state-owned enterprises without wavering and making them stronger, better and bigger, state-owned enterprises will be able to play a greater role and our Party will be more powerful.[1] In the current economic development of state-owned enterprises, effective party building and ideological and political work can improve the enthusiasm of grassroots employees, enhance the comprehensive quality of grassroots employees and cultivate their sense of innovation, which greatly promotes the development of state-owned enterprises. As early as the 19th National Congress, the General Secretary stressed the role of party building work in the construction and development of state-owned enterprises. [2]Under the call of government, state-owned enterprises around the world are actively strengthening the innovation of party building and ideological and political work, and also conducting research on the work and psychological changes of grassroots workers in the context of economic

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transformation, and after completing an all-round control of the ideological dynamics of employees, providing a strong guarantee for the development of party building and ideological and political work After completing the all-round control of employees' ideological dynamics, it provides a strong guarantee for the development of the Party's ideological and political work and promotes the completion of the economic transformation of state-owned enterprises. [3]

From a macro perspective, the Party building work as a whole has been promoted in an orderly and effective manner, but there are still problems such as the lack of in-depth integration between Party building work and production and operation, and the existence of antagonism between the Party building work of enterprises and that of universities.

2 The Current Situation and Dilemmas in party building

2.1 Lack of in-depth integration between Party building work and production and operation

With the progress of the times, China's social and economic development is getting better and better. Party building work in state-owned enterprises has been strengthened and deepened, and the Party has been

effectively implemented in a comprehensive manner. The majority of grassroots party organisations have always focused on state-owned enterprises, actively explored innovative ways of building the Party, further strengthened the Party's leadership of state-owned enterprises and continued to grow the state-owned economy. However, from a broad perspective, there are still certain misunderstandings in the grassroots party organisations of state-owned enterprises in terms of surrounding production and business activities, leading and promoting the high-quality development of state-owned enterprises. Many SOE party organisations are disconnected from each other, unable to effectively carry out party building activities, party building is separate from production and operation, and the functions of party organisations at all levels are unclear, their work unclear and their role inadequate. [4] The deep integration of party building and production and operation should be further promoted, so as to lay a solid foundation for achieving high-quality party building and boosting the high-quality development of state-owned enterprises.

2.2 Existence of antagonism between the Party building work of enterprises and universities

As of June 15, 2019, there were 257 independent colleges nationwide, which are an important force in higher education. A considerable number of independent colleges under the leadership of the board of directors are still in a critical period of transformation and conversion, and some independent colleges have chosen to establish secondary colleges of school-enterprise cooperation to boost their quality and upgrade their status and convert into private undergraduate application-oriented colleges. The profit model of the second-tier colleges of school-enterprise cooperation has led to the colleges not paying enough attention to the construction of grass-roots party organizations, and there is the phenomenon of emphasizing business and efficiency over party building and ideological and political work, and the status and role of party organizations are weakened. Party building work forces are weak, party affairs are generally performed by teaching staff on a part-time basis, and the setting up of party organisations and the building of party workers are neglected, with the pursuit of the highest management efficiency with the most streamlined organisations, and the attractiveness, cohesion and combativeness of party organisations are weak. Students graduating from such institutions often lack party motivation when they enter the workforce of state-owned enterprises, which affects the party building work of state-owned enterprises.

On the other hand, the party building of universities and state enterprises often do not converge, and the procedures for fresh graduates are cumbersome. Along with inefficiency and increased management costs, the large number of administrative formalities also leads to slackening of the work of the personnel involved.

School-enterprise cooperation is an important path for the integration of industry and education. However, many enterprises are generally not highly motivated to participate in school-enterprise cooperation, and their

internal drive is not strong, so school-enterprise cooperation is mostly a formality, resulting in unstable factors in school-enterprise collaborative education. At present, the construction work of the teaching staff party branch in the second-level colleges of school-enterprise cooperation under independent colleges is facing new forms and problems, the status and role of the party organization is weakened, the composition of the teaching staff party members is complicated, and the construction of the party branch is disconnected from the development and construction of the college, etc. The innovative construction of teaching staff party branches in secondary colleges of independent colleges with university-enterprise cooperation is based on new ways of building teaching staff party branches, strengthening the organization of the party, effectively playing the role of a fighting fortress, combining the central work of secondary colleges, building a platform for the work of teaching staff party branches, and increasing the development and management of teaching staff party members, etc.; we strive to make the work of building teaching staff party branches in secondary colleges with university-enterprise cooperation in independent colleges compatible with the central work of the college. The work of the Party branch in the second-level colleges of university-enterprise cooperation is in line with the central work of the college.

3 Optimization Paths

3.1 Deep integration of party building work and production and operation in state-owned enterprises

On the one hand, the main responsibility of the party organisations of state-owned enterprises is to clarify the development direction of the enterprises and to ensure that policies are strictly implemented. It should speed up the construction of rules and regulations such as the deliberations of party committee meetings and the list of "three major" decision-making matters, discuss relevant issues in accordance with the principles of democratic management, implement the decision-making system for "three major" and other important matters, and build a mechanism for the last position and the selection of cadres by vote. The system is used to manage staff in accordance with the relevant procedures. The system is used to manage staff and production and operation activities are carried out strictly in accordance with the relevant procedures, so that the company's decisions are more democratic and scientific. The party organisation of a state-owned enterprise should further grasp the direction of development of the enterprise, clarify the political direction, ensure that the production and operation of the enterprise cannot be separated from the control of the party organisation, ensure that the decisions of the state-owned enterprise can comply with the party's guidelines and policies, and always adhere to the leadership of the party organisation in the process of deepening reform. The executive leadership should be "one shoulder" of the party and government, reflecting the general policy of party

control, and effectively combining the strengthening of party leadership with the improvement of corporate governance.

On the other hand, it is most important to strengthen the target responsibility, strengthen the awareness of party building work, focus on production and operation tasks, give full play to the effectiveness of the work of party organisations and mass work, and provide support such as objectives, motivation and guarantee for the deep integration of party building work and production and operation. The target responsibility system should be fully implemented, a linkage assessment mechanism between party building work and production and operation should be established, and the results of the assessment should be combined with the performance issuance of relevant personnel, so as to mobilise the enthusiasm of the staff and leading cadres.

3.2 University-Enterprise Collaborative Innovation to Create Party Building in State-Enterprises

The introduction of talent in enterprises comes from universities and colleges, and the improvement of party building in state-owned enterprises has to start from the root universities. The most important thing is to strengthen the construction of Civic and Political Science courses in collaboration with universities and enterprises, so that the party building work of universities and enterprises is coherent. The purpose of strengthening the construction of Civic and Political Science courses in colleges and universities is to achieve the goal of establishing moral education, which is of course also an important initiative to give full play to the role of classroom teaching and to cultivate composite and highly educated talents. To vigorously promote the construction of curriculum thinking and politics, it is necessary for both institutions and enterprises to work together, give full play to their synergy and actively collaborate in educating people from a diversified perspective in order to achieve better results. Both sides should maximise the role of collaborative education and strengthen the construction of curriculum thinking and teaching staff on the occasion of collaboration.

This is a good example: the School of Marxism of Qingdao University of Technology and the state-owned enterprises in Qingdao jointly set up the Collaborative Innovation Centre for Party Building of State-owned Enterprises in the New Era, relying on the advantages of Marxist theoretical resources of universities, combined with the practical experience of grassroots party building of state-owned enterprises, and explored a set of "Qingdao model" for collaborative innovation of party building of state-owned enterprises in the New Era. Qingdao is a major city of state-owned enterprises in Shandong Province. How to play the important role of party building to lead the development of enterprises and further stimulate the vitality and vitality of state-owned enterprises has become a major theoretical and practical issue for the development of state-owned enterprises in Qingdao and even Qingdao city. Qingdao University of

Technology has combined the small classroom of thinking and politics of the university with the big classroom of the society, combined the theoretical innovation of the Party with the practice of Party building in Qingdao state-owned enterprises, and explored the formation of "Party building theory research", "Party building practice exploration" and "Party building for teaching reform". A series of innovative work models such as "Party building for teaching reform" have been explored.

In October 2019, the School of Marxism of Qingdao University of Technology established the Collaborative Innovation Center for Party Building of State-owned Enterprises in the New Era, relying on the School's talent and scientific research advantages to create the first school-level scientific research platform for theoretical research on party building of state-owned enterprises in Shandong Province. In order to promote the old brand of party building in the new era, the centre has written a monograph entitled "The Beginning and Mission of Qingdao Port in the Century" for Qingdao Port of Shandong Port Group, which summarises and refines the important role of party building work in the historical development of Qingdao Port. In order to promote the old brand of Party building to shine in the new era, the Centre wrote a monograph for Qingdao Port of Shandong Port Group.

4 Conclusion

The development of state-owned enterprises is the basis of national economic and social development, and is an important force in promoting entrepreneurship and innovation. In the process of the survival and development of state-owned enterprises, the issue of building the party organization is an issue that cannot be ignored. In order to promote the continuous development of state-owned enterprises, we need to continuously promote the construction of party organisations and improve the level of party construction in order to better promote the continuous development of state-owned enterprises. At present, there is a mismatch between the party building work of state-owned enterprises and production management, and a lack of synergy between schools and enterprises. The administrative arrangements for party building in state-owned enterprises should be further optimised to improve efficiency and capture the minds of employees. It is urgent for the Party building of state-owned enterprises to become an important force in the construction of socialism and strive to build a modern and powerful country that is rich, strong, democratic, civilised, harmonious and beautiful.

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