

Analysis on the Cultivation of Socialist Core Values of Urban Young Migrant Workers from the Perspective of Management Ethics Incentive

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Abstract—Based on the management ethics incentive to build a dynamic balance between corporate managers and managed persons, implement modern value management, and seek effective ways to cultivate the socialist core values of young urban migrant workers, thereby improving the effectiveness of cultivating their socialist core values.

Keywords—ethics incentive; socialist core values; path

I. INTRODUCTION

For more than 40 years of reform and opening up, with the economic transformation and development, migrant workers have become an indispensable and important construction force in cities. According to the 2018 Migrant Workers Monitoring Survey Report released by the National Bureau of Statistics, the total number of migrant workers in 2018 was 28.836 million. Among migrant workers who went out, 13.506 million migrant workers entered the city, accounting for 46.83% of the total number of migrant workers. And most of these migrant workers are employed in construction, accommodation, catering, manufacturing and other enterprises, and the proportion of migrant workers in the tertiary industry is 50.5%. Among the new generation of migrant workers, the "post-80s" accounted for 50.4%; the "post-90s" accounted for 43.2%; and the "post-00s" accounted for 6.4%. The living conditions of young urban migrant workers in the new generation are different from that of the traditional migrant workers. Their educational level is constantly improving, the concept of the rule of law is constantly increasing, and the integration of urban society is constantly stable. Although the degree of citizenization of their economic life has increased, the degree of citizenization of social core values, citizenization of political participation, and citizenization of social relations is relatively low. Therefore, while continuously increasing the material needs of young urban migrant workers, it is more urgent to pay more attention to their spiritual needs, improve their ideological and moral qualities, and adopt modern management methods to guide them to identify and practice socialist core values, so as to allow them to better integrate into the city and realize citizenization.

Taking a vertical look at the changes in human social management thoughts and horizontally focusing on the management innovation of the times, it is not difficult to find

that focusing on human nature and human moral needs is always the theme and main line of the development of management thinking and management practice activities. Aiming at the phenomenon of a large number of management activities contained in management practice, starting from the micro-level of management, the management ethical incentives are explored with respect for the principal status of young migrant workers, and the implementation of value management is based on the cultivation of socialist core values, to enhance the effectiveness of the cultivation of socialist core values of young migrant workers.

II. THE CONNOTATION OF MANAGEMENT ETHICS INCENTIVES

All management is aimed at people, and the core is to promote the all-round development of people. In the development history of management science, many management incentive theories focus on the external factors of work, work goals, and work rewards to carry out research and practice. Although this has achieved some management results in the development stage of human society, with the change of times and the development of management practices, management theories that have no or few internal factors such as human values, sense of responsibility, and honor have been unable to handle the management practices and lag behind the development of modern management practices. As mentioned above, the historical changes in social management thoughts and practices reflect people's values and the pursuit of ideals, and the expectation of a harmonious relationship of management morality, which highlights that the satisfaction of people's ethical needs in management is an important and high-level motivating factor. Incentives in management, "is that the organizers of the system take planned measures to set up a certain external environment and apply positive or negative reinforcement of feedback to system members (with the help of a certain information carrier), in order to cause changes in their internal psychology and ideology, so that they produce the behavioral responses expected by the organizers, and correctly, efficiently and continuously reach the organization's predetermined objectives." [1] Therefore, the management ethics incentive described in this article is a new type of management incentive model, based on people who are social and realistic subjects in management activities, and

based on the needs and desires of managers and managed subjects, establishing a management ethics incentive mechanism, and using appropriate management ethics incentives methods to create a stable and harmonious management ethical relationship, in order to realize the organic integration of the promotion of urban young migrant workers' pursuit of self-worth and the cultivation of socialist core values.

III. CONTENT AND STRUCTURE OF MANAGEMENT ETHICS INCENTIVES

As a manager, it is unquestionable to consider the external material compensation and performance of the managed person, but the main energy of his management must be focused on the social conditions of the managed person. In today's world, individuals fully realize that their own value tends to meet the enhancement of personal dignity and self-responsibility, while economic stimulation and incomplete spiritual incentives can no longer meet the moral needs and value pursuits of the governed. If managers have this change in thinking and perspective, from the perspective of a comprehensive understanding of people, it is not only more comprehensive than the simple "economic man" hypothesis of management of human nature, but also more in line with human nature to implement management ethical incentives for human behavior.

A. *The Content of Management Ethical Incentives*

Based on the positioning of ethical management that meets the spiritual needs of the person being managed, the main contents of management ethics incentives for scholars of various schools in integrated management are: the first is responsibility incentives. Responsibility is very important for managers and those being managed. As a manager, being able to effectively manage others does not rely on external compulsory factors such as management authority to achieve the purpose of management well. To make the person under management truly convinced, respect the authority of management, and obey management, it is still up to the manager to have a good moral character and a sense of responsibility. In a responsible and motivating moral atmosphere, the moral impact of managers is huge, which can make management work smoothly and give play to the greatest effectiveness of the organization. For the person being managed, if they have a strong sense of responsibility, they will be regarded as responsible for the work they are engaged in, follow socialist core values, continue to give play to their initiative, and creatively complete the tasks assigned by the managers. The second is fair incentives. From the perspective of management ethics, "fairness" can be expressed as a reasonable state of the interrelationship between people, society and organizations, which reflects the status and interests of individuals and organizations in society. [2] It can be said that fairness means the justification of the management process and management results. To use the fair incentive management method correctly, the manager must take the benefits of the managed person, the managed person's development space, and the organizational culture as the focus. The third is honor incentive. Among the incentive content of management ethics, honor incentive can be said to be the

strongest incentive factor. The purpose of management is to get the expected work results and promote the all-round development of people. In organizations, there is a dialectical unity between social honor and personal dignity. The higher the positive impact of the results of management activities on society, the higher the organizational reputation, the stronger the social honor, and the lower the opposite. In an organization with a higher reputation, the dignity of the individual is more easily satisfied, thereby stimulating the manager and the managed person to maintain the social honor of the organization, to carry out management activities smoothly, and effectively guide the managed person to establish socialist core values.

B. *Structure of Management Ethical Incentives*

From the perspective of management subjects, the structure of management ethical incentives is composed of two important aspects: managers and managed persons. On the one hand, managers are motivators who stimulate human potential in ethical incentives, implement value management, guide the establishment of core socialist values, and improve the enthusiasm of the managers. First, for managers, the quality of their moral character is crucial. The moral quality of the managers themselves is a crucial factor in achieving ethical motivation. The opinion put forward by Drucker is: in order to make this special resource of management personnel — people, better enable employees to achieve and be more energetic, it requires managers to have a special quality — "the integrity of character". [3] French management scientist Fayol put forward the qualities that managers should possess at the beginning of the last century: Physical, mental, moral, general education, expertise, and experience. Japan's research on the quality of managers is more extensive, and it focuses more on the study of moral quality. Such as: sense of mission, responsibility, enthusiasm, loyalty and honesty, aggressiveness, patience, fairness, enthusiasm, courage. Confucius, a master of Confucianism in our country, also believes that managers must respect the five virtues in their personal conduct: "Gentlemen should help them without being proud, hard-working without resentment, having ideals without being greedy, being calm and not arrogant, having majesty and not ferocious". Mo-tse also explained to the wise men in "Honor wisdom. Volume one": "Character and behavior are loyal, words are logical, morality is good, eloquence speaks, and he has a strong sense of justice." In this regard, managers should have good moral qualities including integrity, fairness, honesty, and sense of responsibility. Secondly, it is necessary to enhance the role model of managers while continuously improving the moral quality of managers. The role of manager's role model in the process of management ethical motivation is obvious. One is to form a positive radiation moral field based on its own moral power, to influence and motivate the managers, so that the managers recognize and accept the core values of socialism. The second is to make the managers themselves affected by the moral supervision from the managed, to promote the persistence of the role model role of the managers, and to strengthen the stability of fostering the core values of socialism. Finally, in the management process, managers must attach importance to the sense of responsibility, responsibility, conscience, and dignity that reflects the psychological changes

of people's beliefs and meet the moral and psychological needs of the person being managed of the managed person, stimulate their potential, realize the self-realization and self-transcendence of the managed person, and thus complete the purpose of value management activities.

On the other hand, the person being managed is another subject relative to the manager in the management activity, is the recipient of the ethical motivation, and is a very important pole of management ethics motivation. Managed persons have their own inherent, specific human needs and values. Especially in the new era, the cultural quality of young migrant workers has improved markedly, their democratic consciousness has increased, their competitive spirit has gradually formed, their fairness has been continuously sublimated, and the value pursuit of self-transcendence has become increasingly strong. Therefore, in the process of management ethics incentives, managers must apply moral incentive methods such as sense of responsibility, fairness, ideals, and values while comprehensively using various representative management incentive ideas. Full consideration must be given to stimulating the initiative and ethical needs of young migrant workers in order to implement effective management control and value adjustment, achieve a dynamic balance between managers and those under management, and create a good management environment that fosters socialist core values.

IV. THE PATH OF CULTIVATING THE SOCIALIST CORE VALUES OF YOUNG RURAL MIGRANT WORKERS UNDER THE MANAGEMENT ETHICS INCENTIVE

It is necessary to implement the management of values based on the dynamic balance between the managers and the managed by the management ethics incentives, and effectively promote the construction of socialist core values.

The first is to establish and improve the relevant ethical management system. First of all, the necessary management rules and regulations must be established, improved and perfected, especially the corresponding management incentives and restraint mechanisms. Because the recognition and acceptance of core values requires a good ethical management atmosphere and ethical management methods, it is necessary to attach importance to the organic combination of external management systems and internal management ethical incentives in management activities. It enables the managed person to have both the management-oriented incentives of socialist core values and the norms of institutionalization of management, which reflects the dialectical unity of otherness and self-discipline in the process of fostering socialist core values. Secondly, the work of cultivating the core values of socialism is incorporated into the construction of the post regulation system of the managed persons, and a systematic external management system restriction and an internal management ethics incentive mechanism are formed. In this way, the requirements and objectives of cultivating socialist core values can be implicitly integrated into the daily management process, eliminating the passive coping mentality of the managed person, inspiring the subjective initiative of the managed person, and guiding the managed person to actively accept or even recognize the socialist core value. Finally, it

organically integrates the construction of ethical management system with the construction of corporate culture, forms a synergistic effect, and cultivates socialist core values. Core values are the core of culture, and culture has a positive role in promoting core values. Institutional construction is a powerful support and guarantee for corporate culture construction. There is an interactive and mutually reinforcing interaction between institutions and corporate culture construction. In other words, managers infiltrated the core values of socialism advocated into the management process and became conscious actions of the managers. It is necessary to organically integrate the construction of corporate culture in the construction of ethical management systems, which complement each other and form a synergistic effect, thereby accelerating the process of urban young migrant workers' recognition of socialist core values.

The second is to make full use of management ethics incentives to transform the core values of socialism into the common belief of young urban migrant workers. Management ethics incentive is a kind of ethical management method that takes value management as the core and purpose, and essentially meets the ethical needs of people, and stimulates and guides the behavior of motivated people and the development of values toward the expectation of the motivator. Managers need to think deeply, take the initiative, and strive for innovation, make full use of management ethics incentives, improve the construction of ethical incentive mechanisms, and build an organization-oriented reward and punishment behavior-oriented mechanism and moral operation cost compensation mechanism, effectively manage individual values, and make the core values of socialism become common values commonly recognized by organizational members.

The third is to establish a scientific ethical incentive evaluation mechanism based on the value management model to provide support and guarantee for the cultivation of socialist core values. The first is the correct orientation of the ethical incentive evaluation mechanism. It is necessary to build a scientific mechanism with the guidance and standards of socialist core values. The second is that the content of the ethical incentive evaluation mechanism is standardized and scientific, with rich and diverse means. The content should closely follow the characteristics of the cultivating core values of socialism and conform to the rich connotations of core values of socialism. The evaluation methods should closely follow the theme of the socialist core values cultivation era, and make full use of a variety of evaluation methods in the context of "Internet +".

V. CONCLUSION

The increasingly developing management culture is an important trend in the development of modern management science, especially it is also the significance of the construction of corporate culture in the form of value for management and the cultivation of socialist core values. Therefore, managers must change the management concept, develop management culture, attach importance to the value pursuit of young urban migrant workers, and meet the moral needs of young urban migrant workers. In terms of the value of incentives, it should emphasize socialist core values as the guide and implement

value management. In terms of the methods of incentives, it should pay attention to the ethics of the incentive process and behavioral methods, based on the management ethical incentives to effectively carry out the cultivation of socialist core values for young urban migrant workers.

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