

Exploration of the Ways to Strengthen the Party Building of Private Enterprises in the New Era

Guiying Zhou
School of Marxism
Xi'an University
Xi'an, China 710065

Abstract—With the development of private enterprises, the importance of party building of private enterprises has continued to increase. Strengthening party building in private enterprises in the new era has important theoretical and practical significance. However, in reality, there are still some problems in the party building of private enterprises, such as insufficient study of political theory, the improvement of professional quality and level of party building staff, and the lack of pioneering role of party members. In order to achieve the same frequency resonance between party building and the development of private enterprises, the party building of private enterprises can be strengthened by increasing the importance of party building, innovating the work methods of party building, promoting the construction of party building team, introducing the experience of party building, and forming the features of party building.

Keywords: *private enterprises, party building, path*

I. INTRODUCTION

The "Party Constitution of the Communist Party of China" revised at the 19th National Congress of the Communist Party of China stipulates: "The grass-roots organizations of the party in non-public economic organizations shall implement the party's guidelines and policies, guide and supervise enterprises to abide by national laws and regulations, and lead groups such as labor unions and Communist Youth Leagues, reunite and consolidate the masses of employees, safeguard the legitimate rights and interests of all parties, and promote the healthy development of enterprises." It can be seen that strengthening the construction of grass-roots party organizations in private enterprises is to fully promote the implementation of the new party constitution on the construction of grass-roots party organizations in non-public economic organizations, and also belongs to the field of party building and development in the new era. With the development of private enterprises, the party and the state are paying more and more attention to the party building of private enterprises. General Secretary Xi Jinping emphasized that "non-public enterprises are an important force for the development of a socialist market economy. The number and role of non-public enterprises determine that the party building of non-public enterprises is becoming more and more important in the entire work of

party building, and it must be done in a solid and firm manner with greater efforts."

II. THE SIGNIFICANCE OF STRENGTHENING THE PARTY BUILDING OF PRIVATE ENTERPRISES

With the deepening of reform and opening up, private enterprises are gradually developing from small to large, from weak to strong. They play an important role in promoting economic growth, promoting technological innovation, expanding employment channels and improving people's livelihood. To carry out the party building of private enterprises in depth can improve the attention of non-public enterprises to the party building, help to build the enterprise culture that meets the development needs of private enterprises, form the enterprise spirit that conforms to the characteristics of private enterprises, and inject vitality into the development of enterprises, thus greatly promoting the steady development of non-public economy in China. Through the exploration of party building of private enterprises, it is possible to enrich the development of theory of party building and expand the research direction of party building of private enterprises.

On the one hand, strengthening the party building of private enterprises is not only conducive to the realization of the benign interaction between the grass-roots party building and the development of enterprises, and provides strong political guarantee for the growth and innovation of private enterprises, but also can consolidate the foundation of the party building of private enterprises, integrate resources and forces in all aspects, promote the overall improvement of private enterprises, and realize their continuous in-depth innovation. On the other hand, through various training and education activities conducted by the party organizations of private enterprises for the employees of private enterprises, it can standardize the operation behavior of private enterprises, carry forward the entrepreneurship, improve the ideological level and political position of the employees of private enterprises, guide them to establish a correct outlook on development and the rule of law, and provide a solid ideological basis for their healthy growth.

With the innovation and strengthening of the party building of private enterprises, the party building mode and operation mechanism suitable for these enterprises will also

be improved, and its popularization and application will greatly promote the development of the party building of private enterprises. On the one hand, it not only strengthens the party's leadership over private enterprises, consolidates the party's ruling foundation, strengthens the party members' ranks, improves the party members' quality, and stabilizes the party's ruling foundation. On the other hand, it will undoubtedly greatly improve the operation of private enterprises, promote the development of non-public economy, provide more jobs, stimulate the enthusiasm, initiative and creativity of employees in private enterprises, and promote the harmonious development of society.

III. PROBLEMS IN THE PARTY BUILDING OF PRIVATE ENTERPRISES

With the continuous expansion of the scale of private economy, the proportion of non-public enterprises is gradually increasing, and the role of private enterprises can't be ignored, which determine that the party building of private enterprises is becoming more and more important in the whole work of party building. On the contrary, the party building of private enterprises has carried out many effective activities, promoted the development of private enterprises, and ensured the correct direction of the development of private enterprises. However, due to various reasons, there are still some problems to be solved in the work of the party building of private enterprises.

A. *Not enough attention has been paid to the study of ideological and political theory*

For private enterprises, it is necessary to strengthen the study of political theory, which can help enterprises grasp the pulse of national political development and promote their own development. However, in the actual work of party building, the grass-roots party organizations in private enterprises do not pay enough attention to the study of political theory, which easily leads to the neglect of ideological and political education for the employees of enterprises and fails to provide the necessary spiritual support for the economic development of enterprises. Only by achieving the same political and ideological, can we truly gather all kinds of strength and resources of the enterprise, bring profits and returns to the enterprise, and remain invincible in the fierce competition market.

B. *The professional quality and level of party building staff need to be improved*

In private enterprises, there are often insufficient party building staff, insufficient understanding of their own positions and low requirements, and they do not realize their own tasks. They don't know how to improve the ideological and political awareness of employees and how to carry out various political activities within the party, and they have no sense of responsibility. Due to the lack of updated learning of the party's latest theoretical and policy spirit, the efficiency of private enterprises' production practice is not high, which leads to the lack of vitality and spirit of the enterprise.

C. *The vanguard leading role of party members is insufficient*

In private enterprises, the total number of party members is relatively small, and the number of party members varies greatly and unevenly. In some private enterprises, the mobility of party members is large, and some employees even hide the identity of party members, forming the so-called "invisible" party members and "pocket" party members, which eventually lead to the weakness of the main body of the vanguard role. Some party members can't actively participate in party organization activities. The identity of party members is vague, which is not different from ordinary employees. This shows that in private enterprises, there is a lack of clear self-identity of party members, which leads to the lack of the leading role of the model that should be played, and restricts the development of party building to some extent.

IV. STUDY ON THE PATH OF DEVELOPING PARTY BUILDING OF PRIVATE ENTERPRISES

The grass-roots party building organizations of private enterprises should devote themselves to carrying out innovative, practical and attractive party building services, injecting the red gene into the party building work of private enterprises, making the party building become the "red engine" and "red booster" of private enterprises, and promoting the long-term development of enterprises. At the same time, the party building of private enterprise should be closely linked to the development of the private enterprise, and the party building and development of the enterprise should be organically integrated, so as to achieve the same frequency resonance between the party building and the private enterprise, promote the formation of the cohesion of the employees of the private enterprise and the joint force of the enterprise development, transform the achievements of the party building into the explicit achievements of the development of the private enterprise, and truly implement the party building.

A. *Improving the importance of party building and innovating the working mode of party building*

In view of the problems existing in the party building of private enterprises, such as insufficient depth and thinking, it is required to strengthen the attention and support of private enterprises to the party building work, and to explore various forms of political theory learning.

In order to play a role in the grass-roots party building of private enterprises, it is necessary for investors, senior managers to ordinary employees of private enterprises to highly identify with the party building ideologically, improve the importance of the party building, and deeply realize that the development of enterprises and the party building are inseparable, which is the red power source of enterprise development.

The party building of private enterprises should constantly innovate the way of party building, adopt systematic and targeted series of party building activities,

and use the diversity of new media to attract more groups of different ages to approach the party organization, and develop rich and diverse forms of party building training. Party building training can be carried out by combining centralized learning with decentralized self-study, etc. It is necessary to carry out the study of party history, interpretation of the party's major policies, thematic party courses, etc. At the same time, it can combine the vivid cultural cases of enterprises with the party building classes, so as to give the employees of private enterprises the most intuitive feelings and enhance the sense of belonging and identity of the employees of private enterprises. It is necessary to change the lack of pertinence and attractiveness of the traditional training classroom of party building, and the party building classroom will no longer be a mere formality, but a real spiritual power to promote the development of private enterprises.

B. Promoting the construction of party building team and strengthening the research and development of party building projects

In order to carry out the party building of private enterprises, it is urgent to build a party building team. Only by providing special personnel to be responsible for the party building and improving the party construction team level by level, can we ensure the smooth development of party organization activities in private enterprises and the maximum play of its role. Only in this way can we make clear the development direction of the party building of private enterprises, promote the positive interaction between the party building and private enterprises, and avoid the disconnection between the two in practice. Therefore, to improve the grass-roots party building team of private enterprises and improve the quality of relevant party workers are the main requirements and important basis for improving the party building level of private enterprises.

The demonstration and research of the subject of party building is not only the duty of party building of private enterprises, but also an important means to promote the party building of private enterprises. However, due to the lack of attention of private enterprises and other reasons, the research on party building of private enterprises has not been promoted. In practice, through the integration of expert resources and research materials, it can help private enterprises to carry out the research and development of related party building projects. Through the cooperation among experts, research resources and the relevant personnel of private enterprises, the relevant research can be carried out. It is necessary to solidify the existing experience, lesson, experience and thinking of private enterprises, and the research results should be an important tool to promote the development and innovation of private enterprises.

C. Exporting the practice of party building and introducing the experience of party building

In the process of party building practice, private enterprises can carry out party building in the way of "going out and bringing in" according to the theme of party building

and the reality of the enterprise itself. The method of "going out" refers to letting private enterprises participate in party building practice and experience exchange and other activities carried out by relevant organizations. The method of "bringing in" refers to that private enterprises should absorb the good experience learned through the practice and exchange, and enrich and improve the methods of party building activity of their own enterprises. Also, it is necessary to inject red energy into private enterprises.

"Going out" refers to the investigation activity. Private enterprises can organize employees to visit the red education base, review the party's historical memory and encourage the development around the content of party building activities. At the same time, in the investigation of red culture and education base, corresponding volunteer activities can be carried out to help the development of public welfare in red scenic spots with the strength of enterprises. This not only promotes the development of the red scenic spot, but also sets up a good image for the private enterprise itself, and improves the ideological and moral cultivation of the employees of the private enterprise. At the same time, private enterprises can also participate in the inspection activities of party building between private enterprises or other relevant units, experience the party building atmosphere, exchange and learn from each other, and talk about some good experiences and practices in the party building, so as to achieve the purpose of common improvement.

"Bring in" refers to that it is necessary to destroy the old and establish the new. The party building of private enterprises must be closely linked to the enterprise development. It is necessary to organically integrate the gains of "going out" with enterprise development and party building, so as to transform political and organizational advantages into enterprise development and competitive advantages. On the one hand, it is required to eliminate the outdated party building models and methods, and update the content and methods of ideological and political education. The party building of private enterprises should be closely related to the latest national policy instructions. On the other hand, it is necessary make bold innovation, use new digital media tools, carry out various work around the development of enterprises, promote the formation of employees' sense of belonging, and then build a harmonious corporate culture atmosphere, realize the maximization of social and economic benefits, so that party building activities can truly become the "booster" to promote the development of private enterprises.

D. Digging into the culture of party building and forming its characteristics

Different private enterprises have different business contents and scopes. The party building should be closely combined with the enterprise culture, so as to make a plan for private enterprises that not only conforms to the characteristics of the enterprise, but also is conducive to the realization of the economic development goals of private enterprises. Due to the diversity of private enterprises, it can

combine the party building activities and enterprise types of private enterprises through the comprehensive construction of honest culture of private enterprises to form a targeted and unique party building mode suitable for private enterprises. It is necessary to form the characteristics of party building of private enterprises through the forms of "enterprise culture + party building" and "enterprise type + party building", and promote the development of enterprises through the characteristic party building, activate the red vitality of enterprises, and also promote the play of the vanguard role of party organizations and party members, so that the party building of private enterprises has its own characteristics.

V. CONCLUSION

The party building of private enterprises is the political guarantee for their rapid development, is an important part of the implementation of the party and the state on strengthening the construction of the grass-roots party organizations of the non-public economy in the new era, and also has important value to promote the construction of party conduct and honest government. General Secretary Jin Ping pointed out that ideological and political work fundamentally refers to the work for human beings. Thought is the guide of action, and spirit is the driving force of progress. There are some problems in the party building of private enterprises. However, through the exploration of new models and new ideas of the party building of private enterprises, the path and model of the party building of private enterprises will be constantly innovated to ensure the realization of the development and economic benefits of private enterprises.

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