

Research on Humanistic Care Strategy of Ideological and Political Education in Mining Enterprises

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ABSTRACT

Ideological and political education is the lifeline of all work, and humanistic care is the core of Ideological and political education. Miners are the main force of China's coal enterprises. The particularity of their work determines that they must give humanistic care in the process of Ideological and political education. At present, the subject and object of Ideological and political education in state-owned mining enterprises with humanistic care lack good interaction, and the educational effect is greatly reduced. This paper traces the problems of various subjects of Ideological and political education in mining enterprises, helps mining enterprises build a corporate culture with humanistic care, and improves enterprise efficiency.

Keywords: *miners, business management, humanistic care, corporate culture, ideological and political education, humanistic care.*

1. INTRODUCTION

1.1. Realistic Background

Ideological and political education is the lifeline of all work. In terms of its essence, it is a practical activity to cultivate, shape, develop and improve people. Therefore, people-oriented, humanistic care and psychological counseling are its due meaning. In the past, ideological and political education was pure education, and now the advocacy of humanistic care reflects that our party pays more attention to people's love in the process of governance, which has a certain guiding significance for the actual ideological and political work. Humanistic care , centering around human value , pays attention to both the basic requirements such as human living conditions and human dignity, and to human feelings, thoughts and other inner feelings. As a group of Ideological and political education, miners' own characteristics determine that they must have humanistic care in this process.

Miners are the main force of China's coal enterprises. According to statistics, the number of miners in China's mining industry will be 3.499 million by 2019, which is a very large special occupational group. Compared with other occupations, in terms of working environment, many miners work underground all year round, far from

the ground, with extremely complex geological conditions and unstable safety conditions. The other part of the miners who work in the well also serve hard jobs all year round. The coal dust pollution is serious and the work intensity is high. In terms of the nature of their work, their specific environment also determines the particularity of their production activities. They are faced with resources with security threats at any time, with long continuous working hours and great difficulty. For a long time, some dangerous operations have been carried out in this poor environment, which has not only caused certain damage to the miners' body, but also caused great damage to their psychology. However, the previous ideological and political education was not carried out according to the needs of miners, and there was little spiritual care for miners. For this group, ideological and political education was not really recognized and accepted, let alone played its due role.

Table 1. Number of miners in china's mining industry in 2019

| Project | People (thousands) |
|----------------------------------|--------------------|
| Mining | 3499 |
| Coal mining and washing industry | 2291 |

| | |
|---|-----|
| Oil and gas extraction industry | 571 |
| Ferrous metal mining and dressing industry | 140 |
| Nonferrous metal mining and dressing industry | 157 |
| Non metallic ore mining and dressing industry | 99 |
| Mining professional and auxiliary activities | 240 |
| Other mining | 2 |

1.2. Policy Background

In October 2003, then general secretary of the CPC Central Committee, Hu Jintao, put forward the people-oriented scientific outlook on development at the Third Plenary Session of the 16th CPC Central Committee to promote the all-round development of man and society. In 2007, the report of the 17th CPC National Congress clearly pointed out that more humanistic care should be injected into Ideological and political education. This measure further reflects the concept of "people-oriented" of the scientific outlook on development, which has not only become a scientific guide for the work of the whole party, but also sublimated the connotation of Ideological and political education. Paying attention to humanistic care reflects the new changes of Ideological and political education, which points out the direction for the development and improvement of Ideological and political education in the future, and opens an important breakthrough for the efficient development of Ideological and political education. Xi Jinping points out that, "We should always put the safety of people's lives in the first place "and" development must not be at the expense of human lives, which must be regarded as an insurmountable red line ". Since the 18th CPC National Congress, our party has continued to hold high the banner of "people-oriented" and resolutely put production safety throughout development. Premier Li Keqiang said that we should always tighten the string of safe production, firmly establish the concept of people-oriented and safe development, innovate the safety management mode, regularly carry out safety inspection, and build a strong safety defense line of scientific management.[1][2]

1.3. Concept Definition

1.3.1. Humanistic Concern:

Humanistic care ,which takes various needs in human survival as the starting point, pays attention to human reality, affirms human nature and human dignity, and pursues the liberation and freedom of human spirit and soul, so as to promote human all-round development and

further clarify and enhance the significance of human survival. This is a kind of real care for people. It is a practical activity to understand, care for and respect people from the perspective of the internal needs of "people".[3] It is based on people's development, respects people's subject status and personality needs, cultivates people's independent consciousness and subjective initiative, and promotes people's healthy growth and all-round development.

1.3.2. Ideological and Political Education and Humanistic Care

Ideological and political education is care rather than education. Humanistic care is the core of Ideological and political education. Traditional ideological and political education focuses on "education", while today's ideological and political education focuses on "care". In the process of Ideological and political education, only by integrating humanistic care, implementing humanized, personalized, life-oriented and happy education, and truly respecting, understanding, caring and helping people, can ideological and political education fully show the brilliance of human nature and achieve twice the result with half the effort.

Humanistic care of miners' Ideological and political education refers to the process of carrying out ideological and political education, starting from the needs of miners' physical and mental development, respecting miners' main status, paying attention to differences in personality characteristics, and caring for the diverse needs of different individuals. In the actual ideological and political education, we should enrich the spiritual life of miners and pay attention to psychological counseling for miners, so as to cultivate their good ideological and moral quality in line with social development and promote the all-round and free development of miners. [4]

2. PROBLEMS

In the process of miners' Ideological and political education, the author believes that enterprise leaders are the organizational subject of educational activities, ideological and political educators are the educational subject of educational activities, miners are the receiving subject of educational activities, and educational content is the object. In the process of Ideological and political education activities, the four can not have good and effective interaction, the lack of humanistic care, which is not in line with educational science, has seriously affected the effect of miner Ideological and political education.



Figure 1 The process of miner's ideological and Political Education

2.1. The Content of Miners' Ideological and Political Education is not Targeted, which is Divorced From the Actual Life of Miners.

At present, most of the miners in China's state-owned enterprises are post-80s and post-90s. Their thoughts and needs show a diversified trend, and they have different expectations for the content of Ideological and political education. If we simply carry out ideological education on employees such as Marxist Leninist theory, ideals and beliefs, love and dedication to their posts, the educational content will be lack of pertinence, which will easily lead to the resistance of employees, resulting in the lower and lower learning initiative of employees' Ideological and political education.

The ideological and political education received by miners can not start from the perspective of miners' needs, only talk about theory. The content is limited to laws and regulations, organ documents, etc., focus on the task of completing the ideological and political education arranged by the central government, and can not take into account the special care required by miners as a special group. This phenomenon of derailment between theory and practice is common in state-owned coal mining enterprises, which makes it difficult for miners to connect the ideological and political education with real life, and to feel the humanistic care of Ideological and political education in the pure theoretical indoctrination and task-based work. The content of Ideological and political education can not "think what the miners think, be anxious about what the miners are anxious about, and solve the difficulties of the miners", can not let the miners feel the warmth, care, understanding and attention of the society, and can not let the miners feel that their actual situation and real needs are seen, which will make the miners think that the ideological and political education is only to respond to the call and complete the task, so as to produce rebellious psychology, and make the

ideological and political education originally serving miners and taking humanistic care as the ultimate goal become the shackle and burden of miners. In addition, the ideological and political education of miners is not rich enough and the dimension is not comprehensive enough, which is also an urgent problem to be solved.

2.2. In the Ideological and Political Education of Miners, Enterprise Leaders Ignore Humanistic Care.

Enterprise leaders do not pay enough attention to and implement the people-oriented concept. Ideological and political education is care rather than education. Humanistic care is the core of Ideological and political education. Leaders of coal enterprises should work with the concept of people-oriented. At this stage, ideological and political education departments are dispensable, and ideological and political educators can not get due respect in enterprises. Leaders of mining enterprises can not integrate corporate culture and ideological and political education well when building corporate culture, and can not take the construction of humanistic environment as a part of corporate culture. The second is the lack of effective understanding of the new problems in the reform of China's coal enterprises. In addition, due to the large number of miners and the limited teachers and supporting facilities of the Party school, it is difficult to implement. Therefore, in the general ideological and political education for miners, unit leaders have more served as educators in the ideological and political education and become the protagonists in the ideological and political education. This leads to the situation that unit leaders become the protagonist of Ideological and political education at the same time, which reflects the contempt for workers in miners' Ideological and political education. This makes the status of subject and object unequal in the process of Ideological and political education, and the humanistic care strategy is greatly reduced when it is implemented to the miner level.

2.3. In the Ideological and Political Education of Miners, Educators can not be People-oriented.

Whether the ideological and political education can be effective depends largely on the workers, that is, the educators in the ideological and political education. The quality of Ideological and political educators directly determines the effect of Ideological and political education; The ways and methods of Ideological and political education for the educated will also affect the effect of Ideological and political education. The author believes that the educators in the ideological and political education of miners should be people with high comprehensive quality and corresponding ability to engage in special ideological and political education, but now most of them do not meet these standards in the

actual investigation. Its lack of psychological understanding of the new generation of workers after 80 and 90 and the lack of ability and knowledge of staff cadres make it impossible to effectively carry out staff ideological and political education. At the same time, ideological and political educators also ignore the shaping and guiding role of cultural environment for employees. Therefore, cultural activities are less carried out and do not play their due role in the humanistic care of miners.

3. STRATEGIES

3.1. Enrich the Content of Ideological and Political Education for Miners and Press Close to the Real Life of Miners.

In the ideological and political education of miners, the education of world outlook, political outlook and outlook on life is too far away and too broad for them, which is divorced from their life. Even if it is more scientific and correct, it will not be recognized if it does not play a practical role in their work and life. Therefore, what these macro contents need in the ideological and political education of miners is to give guidance in direction and principle, rather than classroom indoctrination. In addition, according to the profession of miners, some special contents should be added to the ideological and political education, such as ideal and belief education, safety awareness, mental health education, etc., which are closely related to miners and can comprehensively improve the comprehensive quality of miners.

3.1.1 Tamp the Safety Awareness of Miners: General Secretary Hu Jintao pointed out in the report of the 17th National Congress: "To strengthen and improve ideological and political education, we should pay attention to humanistic care and psychological counseling, and deal with interpersonal relations in a correct way". Humanistic care and psychological counseling are the concrete manifestation of people-oriented in Ideological and political education, and it is a new perspective of China's ideological and political education. To realize the safe production of coal mining enterprises, we need to give full play to the educational role of Ideological and political education and consolidate people's safety awareness, so as to reduce the hidden dangers of human factors to coal mine safety and ensure safe production, harmony and stability.

3.1.2. Pay Attention to the Mental Health of Miners, Establish a Long-term Mechanism of Humanistic Care and Psychological Counseling for Employees: Humanistic care and psychological counseling are an all-round comprehensive management activity of educating people, heart and morality. They fit human nature and complement each other. Under the

environment of vigorously advocating the concept of "people-oriented", the establishment of a long-term mechanism of humanistic care and psychological counseling is of great significance to correctly deal with interpersonal relationships among employees of coal enterprises. When carrying out ideological and political education, coal mining enterprises should include mental health education into it and become a compulsory course for miners' education and training. In this way, miners can have a preliminary understanding of mental health after long-term edification and infection. Secondly, all units can carry out regular mental health lectures to strengthen humanistic care, pay attention to people's livelihood, hire experts in psychological research or ideological and political educators who have received formal psychological training to give systematic explanations to miners, imperceptibly providing positive energy for the healthy development of miners' psychology.

Table 2 Characters of humanistic care and psychological counseling

| Humanistic care and psychological counseling | Traditional ideological and political education model |
|--|---|
| Ideological and political work | Humanistic care and psychological counseling |
| High profile indoctrination | Equal communication |
| Armed transformation law | Empathic guidance |
| Educating people first | Service oriented |
| Strong political nature | Comprehensive function |
| Focus on ideological issues | Pay attention to thought, psychology and emotion |
| More focus groups | Pay more attention to individuals |

3.2. Enterprise Leaders Attach Importance to Information Management and Establish a People-oriented Enterprise Culture.

Corporate culture often uses unique values, beliefs and ideals to guide, edify and motivate employees, and combine personal pursuit with enterprise development to form a joint force. It has the characteristics of the same goal, the same core and the intersection of content with ideological and political education, and can effectively promote the development of Ideological and political education. Therefore, only by infiltrating, transmitting and organically integrating the construction of enterprise

culture and ideological and political education, can we realize the benign interaction between Ideological and political education and various environmental factors.

There is a natural connection between corporate culture and information management, such as human nature, knowledge, innovation and so on. Information management and corporate culture are inseparable. Information management is the era coordinate and criterion of corporate culture. The construction of information management also needs the support of culture, which is just for efficient and beneficial information management. The important feature of "people-oriented" corporate culture innovation in mining enterprises is to pay attention to human value, correctly understand the position and role of employees in the enterprise, stimulate the overall consciousness of employees, and fundamentally mobilize the enthusiasm and creativity of employees. The needs of knowledge workers in mining enterprises for self exertion, self-development and self realization can be met only in the "people-oriented" enterprise culture innovation environment. Therefore, strengthening enterprise information construction is the important way for mining enterprises to achieve long-term and efficient development.[5]

The leaders of coal enterprises should first change the concept of economy only, start from the actual needs and actual conditions of employees, pursue economic interests and enterprise development, think more about the life safety of enterprise employees, and strive to create a good working environment for them. We should highly combine humanistic care with economic work, let humanistic care penetrate into all activities of coal enterprises, and achieve the organic integration of humanistic care and economic work. Coal companies send text messages to their families to ensure safety and other measures, which is an important manifestation of the infiltration of humanistic care into the process of Ideological and political education.

3.3. Ideological and Political Educators should Pay Attention to the Application of Educational Technology.

The quality of Ideological and political educators and the injection of emotional concentration determine the effectiveness of Ideological and political education to a great extent. Ideological and political education is not only the dissemination of Ideological and moral concepts, but also the care and care for people's hearts, which puts forward higher requirements for modern ideological and political educators - emotional investment. The realization of humanistic care needs the love of Ideological and political educators, open the hearts of miners with their own true feelings, influence the hearts of miners with real truth, combine emotion with reason, and combine emotion with reason, so as to get rid of the preaching of simple truth and achieve good results.

Under the new situation, as the main starting point of educational informatization, mining enterprises need to strive to follow up the development and realize self innovation and theoretical breakthrough. The basic idea is the integrated application of three concepts: learner centered, relying on resources and using system methods. Pay attention to analyzing and studying learners' characteristics (such as behavior level, ability, knowledge base, age characteristics, etc.), because learners' situation has a direct impact on many educational decisions, such as choosing goals, determining pace, determining the nature of evaluation and so on. Ideological and political educators need to pay attention to the development, application and management of all learning resources or human learning media, design and learners' learning experience, and use scientific and systematic methods to analyze and integrate the process of "teaching and learning", which is helpful to build a learning society and lifelong learning.

4. CONCLUSIONS

Coal is one of the important national resources, and coal miners are the main force engaged in coal production. As a group that contributes basic resources to China's economic and social development, the special working environment and work content highlight the importance and necessity of its ideological and political work. We must pay attention to the humanistic care in the process of miners' Ideological and political education. Not only the corresponding laws, regulations, policies and systems should be further improved, but also the cultivation of the concept of people-oriented and humanistic care of life first. China has always advocated the concept of people-oriented development, and advocated humanistic care and psychological counseling in the reports of the 17th and 18th National Congress of the Communist Party of China, which puts forward guidance for the ideological and political work of miners in theory. What we need to

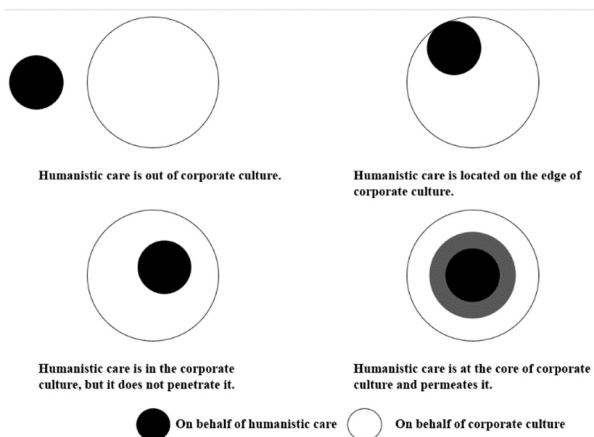


Figure 2 Humanistic care and corporate culture

do is how to better implement humanistic care and how to practice humanistic care in practical ideological and political work. Only by establishing a concept of life first and people-oriented in everyone's heart and rooted in their mind, can humanistic care be demonstrated everywhere in work and life.

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