

# Innovation Research on the Party Building Model of Private Enterprise in New Era

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**Abstract:** The Party building work of private enterprises has formed a set of ways and methods in the new era under the leadership of Party committees and governments at all levels, with the help and support of Party committees and relevant government departments at all levels, and with the active participation of Party organizations and Party members in various enterprises. Some private enterprises still have problems such as insufficient understanding of Party building work, weak Party organization strength, lack of Party building system, non-standard work, and not obvious leading role of Party organizations. It is an important issue placed in front of Party organizations at all levels that how to further innovate the working mode of Party building in private enterprises, give full play to the role of the Party organization as a fighting fortress and the vanguard role of Party members to provide a strong organizational guarantee for private enterprises.

**Keywords:** New era; Private enterprise; Party building model; Innovation research

Since the 18th National Congress of the Party, the General Secretary Xi Jinping has attached great importance to the Party building work in enterprises and stressed the need to comprehensively strengthen the Party's leadership work in enterprises. The report of the 20th National Congress of the Communist Party of China stressed that China-style modernization cannot be achieved without high-quality development of the private economy, which plays a major role in stabilizing growth, improving people's livelihood, promoting innovation, and especially promoting common prosperity. At present, in the Party building work of private enterprises, there are still problems such as the small coverage of Party organizations, the weakening of Party organizations' functions, the invisibility of Party organizations, and the marginalization of Party organizations. It is necessary to comprehensively strengthen the construction of the Party's politics, ideology, organization, style and discipline, innovate the Party building model of private enterprises, and make private enterprises truly contribute to the Chinese-style modernization under the leadership of the Party.

## 1. Optimize the Establishment of Party Organizations in Enterprises to Improve the Quality of Party Building Work in Private Enterprises

Party building in private enterprises is an important part of the construction of grass-roots Party organizations. And it is the Party building work carried out in private enterprises to implement the Party organization and the Party coverage. Only by enriching and perfecting the Party organization of private enterprises can we lay a solid foundation for the Party building work of private enterprises. The establishment of Party organizations in private enterprises can take many forms, such as independent, joint and affiliated forms. An independent Party organization refers to an enterprise the establish a separate Party organization, that is, the establishment of a separate Party organization within the enterprise, or the establishment of functional departments in the enterprise that have no connection with the enterprise's business to be responsible for Party building work. In this case, the Party's work and production and operation can be combined to lead the "business chain" with the "Party building chain". And the organic combination of the two can promote the high-quality development of private enterprises, so that the Party organization can become a strong fighting fortress within the enterprise. Joint Party organization refers to the merger of two or more smaller enterprises to form a Party organization. The joint Party organization can effectively manage the scattered Party members. The affiliated Party organization refers to the establishment of a temporary Party branch or Party group within a private enterprise by applying to the local Party committee organization department and after approval when there is no suitable number of Party members or insufficient Party members in the enterprise. Different

forms of Party organizations can flexibly and conveniently match different enterprise scales. For private enterprises with a certain scale, independent Party organization setting can be adopted. For private enterprises with a small scale and few Party members, they can adopt affiliated Party organization or affiliate to other private enterprises with a certain scale. For private enterprises with some Party members but not meeting the required number of persons, they can set up temporary Party branches or groups in a joint manner.

## **2. Improve the System to Standardize the Party Building Work of Private Enterprises**

Adhering to the principle of starting from reality and starting from institutional construction is a fine tradition and political advantage of our Party. It can effectively ensure the development of organizational activities and the progress of Party conduct and clean government construction to adhere to the goal of "sound organization, qualified team, frequent activities, and implementation of regulations", establish and improve a complete set of management systems for Party organization construction in private enterprises, including a series of standardized rules and regulations, such as "the Education and Management System for Party Members", "the Management System for Mobile Party Members", "the Work Procedures for Developing Party Members", "the Party Life System", "the Implementation Measures for Democratic Life Meetings, the Measures for Democratic Evaluation of Party Members", "the Responsibility System for Party Conduct and Clean Government Construction" and "the Regulations on the Integrity and Self-discipline of Leading Cadres". In addition, the Party building work of private enterprises should establish a more standardized system on this basis. Firstly, the funding guarantee system should be established. All levels of Party committees, governments, and enterprises should have special funds invested to effectively solve the current problem of no or insufficient funding for Party building work in private enterprises. Secondly, regularly organizing various forms of learning and education activities is to ensure that Party members can learn the latest theories of the Party in a timely manner. Thirdly, the management mechanism of mobile Party members should be improved. Grassroots Party organizations and enterprises should work together to solve the problem of mobile Party members and strengthen the connection between mobile Party members and grassroots Party organizations.

## **3. Build a Good Organization Help Party Members Play a Vanguard and Exemplary Role**

An organizational network should be established to set up Party organizations in key positions such as enterprise management, technical backbone and production line, and cover the Party's work in all areas of the enterprise. Party branches should be established in each workshop and team to organically combine Party building work with production and management. A plan for the development of Party members should be formulated, so that the development of Party members can "control the total amount, optimize the structure, improve the quality, and play a role". And training a group of production technology backbone, management personnel and business backbone in private enterprises as the production and operation backbone of enterprises is to enhance the combat effectiveness and cohesion of Party organizations. Emphasis should be placed on training active Party members among front-line workers in production. And strengthening the training and education of active Party members can make them gradually become the backbone of Party organizations and become active participants and promoters of enterprise development. We should actively carry out various forms of learning and training activities, strengthen the education of Party members' ideals and beliefs and the basic knowledge of the Party, and enhance their political quality and theoretical level through special guidance, centralized rotation training, online training and other means. The establishment of Party organizations should meet the needs of production and operation, and actively guide Party members to participate in enterprise management and major decisions. In organizing activities, we should combine the actual situation and adopt flexible and diverse forms to carry out activities. In serving the workers, we must give full play to the role of the Party organization as a fighting fortress and the vanguard and exemplary role of Party members.

## **4. Form Teams and Promote the Extension of Party Building to the Grassroots**

The establishment of Party organizations is the primary task of Party building in private enterprises. To establish and improve Party organizations, it is necessary to expand the Party's organizational coverage and work coverage in private enterprises through various ways and means. One is to establish and improve the leading group for Party building in non-public economic organizations and form a work pattern under the unified leadership of the Party Committee, led and coordinated by organizational departments, closely coordinated by relevant departments, and jointly managed by enterprise Party organizations. The second is to adhere to the "two-way entry, cross-serving" leadership system. The secretary of the enterprise's Party organization concurrently serves as the administrative head, and members of the Party organization team also serve as the instructor of the enterprise's Party building work. The third is to establish a team of Party affairs workers in non-public economic organizations to absorb excellent enterprise managers, business backbones and workers who are enthusiastic about Party affairs into the Party organizations, and gradually increase the coverage of

Party organizations in non-public economic organizations. The fourth is to establish a training system for Party affairs workers in non-public economic organizations to improve their overall quality and ability to perform their duties. The fifth is to establish and improve the target responsibility system for Party building work in non-public economic organizations, formulate effective measures, and strengthen supervision and inspection.

From the current situation, the Party building work of non-public enterprises has problems such as a small number of Party members, unbalanced distribution of Party members, and large mobility of Party members. To this end, we must promote the extension of Party building work to the grassroots. Firstly, we must adhere to political standards in the first place, and focus on rectification of non-public enterprises with a small number of Party members, small scale and low quality. The second is to speed up the construction of Party organizations in non-public enterprises. The third is to actively carry out the "five good" and "five leading" activities. Fourthly, we must pay attention to strengthening the construction of Party members in non-public enterprises.

## 5. Service Center to Promote Enterprise Development

Party organizations of private enterprises should give full play to the role of political core to ensure the correct direction of enterprise development. Party organizations should participate in the decision-making process of enterprises, put forward opinions and suggestions on major decisions of enterprises, and ensure that the development of enterprises is in line with national policies and socialist core values. At the same time, the Party organization should strengthen the education and training of enterprise management personnel, improve their political quality and professional ability, so that they can better serve the development of enterprises.

Party organizations in private enterprises should interact and promote each other with administrative organizations to form a joint force. Enterprise Party organizations should strengthen communication and coordination with government departments, industry associations and other administrative organizations, strive for policy support, and create a good external environment for enterprise development.

The Party organizations of private enterprises should promote enterprises to actively fulfill their social responsibilities, pay attention to the welfare of employees, and care about social public welfare undertakings. Party organizations should guide enterprises to pay attention to national strategies and industry development, participate in the formulation of national strategies and industry standards, and contribute to the development of the industry. Party organizations should also guide enterprises to pay attention to the rights and interests of employees, improve employee welfare benefits, care about the physical and mental health of employees, and create a good working and living environment for employees. The Party organizations of private enterprises should strengthen the research and publicity work of Party building, sum up and promote the good experience and good practices of Party building to provide references for other enterprises. It is necessary to strengthen cooperation with universities and research institutions, carry out research on Party building, and improve the scientific level of Party building. It is necessary to strengthen the propaganda of Party building work, establish a good image of Party building work, and expand the influence and radiating surface of Party building work.

## 6. Conclusion

Under the background of the new era, they are of great significance to improving the quality of Party building work in private enterprises that optimizing the establishment of Party organizations in enterprises, improving the quality of Party building work in private enterprises, improving the system to achieve the standardization of Party building work, building organizations to play the vanguard and exemplary role of Party members and forming teams to promote the extension of Party building work to the grassroots and service centers to promote the development of enterprises. These measures are not only conducive to improving the quality of Party building work in private enterprises, but also conducive to promoting the healthy development of private enterprises to make greater contributions to socialist construction.

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