

Practice of strengthening and improving ideological and political work in enterprises in the new era

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Abstract: with the changes of the economic system and economic structure, the employment positions and methods tend to be diversified, which also makes great changes in the activity mode and communication mode of employees, and brings many problems to the ideological and political work of enterprises. Ideological and political work is a work of guiding, educating and shaping people. It is an indispensable task for enterprises. In the new situation, how to face complex new situations and problems still needs to be actively explored. Based on this, this paper analyzes and studies the practice of strengthening and improving ideological and political work in enterprises in the new era, for reference

Key words: new period; Ideological and political; enterprise

Preface

To strengthen and improve the ideological and political work of enterprises in the new era, innovation is the key element. In the process of development and change in the new era, it also brings new challenges to the ideological and political work. Therefore, enterprises should adjust and change the ideological and political work plan, explore a new positioning, make overall planning and effective handling of the relationship between enterprises, so as to provide guidance and reference for the development of Ideological and political work in the new period.

1 The important significance of strengthening and improving ideological and political work in enterprises in the new era

First of all, in the new era, enterprises should strengthen and improve the ideological and political work, which will help to build a suitable working environment and improve the efficiency of production. The ideological and political work of enterprises is the basis of doing well the ideological work of employees. It needs to create an atmosphere in which employees generally participate. By understanding the short-term and long-term planning of enterprises, we can understand the welfare situation that employees are concerned about, and form a working atmosphere of concerted efforts, so as to promote the development of enterprises.

Secondly, strengthening and improving the ideological and political work of enterprises in the new era is an important path to give full play to the party's fine tradition. Ideological and political work has always been an important part of the party building work in enterprises. It is the key to the development of enterprise economy and other work. We should ensure the smooth progress of various tasks while ensuring enterprise management, so as to promote the effective development of the work. Strengthening and improving the ideological and political work will help enterprises form a sense of hardship, enhance their sense of responsibility and mission, and put the ideological and political work in an important position.

Finally, strengthening and improving the ideological and political work of enterprises in the new period is the key to overcome difficulties and realize the reform and development of enterprises. In the context of the development of the new era, the reform of enterprises is particularly critical, and there are many difficulties in the reform of enterprises in the new era. Therefore, as a leader of an enterprise, it

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is necessary to carry out ideological and political work, guide enterprise workers to establish a clear understanding of the difficulties and find solutions, so as to remove the corresponding ideological barriers, improve the quality of enterprise employees and enhance the core competitiveness of the enterprise.

2 Principles for enterprises to strengthen and improve ideological and political work in the new era

1. The principle of combining solving ideological problems with solving practical problems

Ideological and political work is to solve people's ideological problems. Employees will encounter many problems in work and study. In addition to ideological problems, many problems are caused by problems in real life. For example, employees may suffer from family disharmony, economic difficulties, housing difficulties and other problems, which are all practical difficulties. For this reason, enterprises should solve the ideological problems of employees, and need to resolve the contradictions in life according to the actual situation of employees, so as to guide employees to correctly deal with personal progress, wages, bonuses and other issues. At the same time, employees should set up lofty ideals, advance and retreat together with the enterprise, share honor and disgrace, and clarify the truth. Even if some practical problems cannot be solved, they can be understood by more employees.

2. The principle of combining ideological and political work with various specific businesses

People's ideological problems are reflected by the problems in their work. Therefore, in the process of enterprise development, we should pay attention to the work of employees, carry out ideological and political work in combination with various businesses, understand some business of enterprise management, organize and carry out production technology business, and show the value of Ideological and political work. Among them, enterprises should strengthen the construction of Ideological and political work, optimize the work process, and integrate these contents into the ideological and political work based on the enterprise management business and the implementation of organizational business, so as to give full play to the value of Ideological and political work.

3. The principle of combining guidance with education

The object of Ideological and political work in enterprises is employees, who are the owners of enterprises. In the context of the information age, the quality culture of employees has changed greatly compared with the past. The cultural quality of employees has been improved, and their thoughts are more emancipated. In the ideological and political work, educators and the educated should establish the principles of equality, trust and mutual respect, so as to do the ideological and political work well. Therefore, enterprises should effectively use various methods to carry out work, describe according to the facts and clarify the truth, so as to improve the consciousness of the masses of workers and guide them to establish correct ideas. Political cadres in enterprises can not solve all problems. Only by giving guidance to a few people, paying attention to the self-development of employees, and letting employees use ideological and political elements in real life, can they form ideological consciousness in practice, fully understand themselves and improve themselves.

3 Problems of Ideological and political work in enterprises in the new era

1. Mainly in form

The primary problem to be solved in the ideological and political work of enterprises is "why", how to carry out the ideological and political work, and do a good job in the ideological and political work. However, many enterprises' Ideological and political workers do not have strong ideological and political consciousness, do not have strong ideological and political spiritual quality, and do not carry out work in combination with the actual development of enterprises. The form is greater than the essence of work, which leads to poor quality of work. In addition, within the enterprise, the impact of economic relations on employees is more direct. From the current situation, the ideological and political work focuses more on ideological guidance than power influence. For this reason, at present, the feedback of many employees' opinions and needs has not been solved yet, and the ideological and political work can not solve the substantive problems.

2. Lack of pertinence

According to the development of enterprises, there are certain differences in the scale, development, team quality and ability of different enterprises. Therefore, enterprises should carry out ideological and political work according to their own actual situation. However, many ideological and political workers in enterprises are affected by work philosophy and working methods, and are not willing to understand the actual ideas of employees, do not consider the development needs of enterprises, and do not carry out ideological and political work in combination with practical problems, which leads to the lack of pertinence of Ideological and political work. Under the current background of the times, the ideological and political work has changed from dominance to obedience, and the ideological and political work departments have been streamlined and the number of personnel has been reduced, which is not conducive to the construction of the current enterprise public opinion environment.

3. Lack of humanistic care

Enterprises should always adhere to the people-oriented development concept. However, the vast majority of Ideological and political workers in enterprises still use the traditional way of administrative education and blindly carry out work according to documents, which leads to the neglect of employees' inner demands and the lack of humanistic care, which leads to limitations in the development of Ideological and political work.

4. Lack of innovation

The ideological and political work is lack of innovation, which also makes the ideological and political work of enterprises and the ideological and political status of employees disconnected, and people can not establish a clear understanding of the ideological and political

work. The current working methods are still traditional and conservative, lacking the effective use of modern scientific and technological achievements, and the reform and innovation of Ideological and political work in enterprises are insufficient. In addition, enterprise political work cadres cannot be trained, and they lack motivation in the improvement of Ideological and political work. Therefore, enterprises should build a training mechanism to cultivate compound talents who understand economy and market in the new era.

4 Practice path of strengthening and improving ideological and political work in enterprises in the new era

1. Establishing the thinking of Ideological and political work in Enterprises

First of all, from a long-term strategic perspective, enterprises should pay attention to ideological and political work, and take ideological and political work as the main lifeline of enterprise reform and development, so as to optimize the reform direction of enterprises and change according to the changes of the development of the times. In addition, enterprise reform should be strengthened and improved to give full play to the value of enterprise ideological and political work, so as to overcome difficulties, better deal with problems and improve the quality of work.

Secondly, accurately grasp the direction of Ideological and political work in enterprises. With the shift of the focus of the party's work, some enterprises' Ideological and political work has deviated, and there will be different focuses. To this end, enterprises should focus on the understanding of the central task, coordinate the political work department with the administrative business department, focus on the ideological and political work of enterprises, and unswervingly carry out development.

Finally, enterprises should grasp the central point and main direction of Ideological and political work. There are many work projects in enterprises, and the working objects are also different. Enterprises should identify the main direction of Ideological and political work, encourage the majority of employees to adjust and change their ideas on the basis of reform and development, do a good job in publicity and education, solve the needs and thoughts of employees, and better carry out ideological and political work.

2. Improve the new mechanism of Ideological and political work in Enterprises

First of all, the ideological and political work in enterprises should build a perfect leadership mechanism, realize the transformation from small political work to large political work, and build an ideological and political work team with the leadership of the Party committee as the core, political cadres as the backbone and managers as the main body, so as to truly reflect the value of the ideological and political work in enterprises and build a management system of joint management. According to the scale of the enterprise, the total number of employees and the quality and ability of political cadres, the party and government of enterprises should analyze and consider from multiple factors to build an ideological and political work system.

Secondly, enterprises' Ideological and political work should clarify the target responsibility mechanism. On the basis of ensuring the standardization of the system, we should ensure the value of its practicality. In terms of specific objectives, enterprises should take the annual plan of the Party committee and ideological and political work as the core points, and take the planning of creating civilized units as the goal to formulate a sound plan. In terms of system, we should build a perfect Party committee system and clarify the specific regular meeting system. In terms of responsibility, we should build the corresponding post division mechanism according to the responsibilities of the Political Work Department, truly implement the ideological and political work of the enterprise, reasonably formulate the corresponding objectives of the ideological and political work, and sign the letter of responsibility, so as to better ensure the effective implementation of the ideological and political work.

Finally, enterprises should build a perfect evaluation and incentive mechanism. It is particularly important for enterprises to establish a sound assessment and incentive system, conduct inspection and evaluation in one year and half a year, carry out selection activities for civilized units at all levels, advanced grass-roots party committees and excellent Party committee workers, and build a perfect training mechanism.

3. Enrich the channels of Ideological and political work in Enterprises

First of all, the ideological and political work of enterprises should adhere to the combination of daily education and systematic education, use trivial time to carry out publicity and education for employees, and regularly carry out systematic indoctrination and education for employees through centralized classes and training. This form helps to realize the continuity of daily education, better improve the overall quality of education, so as to consolidate and improve the effect of daily education, Carry out ideological and political education more systematically.

Secondly, enterprises should combine inheritance and innovation to better guide the development of Ideological and political work. In the past, the ideological and political work of enterprises, including enterprise briefings, enterprise broadcasts, art shows and other forms, can better carry out publicity, education and guidance, so as to make the ideological and political work intuitive, and carry out educational activities in combination with the development characteristics of the times, so as to truly let the employees feel in the process of participation and continuously improve their quality and ability.

Finally, enterprises should infiltrate ideological and political elements into the corporate culture. Enterprise culture is the extension of enterprise ideological and political work in the new era, and it is also the key to the development of enterprise modernization. Enterprises should strengthen cultural construction, and create a development environment for enterprises from the perspective of enterprise spirit, enterprise image, enterprise philosophy and other new things with centripetal force, so as to be accepted by more employees. Therefore, enterprises should strengthen cultural construction and make ideological and political work as the guiding concept of enterprise cultural

construction, so as to infiltrate the ideological and political work of enterprises into the level of cultural construction, so that the enterprise culture can provide corresponding guidance carriers for strengthening and improving the ideological and political work of enterprises, and better penetrate the spirit of competition, innovation and patriotism.

4. Optimize the structure of political work team

Optimizing and adjusting the structure and level of the ideological and political work team is the basic premise of the ideological and political work in enterprises. First of all, enterprises should pay more attention to the selection process and select more party members and cadres with firm political positions and rich work experience, so as to better invest in the follow-up work. In addition, the current ideological and political work team in the enterprise is relatively older. The enterprise should analyze it from a long-term perspective, fully consider selecting more high-quality talents, improve the overall structure of the team, and form a rich age structure. Secondly, strengthen the training of Ideological and political workers. By strengthening the study of Ideological and political theory, political workers can improve their personal quality and ability, form a wide range of knowledge, and improve their personal professional quality. Enterprises should optimize the structure of political workers, learn more political theory elements, and improve the quality and ability of political workers on the basis of expanding their knowledge.

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To sum up, in the context of the new era, strengthening and improving the ideological and political work of enterprises will help promote the sustainable development of enterprises, better realize the strategic objectives of enterprises, provide good work guidance, and guide employees to realize the significance of enterprises to individuals under the guidance of advanced ideas, so as to build a good professional concept and establish a self-learning attitude, Correct your work attitude, so as to enhance your work efficiency.

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