

# The Application of Administrative Management Theory in Enterprise Economic Management

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**Abstract:** With the rapid growth of China's economy, enterprises will also face new challenges and opportunities. If enterprises want to adapt to the development situation, seize the development opportunities, and pay attention to financial management, enterprise needs are the top priority of enterprise economic management. In addition, enterprises should continue to innovate their own administrative management theories, respond to the problems in their financial management, enrich and standardize the administrative management theories, so as to enhance their competitiveness and enhance their market position.

**Keywords:** Enterprise Economy; Administrative Management; Application Analysis

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## Introduction

In terms of management, the primary task of enterprise financial management is to change the traditional development thinking of managers and establish new management concepts by clarifying the post responsibilities, strengthening the communication between personnel, doing a good job in the collection and collation of information and data in the enterprise business process, publicizing the enterprise culture, and carrying out the enterprise financial management. In the management level, we should build an effective incentive system so that employees can fully realize their own value and have more understanding of the ownership of the enterprise, so that employees can actively integrate into the financial management of the enterprise and achieve the overall management of all aspects of the enterprise development.

## 1. Enterprise economic management and administrative management

### 1.1 Enterprise economic management

The definition of enterprise financial management is that the enterprise takes economic development as the center, realizes the development goal of profit maximization in various effective ways, and designs and plans it based on the analysis of the economic situation and the actual development situation. The financial management of enterprises plays an important role in it. The formulation of enterprise economic management system cannot be separated from relevant systems. The relevant documents shall be collected and organized by the administrative organ. All kinds of documents and records gradually generated with the development of enterprise business activities are necessary for enterprise business activities and also guarantee the standardization of enterprise business management. The use of enterprise economic management can standardize the operation mechanism of the enterprise, restrict every link of the enterprise production, formulate the enterprise management policy, and also use various service data in the process of enterprise management, providing a certain theoretical basis for the enterprise management when formulating the future development plan, so as to accurately judge the advantages and disadvantages of enterprise management, And based on the needs of market development, make decisions on the future development of the enterprise.

### 1.2 Overview of administrative management theory

The concept of administrative management refers to the organizational structure composed of multiple management levels from

top to bottom in the process of enterprise development. It is not only the representative theory of classical management school, but also an important knowledge theory system in enterprises, and it is also an abstract theory generated from the theoretical analysis of enterprise management discipline. The essence of administrative management is its theoretical basis, which is based on psychology, management, economy, organization and other disciplines, and is a diversified and comprehensive discipline. Administration also has its own characteristics. First, non-independence. It runs through the grass-roots and management levels of the enterprise, and is also reflected in the production and operation of the enterprise. It will promote the sustainable development of the enterprise and improve the social utility and efficiency of the enterprise through various management methods. The second is authenticity. Management is not an empty science, but the combination of theoretical basis and the actual development of enterprises can make enterprises continuously improve and optimize from system to theory. Although the current management theory has been actively applied to the enterprise development of enterprise management, there are still many problems in the process of integration with enterprise financial management. Therefore, it is still necessary to study the characteristics and problems of modern enterprise financial management, so as to study the integration of enterprise economic management.

## **2. Deficiencies in enterprise economic management**

### **2.1 Enterprise economic management system needs to be improved**

At present, there are still some defects in the construction of China's enterprise financial management system. First, because the development of traditional economic management is relatively backward and does not conform to the requirements of modern enterprises in the new era, economic management cannot fully play its core functions, nor can it create effective value for enterprise operation. Secondly, the construction of China's enterprise management system lags behind, which is far from the current level of rapid economic and social development. The enterprise's operating efficiency cannot be guaranteed, and its development is limited. Lack of relevant management regulations, sound enterprise law and economic law are only the general direction of adjusting the enterprise system. The enterprise has not formed a complete financial management and supervision system according to its characteristics, and employees have no practical rules and regulations to support normal work. Therefore, when formulating and implementing the enterprise's economic development strategy, it is necessary to strengthen the enterprise's financial management.

### **2.2 Enterprise economic management concept needs to be improved**

With the development of modern information technology and the emergence of We-Media industry and new technology enterprises, the enterprise management mode also needs to be reformed to match the development of science and technology. At the same time, in the context of today's world economic globalization, enterprises need to rely on such means as international trade to achieve greater development. In the increasingly complex economic environment, how to maintain stable and healthy development is a very important issue for enterprises. This requires enterprises to make fundamental changes in economic management ideas and publicize them, so as to keep up with the pace of the times, so that enterprises can better adapt to the development characteristics of the globalization and information technology era, and then improve the economic benefits of enterprises.

## **3. Administrative management theory enterprise economic management concrete practice path**

### **3.1 Integrate into the administrative organization management system to achieve budget level management**

The ideal administrative organization and management system operates in a bureaucratic way, with fixed rules, job categories and grades, and management document system to increase the efficiency of the organization. It is a budget-based operation mode that maximizes enterprise benefits. In the application of the system, the problem of separation from the actual business process of the enterprise, due to the low effectiveness of the budget, makes the budget indicators difficult to achieve the expected purpose, which has a great impact on the budget management of the enterprise.

### **3.1.1 Implement hierarchical enterprise budget.**

With the budget management committee as the center, a special administrative organization will be established, and a special working group will be formed by each functional department to determine the problems encountered in the implementation of the budget, and provide specific operational plans to the relevant departments through the investigation of budget implementation, early warning information. On this basis, we can effectively promote the effective implementation of the budget by building a multi-level budget management system with the budget committee as the center and multiple departments as the main body.

### **3.1.2 Formulate annual work plan.**

According to the unified management, the working group must summarize the annual action data and data, and make a comprehensive statistical business demand for the current action needs. After the approval of the budget management committees at all levels, each department can release the annual business budget indicators, and the specific implementation department should implement the budget indicators independently based on the results of the internal hierarchy system to ensure the consistency of the budget performance indicators of the financial organization. This process can help enterprises set performance indicators according to specific operating conditions, and can be used as a reference framework for the implementation of annual business activities and the achievement of business indicators.

### **3.1.3 Establish and improve the information exchange mechanism for budget implementation.**

The head of the central management department should maintain a close relationship with the financial department and business department of the enterprise, check and analyze the complete information of the monthly budget implementation and financial organization performance indicators, and compare the budget implementation plan proposed by the budget management committee with the actual implementation. On this basis, the financial indicators of enterprises are analyzed and compared with the financial indicators of enterprises, thus providing an effective method for the smooth completion of the financial indicators of enterprises.

## **3.2 Introduce organizational and personal theory, and innovate human resources and organizational management**

In terms of personnel management, enterprises should fully consider the contribution rate of each position, technical complexity and other indicators, optimize the allocation of the rights and interests of post office employees, balance the differences between the rights and interests of senior executives and employees, and fully use technical training and implement the employee rights and interests system while retaining basic rights and interests such as legal rights and paid annual leave. Only in this way can enterprises play a better role in motivating employees' work behavior; Improve the labor productivity of employees, maintain the harmony and stability of the enterprise, and strive for the sustainable development of the enterprise.

In terms of organizational management, adhere to the idea of "people-oriented", implement flexible management, build a flexible organizational structure at the three levels of leadership, management and grass-roots personnel, reduce unnecessary links in the management process, and enhance the effectiveness of internal communication and decision-making. In order to strengthen the professional identity of employees, enterprises can have a comprehensive understanding of the real needs of employees, and use job satisfaction surveys and other methods to collect feedback from employees, so as to optimize the promotion mechanism and talent training system, so that employees' job identity and sense of belonging to the enterprise can be better improved, and then turn personal work goals into business development goals, Improve the value of enterprise financial management.

## **3.3 Strengthen enterprise internal control through restriction and exchange theory**

While standardizing the corporate governance structure, we should make full use of the restriction and communication function of administrative management theory on enterprises, promote the development of enterprises and improve their economic benefits in a scientific and fair way of work. As a key part of the theory of administrative management, the theory of restriction and communication

can make it better display its own efficiency and make it meet the needs of economic management of enterprises. At the same time, it can also play a certain normative role in the performance management of enterprise administrative management, organizational discipline management, staff psychological support work, etc. On this basis, new solutions are put forward: first, organically integrate the error tolerance mechanism in management to promote the sustainable development of enterprises.

Build the internal control chain of the enterprise. Based on the principle of separation of incompatible posts, enterprises should carry out the internal post structure design, introduce the post responsibility system, implement the management of key posts and personnel, and give full play to the binding role of internal control at all levels and their internal members on the basis of the collective decision-making and countersigning system of major issues, to help improve the scientific nature of enterprise economic activity decision-making. Improve the enterprise's process control model, establish a cross-department and cross-post internal control system in the aspects of market research, bidding, procurement, contract signing, budget management, financing and payment, asset management, etc., and evaluate its performance to achieve the goal of enterprise's internal control process reengineering. In addition, we can also implement the QHSE management system, build a pre-control mechanism for the risks that may exist in the enterprise's financial activities, management behaviors and business decision-making relationships, focus on risk management in the important links such as product quality and safe production, and introduce CSA, CIA and CPA to monitor and review the implementation effect of internal control, thus strengthening the enterprise's internal control defense line.

### **3.4 Apply management evaluation theory to establish enterprise salary management system**

#### **3.4.1 Strengthen the understanding of salary and performance.**

In the design of the compensation management system and standards, the factors such as enterprise operating conditions, employee growth objectives and market competition environment were comprehensively considered, so as to clarify the close relationship between the compensation management and the achievement of performance indicators, and determine that the compensation of all kinds of employees at all levels and positions of the organization is based on the principle of fairness, so as to give play to the positive incentive role of the system on the work behavior of employees, Finally, the goal of personal growth and overall performance improvement of employees will be achieved.

#### **3.4.2 Improve the salary management system.**

Clarify the basic elements of compensation for different positions, combine the factors such as position, skills, performance and length of service, fine-tune the compensation evaluation criteria for different positions, fine-tune the actual value evaluation criteria of positions, so as to guide employees to have a clear understanding of the actual value range of positions, and design the salary floating range based on the differences of employees' individual work ability and work attitude. For employees with high comprehensive quality, high skill level, strong sense of operation skills and R&D innovation, quantitative indicators will be used to improve early pay and ensure the transparency of wage calculation, so as to create a fair and healthy working atmosphere and better play an incentive role for employees. When using material incentives, we should design appropriate spiritual incentives so that employees can better achieve their own growth and development.

## **4. Conclusion**

To sum up, enterprises should not only realize that administrative management theory is an important knowledge theory system, but also realize that enterprise management is the core of enterprise development. To fundamentally solve the problem of unsound management system existing in the business process of enterprises, we should adopt various effective measures. Under the premise of correct operation concept, we should use administrative management theory to coordinate various departments, effectively promote the theory of administrative management, and give impetus to the combination of organizational management and individual management of enterprises to ensure the sustainable development of enterprises.

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