

# Analysis of Effective Strategies for Improving the Quality of Hospital Party Building

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**Abstract:** Hospital as a basic unit related to the construction of people's livelihood in our country, its internal party organization construction and party construction work development is very necessary and important. From the ideological level, the quality of party building work will directly affect the ideological consciousness and daily behavior of various departments and practitioners of the hospital. Therefore, this paper starts from the perspective of party building work, based on the content of party building, through thinking about the unique attributes of the hospital itself, and carries on a brief analysis of the methods to improve the quality of hospital party building, hoping to have a certain reference value.

**Keywords:** Hospital; Party Building Work; Quality of Party Building

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## Introduction

From the perspective of the work standard of Party building, it has its own distinctive particularity and is a long-term and arduous strategic task. From the point of view of hospital, Party building is an important standard to lead hospital construction. However, in terms of the general situation of Chinese hospital party building at present, there are still many problems, such as the party building work can not play a thought-leading role, which further reduces the value and utility of hospital party building work, which is very bad for the development of Chinese hospitals such as special units. Therefore, it is necessary to study the improvement of hospital party building quality

## 1. The practical challenges of improving the quality of hospital Party building

### 1.1 The political leadership function of grassroots Party branches still needs to be strengthened

In the process of hospital development, the party building work should always keep the political leading role. The Party branch of primary hospital is the key to realize the political leadership function of the Party and the powerful political ideological guarantee to realize "healthy China". Although medical institutions at all levels have systematically stipulated decision-making matters, decision-making scope and procedures, at the department level, the basic party branch's decision-making provisions on important matters of the department are not perfect, "the party construction and business are disconnected, lack of effective supervision, assessment and evaluation". At present, the change of the new concept makes some party cadres appear some phenomena contrary to the original intention. Some party members have a loose attitude toward learning, and some Party cadres feel that the work of Party building is lackluster, and there is a sense of "sloppiness". At present, the vanguard consciousness of some party members is weak, and the ideological and cognitive level of some party members is not high, so it is difficult to focus on improving the political functions of grassroots organizations.

## **1.2 The goal-oriented function of Party branch construction remains to be clarified**

In order to realize the management of hospital grass-roots party organizations, it is necessary to establish effective supervision and incentive for the coordinated behavior of its internal staff, so as to achieve the common purpose. Goal fulfillment means that all behavioral systems are purpose-centered. It needs to be able to clarify its own sequence of goals and mobilize forces within the system to achieve the goals. Sticking to the "Healthy China" strategy with the Outline of "Healthy China 2030" as the core, promoting, guaranteeing, supervising and promoting the development of medical reform is an important part of the Party building work of hospitals. However, at present, due to the "two skins" of the grass-roots Party organization and management work, some Party officials are still "seriously doing the show." For example, some grassroots Party organizations do not understand the basic content, procedures and basic requirements of the "three meetings and one lesson", some are not skilled enough, some are not standardized enough, need to be further strengthened. Each Party branch has different management methods and strictness for Party members' participation in political work, the centralized study and regular education of party members have not been well implemented, and the power of mutual supervision and restraint has not been fully embodied. At present, some grass-roots Party organizations are still restricted by the conventional way of work, there are problems such as perfunctory, irresponsible. Its working mode is relatively simple, mainly meeting, group research, generally in the transmission of documents, research meeting content, lack of innovative means and means, it is difficult to stimulate the enthusiasm and initiative of medical staff.

## **2. Effective strategies for improving the quality of hospital party building**

### **2.1 Improve the institutionalization and normalization of Party branch's participation in major departmental decisions**

A good system operation must have a strong system to ensure. The construction of timeliness and supervision of medical and health management is the key to the realization of hospital party building. The functions, procedures and rules of Party branches in major departmental decisions have been clarified and standardized. Especially in the work of the department, some directionality, influence, key issues, as well as the vital interests of the department staff, such as development planning, work plan, talent introduction, professional title selection, evaluation and promotion, salary and welfare, to carry out research, widely listen to the medical party members, staff and related opinions, Practically institutionalized and regular participation in the administrative decision-making process of the department. Where we need to expand the Party's work and build primary-level Party organizations, we need to ensure that Party building is integrated with its operational work to form a strong organizational guarantee.

### **2.2 Promote the implementation of the Party building leading the construction of first-class departments**

In the face of the public welfare of medical institutions and the tension between doctors and patients, we must strengthen the leadership of the Party organization, give full play to its political leading function, so as to realize the scientific medical disputes. On the one hand, we should combine the Party building work with the modern management system, organically combine the Party building work with the central work, plan, plan, promote and assess together, overcome the ideological tendency of valuing business and undervaluing Party building and the stubborn problem of "two skins", make the Party building work and business work deeply integrate, highlight the win-win effect of "strong Party building and strong development". We will modernize the hospital governance system and capacity. At the same time, a selection and reserve system shall be established to train qualified party members and select party members with outstanding performance through the examination and evaluation of party branches for joint selection, training and promotion. In particular, it is necessary to strengthen the education and management of medical personnel, guide medical personnel to improve the level of medical technology, medical emergency, improve the medical experience of the masses, medical ethics, and provide quality medical and health services for the masses.

## **2.3 Strengthen the branding and project-oriented construction of Party building leading social governance**

In the party building work of hospitals, the functions of comprehensive functions are reflected in: to build a distinctive brand of party building, and to reasonably allocate the forces of all parties to ensure its healthy development under the guidance of public welfare. On the one hand, the core work of the hospital as the core, to lead, public welfare, service as the core characteristics of Party construction, at the same time to adapt to local conditions, continuous innovation, fully explore its cultural and social functions. At the same time, the brand construction of the party organization of the hospital should be closely combined with the project construction, and the working time and energy of the medical staff should be fully taken into account, so as to achieve the "reasonable balance between the party construction and the business work". Especially through the use of network technology, through the way of "network +", strengthen the information of the hospital party building work, so that the party building activities full of the atmosphere of The Times and strong attraction, comprehensively improve the hospital party building work with The Times.

## **2.4 Strengthen the function of the "double leader" system to support Party organizations**

Hospital primary party branch is an important subsystem, to strengthen its application in the large system, according to the principle that the party should supervise the party and govern the party strictly, the hospital primary party organization should be established to adapt to the development of The Times. First, accurate positioning of "dual leaders", who can concurrently lead the Party construction and academic leaders. For Party branches with small numbers and scale, leading officials can take positions in party groups to realize the role of "double leaders". A party member with a large number of party members and a large scale may hold a concurrent post at the deputy head level or in the form of a young cadre. Second, relying on the working platform of Party branch secretaries, a group of "double leader" reserve force with high political awareness and professional level will be trained and trained. Third, relying on the party building resources of regional large party building, realizing advantages and promoting each other, actively exploring new forms of joint cultivation of "double leaders", promoting the deployment and implementation of Party building and business, and giving full play to the political leading role of the hospital Party Committee.

## **Conclusion**

In a word, the party building work of hospitals is different from that of traditional institutions. In order to ensure that the party building work of hospitals can be positively constructed and play a leading role, it is necessary to start from the hospital itself to recognize the realistic challenges faced by the current party building work, so as to adopt effective solutions and improve the quality of the party building work of hospitals. Therefore, based on the basic law of Party governance, construction and development decisions can be made that meet the needs of realistic development, national medical construction and social needs.

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