

# *Research on the Construction of Political Culture in State-owned Enterprise*

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**Abstract:** The political culture of state-owned enterprises is an important part that can not be ignored in the construction of enterprise culture and the promotion of enterprise competitiveness. Political culture plays a "directional" role in the reform and development of enterprises, a "United" role in solving major contradictions, and a "soul-casting" role in the construction of enterprise talents. In order to strengthen the construction of political culture in state-owned enterprises, there are five ways: to carry out political cultural activities around the key tasks and central work of serving enterprises, to carry out political cultural construction by adhering to the principle of giving full play to the subjectivity of employees and taking employees as the center, to fully absorb foreign advanced culture and local traditional culture, and to cultivate political cultural soil.

## 1. Introduction

The construction of enterprise culture is related to the process of enterprise reform and the overall situation of development, to the improvement of enterprise efficiency, and to the stability of the national economic foundation. It is an important part of ideological work in state-owned enterprises, and also an important part of the management of state-owned enterprises. At the same time, accelerating the construction of state-owned enterprise culture has become an inevitable choice for state-owned enterprises to improve their market competitiveness, absorb advanced management theory and knowledge, and constantly adapt to the development of modern market. As a country's economic development changes from factor-driven to innovation-driven, from high-speed growth to medium-high-speed growth, with the theme of promoting high-quality development, deepening supply-side structural reform as the main line, and promoting quality, efficiency and power changes, state-owned enterprises will face more new situations and problems. Therefore, the construction of corporate culture will also face new opportunities and challenges. How to play the role of political culture construction in corporate cultural identity, inject new vitality and vitality into the reform and development of state-owned enterprises, and explore new ways for the high-quality development of state-owned enterprises is particularly important.<sup>[1]</sup>

## 2. Connotation of political culture in state-owned enterprises

The construction of state-owned enterprise culture is the common psychological identity of values, beliefs and ideals formed in the process of enterprise development. Under the guidance of enterprise spirit and common values, all members are educated and guided to pursue personal goals in line with enterprise development goals and form a "resultant force" to promote enterprise development. On the one hand, enterprises use spiritual and cultural factors such as enterprise spirit and enterprise morality to edify and shape the values of employees, influence and standardize their ideological and moral behavior, which has obvious management (or application) and supportability, and essentially belongs to enterprise moral culture and employee professional culture. On the other hand, corporate culture management uses patriotism, collectivism and socialist education to stimulate employees' enthusiasm for entrepreneurship and strengthen their confidence in entrepreneurship. It has distinct ideological and incentive nature, and essentially belongs to corporate political culture and employee value culture. At the same time, because state-owned enterprises are enterprises owned by the whole people or state-controlled enterprises, their corporate moral culture and employee professional culture also have political colors such as serving the people, serving the public welfare, patriotism, dedication and sacrifice. Therefore, in state-owned enterprises, the color of political culture occupies a considerable part of the content of corporate culture, filling every corner of every part in every field. To a certain extent, the construction of corporate political culture is a cultural work around the consolidation and development of the socialist political and economic system, as well as a political work.

According to Almond, a political culture is a set of political attitudes, political beliefs, and emotions that prevail at a particular time and are caused by the country's historical and contemporary social, economic, and political activities. According to Weber, political culture is a system composed of beliefs, ideographic symbols and values derived from experience, which stipulates the subjective environment in which political actions take place. The construction of political culture in state-owned enterprises refers to the social practice of exerting purposeful, planned and organized influence on the members of enterprises with certain ideological concepts, political viewpoints and value pursuits, so as to make them form the economic system foundation and the overall political situation of the country that meet the needs of a certain stage of social development and a certain ruling class.

## 3. The Important Role of Political Culture in State-owned Enterprises

Political culture plays a "directional" role in the reform and development of enterprises. On the one hand, strengthening the construction of political culture in state-owned enterprises will help state-owned enterprises to follow political principles, adhere to and ensure the correct orientation of operation, adhere to the socialist road and ensure that state-owned assets are not lost. On the other hand, strengthening the political and cultural construction of state-owned enterprises will help strengthen the state's leadership over state-owned enterprises, adhere to the unshakable growth of efficiency, ensure that unhealthy tendencies do not breed, and ensure that the vast number of workers in state-owned enterprises are honest and clean.

Political culture plays a role of "unity" in resolving major contradictions. On the one hand, the political and cultural identity of state-owned enterprises can unite people's hearts, help state-owned enterprises to unify the construction of corporate culture and the thinking of employees, solve the positioning problem of state-owned enterprises from the starting point level, serve the development goals of enterprises together, and promote the sound and rapid development and growth of state-owned enterprises in the business process level. On the other hand, the current reform of state-owned enterprises has entered a deep-water area, and the contradictions among all parties are

highlighted, especially the structural adjustment and steady growth of state-owned enterprises, which will inevitably touch on the vital interests of some workers and unavoidably cause emotional fluctuations in their work. Through the effective development of ideological and political work, it can play a role in reconciling contradictions, unifying ideas and stabilizing people's hearts. [2]

Political culture plays a "soul-casting" role in the construction of enterprise talents. On the one hand, political culture is the foundation of the construction of corporate culture, which includes the determination of corporate values, the cultivation of employees' moral accomplishment, the cultivation of corporate spirit and the promotion of fine traditions, all of which are inseparable from the contribution of corporate political culture. On the other hand, the political culture of state-owned enterprises is to guide employees to establish a correct world outlook, outlook on life and values, which is an advanced group consciousness and a consensus recognized by employees. So as to create a good corporate image.<sup>[3]</sup>

#### **4. Approaches to the Construction of Political Culture in State-owned Enterprises**

Firstly, Political and cultural activities should be carried out around the key tasks and central work of service enterprises. To carry out activities is the most direct and effective means to implement the work. To carry out activities should focus on the main line and clear the theme. This main line is to serve the key tasks and central tasks of the reform and development of enterprises. This theme is to highlight the theme of political culture and political requirements when carrying out various activities including corporate culture, and constantly enhance the political culture of state-owned enterprises. Promote the organic integration of enterprise development and political culture. For example, in the theme education activities of "never forget the original intention, remember the mission", enterprises should think about how to combine the theme of education with the development of enterprises, solve the prominent problems restricting development, promote the theme education, and achieve practical results. At the same time, according to the actual needs of the transformation and development of enterprises, relevant departments carry out special activities of "I provide suggestions and suggestions for enterprise development" to collect the opinions and suggestions of enterprise employees on enterprise development planning, corporate governance, personnel training, assessment system and other aspects; In addition, enterprises can make annual learning and education plans for employees, create reading rooms, and hold "study days" and "reading festivals" activities.

Secondly, we should adhere to the principle of giving full play to the subjectivity of employees and taking employees as the center, and carry out the construction of political culture. On the one hand, we should insist on giving full play to the subjectivity of employees, so that employees can realize from the depth of their thinking that as a member of state-owned enterprises, they must always pursue the interests of the country above everything else, enhance the sense of ownership of employees, and internalize the ideas, spirit, vision, mission and objectives of enterprises into the ideological concept and spiritual realm of all employees. Translate the enterprise strategy into the conscious action of all employees. At the same time, it strengthens the sense of professional mission and post honor of employees, activates people's wisdom, opens up the way to speak, promotes professional values such as integrity, compliance and due diligence, promotes the formation of a good fashion of unity, cooperation and striving for progress, and provides a strong spiritual impetus and cultural support for the sustainable development of enterprises. On the other hand, enterprises should adhere to the employee-centered, that is, the foothold of political culture and corporate culture construction, pay attention to respect, understanding, care and motivate employees, pay attention to employees' performance, guide employees to practice social core values, and create a good working environment for employees and service employees. And the enterprise should respect

and give full play to the enthusiasm and creativity of employees, give full play to the intelligence and initiative of employees, and attract employees to participate in the construction of corporate culture to the maximum extent<sup>[4]</sup>.

Thirdly, fully absorb foreign advanced culture and local excellent traditional culture, and cultivate the soil of political culture. To carry out the construction of political culture, we cannot do without culture as the basis, not only the local excellent traditional culture, but also the foreign advanced culture. Only by adhering to the combination of enterprise culture and local excellent traditional culture, can we better integrate the local reality and the actual development of enterprises, and better understand and identify with the political culture of enterprises. On the one hand, we should make comprehensive use of various carriers and modern scientific and technological means to fully demonstrate the unique charm of traditional culture, give full play to the ideological edification and cultural and educational popularization functions of traditional festivals, and cultivate the cultural literacy of workers. On the other hand, we should firmly absorb foreign advanced culture, carry out social morality, professional morality, family virtue and personal morality education, and guide employees to practice honesty and credit based on their posts.

## 5. Conclusions

Political culture is a part of corporate culture, which occupies an important share in the cultural construction of state-owned enterprises. At the same time, political culture is the core of corporate culture, reflecting the core competitiveness of corporate culture. We should integrate political culture into enterprise patriotism education, core values cultivation and overall strategic development of enterprises, and closely integrate political culture with staff ideological work, personnel quality training and enterprise development strategy, so as to effectively improve the competitiveness of state-owned enterprises in the market and continuously promote the rapid development of state-owned enterprises.

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