

Research on the Mechanism of Party Building and Business Integration of Teachers' Party Branches in Colleges and Universities

He Ren

School of Accounting and Finance, Wuxi Vocational Institute of Commerce, Wuxi, 214153, China

Keywords: College teachers; Party building; Business integration

Abstract: Doing a good job in party building for young teachers in colleges and universities is conducive to consolidating the ruling foundation of the party, adhering to the socialist direction of running schools and cultivating reliable successors for the socialist cause. However, in many colleges and universities, there are a series of problems in young teachers' party building work, such as the lack of political ideals of some young teachers, the lack of cohesion of some grass-roots party organizations, the emphasis on business over politics in colleges and universities, blindness in the development of party members and so on. Therefore, the party organizations and party workers in colleges and universities should strive to create a new situation of young teachers' party building in colleges and universities by establishing the responsibility system for young teachers' party building, promoting the innovation of ideological construction of the party in colleges and universities, insisting on the combination of political training and business improvement, attaching importance to strengthening the construction of grass-roots party organizations, and strengthening the construction of teachers' ethics and morals.

1. Introduction

Colleges and universities are an important gathering place for senior intellectuals and future social elites, and college teachers are an important part of colleges and universities, playing an important role in teaching, educating people and scientific research [1]. In the new era, the Party Construction in Colleges and universities is facing new challenges and opportunities [2]. In recent years, there are many problems in the party building work carried out by the party organizations in Colleges and universities. The party building in Colleges and universities and personnel training, scientific research, discipline construction and other contents are often "separate", there is a "two skin" contradiction, and the party building work has not received due attention [3]. There are many departments involved in the internal organs of colleges and universities, with different responsibilities, different division of labor and different total number of Party members, which lead to the complexity of Party Construction in Colleges and universities. If there is only one set of methods and one standard for Party Construction in Colleges and universities, it is impossible to formulate personalized plans and refine methods in combination with the characteristics of various departments, resulting in the disconnection between Party construction and business work [4]. Under the development concept of "College as entity", grass-roots party organizations in Colleges and universities are an important component and dynamic unit of Party Construction in Colleges and universities [5]. Only when the grass-roots party organizations are well built, well led and well played can the development of the college break the bottleneck and achieve a breakthrough [6]. If grass-roots party organizations can play their due role, they will also promote the development of the school to achieve a new leap [7].

Combined with their own actual situation, through the continuous innovation and improvement of the working mechanism, cultivate the political and ideological awareness of party affairs personnel, and further improve the efficiency of Party building work [8]. Identifying the direction and combination point of the integrated development of Party construction and business work in Colleges and universities, and promoting the deep integration of Party construction and the development of higher education is the due meaning of comprehensively improving the scientific level of Party Construction in Colleges and universities, and realizing the education of talents for

the party, the country and high-quality development [9].

2. Main problems existing in the integration of party building and business in colleges and universities at present

2.1. Party members have their own shortcomings

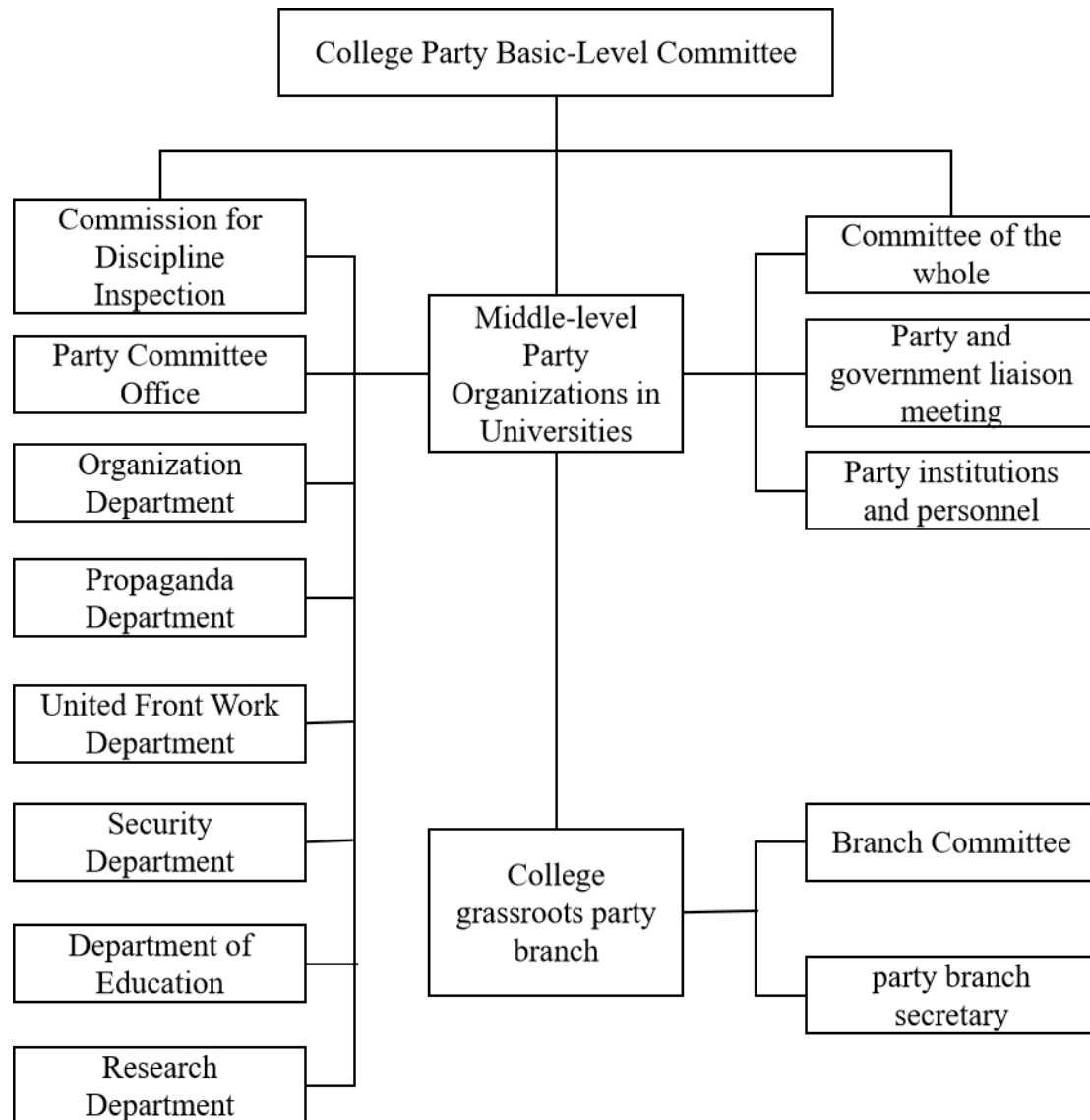


Figure 1 Structure system of grass-roots party organizations in Colleges and Universities

At this stage, as our country is in an important stage of reform, the continuous introduction of cultures from various countries has caused the development of party building in colleges and universities to be affected by a variety of cultural ideas, resulting in a certain degree of difficulty in party building in colleges and universities. At present, although some college teachers have good political ideas, they can take the initiative to become practitioners of socialism and firmly build socialism with Chinese characteristics. However, in the party building work of party members and teachers in colleges and universities, there are also phenomena such as insufficient political thoughts of some teachers, inability to clearly understand the importance of party organizations, lack of understanding of the party, and unclear how the socialist movement develops; these conditions are worrying. Even some teachers with corrupt and corrupt ideas appeared in the party organization, which made some teachers distrust the party organization and could not firm up their belief in joining the party; some teachers believed that after joining the party, studying party documents and attending party meetings would waste their time and energy ; Some teachers have

weak political awareness and do not have political discrimination. For example, when teachers studying in foreign countries are influenced by the so-called political ideas of human rights and freedom in Western countries, they have no strong discriminative power, and cannot clarify the nature of such political ideas and political views, so they cannot refute and criticize those wrong. Thoughts, on the contrary, are affected by it. The basic-level party organization structure system of colleges and universities is shown in Figure 1.

Many party members in colleges and universities have low enthusiasm and participation in party building work, and many party members and teachers do not actively participate in the activities of party organizations on the grounds of busy business work, or they can't correct their attitude in participating in activities 2. Some party members and leading cadres did not do their duty in the party building work, did not devote enough energy to the party building, did not consider enough problems and were not mature enough, and at the same time, were unfamiliar with some party building businesses, which led to the uncertainty of the entry point, focus point and application point, which greatly reduced the implementation of the party building responsibility system. Some party members dare not face up to their own problems in the party's democratic life meeting, nor are they willing to point out the problems of other party members, and they always speak some irrelevant cliches when criticizing and self-criticizing. At the same time, the understanding of the theoretical study of the Party is not in place, and theoretical study is always shirked with various excuses in the work, or it is just for the sake of study, and it can't really calm down, which makes learning formal and dogmatic. The combination of theoretical study and practice is decoupled, lacking political acumen and insight as a party member, unable to observe and analyze problems from a political point of view, incomplete and profound understanding of things, and lacking a sense of mission and crisis!

2.2. Organizational construction is a formality

In carrying out the work of teachers joining the party, some grass-roots party organizations have not changed their thinking on the development of Party members, their thinking is relatively backward, and still follow the old thinking of ignoring groups and paying attention to individuals in the past. When building the team of teachers' Party members, they lack long-term vision and comprehensive consideration, ignore the importance of the overall development of teachers' Party members, and only pay attention to whether the work of excellent teachers is effectively completed. Therefore, college teachers' joining the party is ignored, and their attitude towards work is not correct, which leads to the lack of cohesion of grass-roots party organizations to teachers, and teachers also lack a sense of belonging and identity to their own departments. Some grass-roots party organizations do not pay enough attention to the organization and life meeting, do not design the meeting content well before the meeting, and the implementation of the meeting is arbitrary and formalistic. It often focuses on conveying and learning superior documents, and has no connection with the actual work of the school. The content is boring. The evaluation system of the organization and life meeting often turns into a praise meeting, which has little effect; Criticism and self-criticism are difficult to hit the nail on the head and often stay on the surface. Most of them are old-fashioned words with insufficient theoretical study and low ideological consciousness; In the process of recruiting new party members, there are many problems, such as non-standard procedures, inadequate work, insufficient training and so on. The five basic parts of university organization are shown in Figure 2.

Establishing and improving the operation mechanism of Party construction and business work in Colleges and universities with the same planning, deployment, implementation and inspection is conducive to saving human and material resources and forming a closed-loop work driven by the same time and space. In terms of deployment, based on the overall development situation of the University, plan the top-level design of the in-depth integration of Party construction business, and incorporate the integration into the party construction work plan and annual work points. Broaden the vision of work and organically integrate a series of Party building objectives and contents such as ideological and political work, clean government discipline and democratic management into

various business work. In terms of implementation, we should work in the same direction at the combination of Party building and business work, Party building requirements and business needs, theoretical learning and practical application. Implement the regular political theory study and theme party day activities with the business work such as administrative arrangements, teaching seminars and academic exchanges, and strive to transform them into ideas and measures for business work. Make the ideological guidance and spiritual power imperceptibly and silently integrate into the business work. In terms of inspection, timely grasp, analyze and judge the ideological trends and work performance of Party members and cadres, and run the ideological and political work through the whole process of business work.

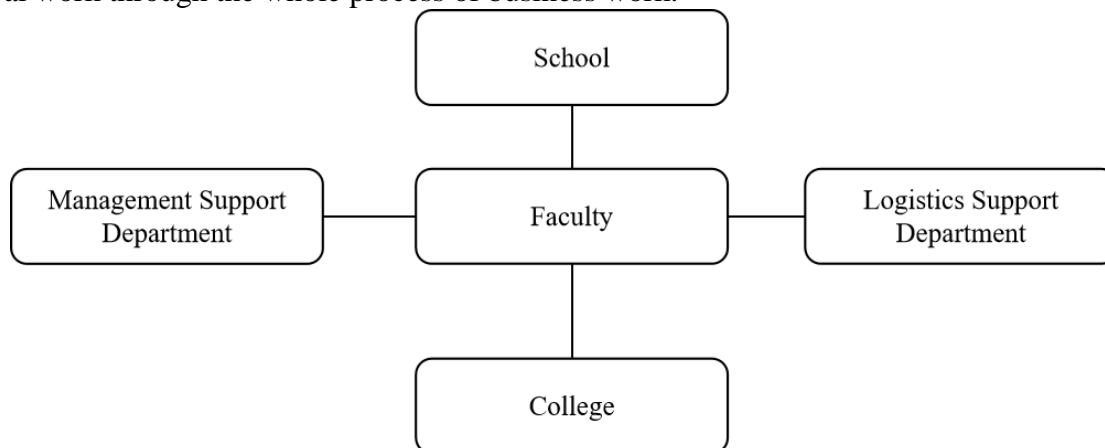


Fig. 2 Five basic parts of university organization

3. The importance of party building work for young teachers in colleges and universities under the new situation

3.1. Conducive to consolidating the party's ruling foundation

At present, we are facing a complex international and domestic situation, which requires our party to keep pace with the times, explore and innovate, further improve its ruling ability, and consolidate and consolidate the ruling foundation. Young people are not only the backbone of the construction of socialism with Chinese characteristics, but also an important talent foundation for our party's governance. On the whole, young teachers in Colleges and universities have high educational background, flexible thinking, deep and broad knowledge, strong innovation and outstanding teaching and scientific research ability. They are important representatives of the socialist youth group. Only by absorbing the outstanding young people from the youth group into the party organization, caring for and caring for young teachers, understanding their requirements and aspirations, and appropriately "pressing the burden" so that they can grow up as soon as possible, so as to improve their party spirit literacy and professional ability, can we transport excellent young talents for the stable governance of the party and have successors for the party's cause, Only then can the party's ruling foundation be more solid.

For a long time, colleges and universities have been the main position for cultivating talents, and have transported a large number of political and professional builders for the construction of socialism with Chinese characteristics. China has its own unique national conditions, which determines that China must take its own road of higher education development, that is, adhere to the socialist school running direction and strive to run Socialist Colleges and universities with Chinese characteristics. Specifically, in the field of talent training, colleges and universities should adhere to the correct political and ideological direction, and adhere to morality and moral education first. As educators, only when young teachers in Colleges and universities always understand and master the latest achievements in the Sinicization of Marxism, establish stable and correct three outlooks, and strengthen their Marxist ideals and beliefs and the development path of socialism with Chinese characteristics, can they teach students with positive and correct three outlooks through their words and deeds, Infiltrate students' hearts with socialist core values and lay the foundation for them to

become useful talents in the socialist cause. Therefore, paying attention to and doing a good job in the party construction of young teachers in Colleges and universities is conducive to adhering to the socialist nature and direction of running colleges and universities.

3.2. Conducive to cultivating builders and successors of the cause of socialism with Chinese characteristics

As we all know, young people are the future and hope of the country and an important reserve force for the cause of socialism with Chinese characteristics. As an important pillar of university teaching, young teachers are the new and main force of university teachers and the hope for the development of higher education. They are slightly older than college students, and the two have more similarities in thinking styles, hobbies, and personality characteristics. College students are also willing to confide in young teachers, discuss academic and life issues, and young teachers' values, moral cultivation, and ideals. Pursuits directly affect college students' morals, ideals and ways of doing things. Young teachers who have a strong sense of responsibility and responsibility, active enterprising spirit, good moral cultivation, and lofty ideals and beliefs can often encourage students to develop in a healthy and upward direction through subtle influence.

In order to ensure the effective development of party building work for college teachers, the following principles should be followed: First, a good grasp of policy orientation. When planning the direction, goals, and content of teacher team building, colleges and universities should not only formulate detailed teacher professional training technical plans, but also clarify the political plan for cultivating teachers. When colleges and universities carry out various tasks such as promotion, selection of excellent teachers, and overseas study, they must not only fully understand the teaching level, management ability, and scientific research ability of teachers, but also examine the actual work situation and political literacy of teachers. Second, establish a sound training mechanism. Construct a comprehensive training mechanism for teachers' political literacy and adhere to it for a long time, improve the procedures for recommending party candidates, continuously improve the inspection mechanism for prospective party members, and continuously improve the management objectives, evaluation system, feedback system and other systems of party building work. Third, make full use of resource advantages. It is necessary to innovate the methods of party building theory education, give full play to the role of ideological and political courses, Marxist theory study groups, etc., to make the work of training teachers rich, novel, and diversified, and to enhance the effectiveness of education. At the same time, information technology can also be used to conduct education and government, purify the social environment under the rule of law, and create a fair and just social atmosphere for college student party members.

4. Conclusions

They should not only pay attention to the effective development of Party building for students, but also pay attention to the development of Party building for teachers, adhere to the basic principles of people-oriented, fairness and justice, constantly innovate party building for Party members and teachers, and establish and improve relevant systems, Strengthen the training of teachers' political thought and lay a solid foundation for innovating the party construction of Party members and teachers in Colleges and universities. In the new era, deep integration is a new topic. We need to promote the deep integration of Party construction and business work in practical work from the aspects of ideological understanding, system construction, working methods and professional classes. Party building and business work are equally important in practical work, but deep integration is not an overnight thing. We should closely combine the two and do a good job of mutual in-depth integration. Therefore, we should be good at promoting the development of business work with the help of Party construction, and truly achieve the same direction and mutual promotion. Educate and guide Party members to highlight their identity, establish a yardstick and establish an image in their daily work. Focusing on serving the masses, the Party branch of the organ has set up a demonstration window for Party members, a vanguard post for Party members, a commitment column for Party members, etc., so as to highlight the identity of Party members.

Teachers are the backbone of education. The party branches of colleges and departments should give full play to the main role of teachers' Party branches in promoting the central work of schools around their professional characteristics and advantages in teaching and scientific research. From the deeds of benchmarking branches and outstanding Party members, it can be seen that most advanced Party branches have overcome difficulties in business, especially in scientific research or teaching, made outstanding achievements, and formed the advantages of integration and win-win of Party construction and business work.

Acknowledgements

From Wuxi Vocational Institute Of Commerce, A study on the Party building and ideological and political education in the 2021, DJSZ21108

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