

# Inspiration of Organization and Management of a Dream in Red Mansions

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**Keywords:** management, Dream, Red Mansions

**Abstract:** *A Dream in Red Mansion* is a well-known literary masterpiece in China, which describes the process of two families, Ning and Rong, from prosperity to decline. With Jia Baoyu and Lin Daiyu's love story as the main line, several subordinate line woven alternately, the plot is full of ups and downs, the language is concise and accurate, and the characters have distinct personalities, which has a high literary value. In addition to the romance, it also reflects the author's research on pharmacy, aesthetics, history, cuisine, family education, classical gardening, management and many other miscellaneous sciences. The following is a brief analysis of some management elements presented in the works.

## 1. Introduction

In the thirteenth chapter "Wang Xifeng lends her help in the management of the Ning Mansion" and the fifty-sixth chapter "The clever Tan Chun increases their income and removes long-standing abuses", the work shows respectively two women with administrative ability in Rong Mansion, Wang Xifeng and Tan Chun.

After the death of Qin Keqing, Ning Mansion holds a luxurious funeral. There are so many people and things that chaos and disorder arise. Jia Zhen, host of Ning Mansion, is deeply troubled and at a loss what to do. In Jia Baoyu's recommendation, Wang Xifeng of Rong Mansion was temporarily ordered to assist Ning Mansion's affairs.

At that time, Wang Xifeng was only eighteen or nineteen years old. She was also the housekeeper of Ning mansion and Rong mansion and managed thousands of people. She adheres to the problem orientation, takes solving organizational problems as the goal of all actions, and analyzes the problems in Ning mansion from the perspective of organizational management, the following conclusions are drawn: "All kinds of people mix together, always lose things, and do not know who lost it", "There is no special person in charge of the affairs, and everyone prevaricates when things happen", "Spending too much, some people falsely report spending, deliberately withdraw money and things", "The division of labor is unbalanced and unreasonable, some people work too hard while others are too idle", "The servants of each mansion despotic domineering rely on masters' position, those who have an identity does not obey control, those who do not have an identity cannot get the opportunity of progress". Where should a professional manager start to take over such a mess? From the details described in the work, we can see how Wang Xifeng managed.

## 2. Wang Xifeng's Family Management Ability and Its Embodiment

First, Wang Xifeng immediately know the staff, understand the organizational structure from the grass-roots investigation, grasp the real situation, avoid aimless and blind command by taking attendance. Management must be done in details. Wang Xifeng is the person of Rong mansion, and the several pieces of paper that Ning mansion makes attendance sheets also should approve from Ning mansion, public and private is distinct, very meticulous. Accurate concept of time: Wang Xifeng asked "to report to work at 6:30, eat breakfast at 10:00, get something, and report the task only at 11:00." Set time for everything, listen to reports on a regular basis, and deal with official business in batches to improve efficiency. On the busiest day, she gets up at 4 o'clock to wash up, have breakfast and call the roll on time. Leaders set an example by their actions, and subordinates follow suit without being ordered to do so.

Second, Wang Xifeng asks the supervisor Laisheng's wife to report her daily without covering up for those who are lazy, drinking, gambling and fighting. She established a patrol system and a system of listening and reporting, granted certain powers to subordinates and clarified responsibilities, prescribed disciplinary actions in advance, and made it clear the untouchable "red line"; Wang Xifeng checks the yard over every day and asks the night watchman to hand over the key when she finishes her checking. If any problem is found, she would solve it immediately without any delay. The administrator cannot leave everything to the subordinates, since they are often too optimistic until many serious problems are found at the grassroots level. Some administrators don't make clear boundaries when granting subordinate powers, and become furious when subordinates make mistakes.

Third, how does she punish the subordinates who violate the disciplines? Wang Xifeng publicly states the reasons for not forgiving and punishes those who violate the disciplines for "twenty beatings and deduction of the salary". She also gives a warning to alert everyone that those who want punishment would be given forty beatings tomorrow and sixty beatings the day after tomorrow. The more violations, the stricter the punishment, until laid-off and expulsion, which is also an important principle of punishment. The administrator's order must be implemented, the authority must be established, the punishment must be given to the law breaker so that the subordinates can be awe-inspiring to the leader and the law can be implemented thoroughly. Although Wang Xifeng is illiterate, but she knows clearly that when to use each item and use how many items. She can control the whole situation and pay attention to details, and manage it with ease. She also has a warm side to her subordinates, which makes people feel convinced.

Fourth, Wang Xifeng is good at discovering and cultivating talents. Xiaohong, formerly known as Hongyu, is the gimmick in Jia Baoyu's room, but can only do the rough work of boiling water, cleaning the courtyard, and being scorned and rejected by the "core" gimmick. But she is not humble, and she is accumulating her skills to wait for the emergence of Bole. She uses an occasional opportunity to complete excellently the errands assigned by Wang Xifeng. The action is succinct, generous, clear-cut, and win the favor of Wang Xifeng, who is left by Wang Xifeng and reuse. When Jia is ransacked, Xiao Hong escapes and tries to save Wang Xifeng in order to repay the grace of the encounter.

Fifth, Wang Xifeng is good at dealing with very difficult contradictions. For example, a wet nurse who retires to the second line and loses her status without respect for her psychological imbalance, Jia Huan, who harbors super jealousy, hatred for everything and serious distortion in his heart for Baoyu, Jia Baoyu and Lin Daiyu, who love each other in their hearts are difficult to express. Spicy, interesting and vivid language often dissolves all contradictions in invisible. There is laughter in the place where Wang Xifeng is there. Without the problems that she could not solve, she manages Qin Keqing's funeral successfully and establishes her prestige in the two provinces. Wang Xifeng is deeply trusted by Jia Mu and Mrs. Wang, and her position is not replaceable. However, it is too late, Wang Xifeng's high-handedness, abuse of power, disregard for human life, lawsuits, misappropriation of public funds, and excessively strict regulations have also led to hatred of some people, and left a handle on Jia's political enemies shame. Because of the strong competition and over-consideration, the serious illness of the body is caused by the fact that "the organ is too clever and counts the life of Qing."

### **3. The Innovative Management Method and Embodiment of Tanchun**

Another woman in Rong Mansion: Tan Chun, she is the eldest daughter of Rong Mansion Jia Zheng and auntie Zhao. Although she is a servant, she is decently, self-respecting and self-love, and has won the respect of all people. She is good at books and poems with tasteful and elegant. She is tranquil nature and her language is rigorous, but she always pays attention to everything around her; she has initiated the Haitang Poetry party, providing a platform for young men and women to learn and communicating poems, building a youthful kingdom of boys and girls, leaving them there a best memories of life.

During Wang Xifeng's abortion and nursery period, Tan Chun and Li Wei and Xue Baozhen

co-chaired the affairs of Rong Mansion and launched a series of innovative changes. In this "three-member group", Li Wan has no virtue, no personality, no principle, and is difficult to convince the public; Xue Baochai is sleek and sophisticated, "If things that are not related to her, she does not speak, does not express attitude and protect herself", she caught an insight into everything. The ability is super strong, but everywhere is a "good person", for the future to do Jia's daughter-in-law to build a good relationship. Only Tanchun, although the age is only thirteen or four years old, the mind is calm, dare to take responsibility, see how Tanchun shows his management skills:

Based on the experience of Lai's garden management, Tanchun introduced the responsibility system for the shards into the Grand View Garden. Even if "a broken lotus leaf, a dry grass root is valuable", the bamboo forest, lotus pond, orchard, garden and rice fields are handed over to experienced People care, supply to the use of the Grand View Garden, each unit can balance, the balance belongs to the operator, not only save the total account room expenses, but also improve the enthusiasm of the operators, resulting in a lot of self-financing, self-management Units, each unit is full of vitality. In addition, the income of Grand View Garden is not included in the account, independent accounting, to avoid layer-by-layer deduction, and is welcomed by operators.

Baochai Xue agrees with Tanchun's idea that "Nothing in the world is unusable. If it is usable, it is valuable". She supplemented Tanchun's ideas, taking full account of the possible negative impact of contracting, the contractor will benefit from the contract and each of them will afford part of the cost. By barter, other old mothers who do not contract will also get hundreds of money each year. The most marginal people will be fully taken care of, and the feelings of everyone will be taken into consideration. Because of the early death of her father, Baochai Xue knew how to manage the family's farm and shops, she has the industrial management idea extremely, thus Tanchun's creative plan is more perfect. Since then, the management of the grand view garden on the right track, showing a thriving situation.

Tanchun is a rare innovative management talent who does not shirk responsibility, dares to take on responsibilities, faces up to problems, and is prompt and resolute. Tanchun's reform ideas and determination are worthy of reference by modern enterprises and organizations. Xifeng Wang represents traditional management and foundation, while Tanchun represents self-revolution and innovation. No foundation, no fertile soil for innovation; without innovation, management will become rigid, so many enterprises die after success. An organization should first lay a solid foundation, make timely innovations, constantly transform itself into a revolutionary organization, return to zero and start afresh.

Although Wang Xifeng and Tan Chun tried their best to manage it carefully, due to the limited scope and strength of their management, they could not change the decline of Jiafu after all. In the beginning of "Dream of Red Mansions", Ning Rong House has been declining. Moreover, Jia Yuanchun's involvement in power disputes and died bizarrely in the palace, and the political opponents took the opportunity to suppress the impeachment. The four families of Jia Wang Shi Xue gradually declined and lost their support for each other. The building was dumped, and finally was ransacked.

#### **4. Conclusion**

From the perspective of organizational management, this paper analyzes Wang Xifeng's traditional management thoughts of institutionalization, refinement and clear reward and punishment, and analyzes Tan Chun's innovative ideas of comprehensively cutting costs and creating an industrial model. Finally, the reasons for Jia's downfall are analyzed from five aspects, including organizational planning, cost control, internal management, and employee training and core competitiveness, in the hope of inspiring modern organizational management.

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