

## **The Application of Confucianism "Benevolence" ——Employees' Sense Of Belonging Needs Humanistic Care**

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**Abstract.** Confucianism is dominant in the whole traditional cultural system. However, "benevolence" is the core of Confucianism. Confucianism pays attention to people's humanistic care, attaches importance to the shaping of human personality, and attaches importance to establishing harmonious and orderly interpersonal relationships within the organization. These have profound significance for the human-centered culture of modern enterprises. Employees are an important part of the development of the company, allowing employees to find a sense of belonging in the enterprise, helping to reduce employee turnover, improve the effectiveness of corporate management, and improve corporate performance and market competitiveness. This paper investigates the sense of belonging of employees in the three aspects of humanistic care, employee training and employee motivation of Haixi Pharmaceutical, finds out the existing problems and proposes solutions. Thereby improving the sense of belonging of employees and further promoting the development of the company.

In 2010, HX Pharmaceutical Company was established and located in the MX Economic Development Zone. Inhalation anesthetic bulk drug production line, photodynamic drug and other drug raw material drug production line, inhalation anesthetic production line and external drug preparation production line have been built. "[1] cGMP workshops such as oral solid preparation production lines, registration and production of domestic and foreign raw materials (DMF), generic drugs (ANDA) and new drugs (NDA). HX Pharmaceuticals is a professional fluorine-containing inhalation anesthetic. Photodynamic therapy drugs and their slow-release preparations and private technology-based enterprises that target new technologies and products such as nano-formulations. HX Pharmaceuticals is committed to building China's leading international front and benefiting the health of the people. The company's humane care, training and incentives are constantly improving. At present, the company has more than 100 employees, including 15 with bachelor degree or above, 35 with college degree, and 26 with high school and technical secondary school. There are 24 people in junior high school and below. In order to better improve the effectiveness of the company's management, the quality of its products is guaranteed to further enhance the vitality and competitiveness of the company, help the company find out the reasons and help solve its system. A field survey was conducted in Fujian Haixi United Pharmaceutical Co., Ltd., and a questionnaire survey was conducted to conduct the survey. 50 copies were taken and 50 copies were recovered, of which 50 were valid. Of the 50 people surveyed, 8 were undergraduate and above, 17 were college graduates, and 14 were high school and technical secondary school employees. There are 11 employees in junior high school and below. This survey uses Excel software to summarize its data.

### **One, Is the Personal Situation of the Employee**

According to the statistics of all aspects of the relevant departments of the enterprise, the age level, the ratio of male to female, the degree of education received, and the number of years of work in the company constitute the distribution of employees, and the current development of the company is investigated. This survey used a random sample survey method to extract 50 people from 100 people in Haixi Pharmaceutical for investigation. The investigators ranged in age from 20-50 years old. Among the sampled employees, 26 were men and 24 were women. In the survey of cultural level, the education level of employees is above the high school, accounting for 39 of the 50 people in this sample survey, accounting for 78%. In this survey, the working age is concentrated between 1-5

years, showing the current situation of low middle and high sides. Most of the 50 employees in this survey are between the ages of 20 and 50. It can be said that it is a young and energetic team, which is conducive to the company's development and innovation, and is conducive to enhancing the competitiveness of enterprises. The degree of education of employees is mainly distributed in high schools. Among them, there are 14 students and 17 college graduates in high school and secondary school. They have both university education and pharmaceutical-related professionals. They have strong autonomy. Learning ability, good communication skills and interpersonal skills are in line with the company's technical requirements. It also shows that the company's staff quality is generally high, which plays an important role in the company's smooth development. Employees' working age is mainly distributed between 1-5 years, with employees mainly between 3-5 years. The turnover rate of the company is not very high, and employees' sense of belonging to the company is still quite high.

## **Second, Human Care**

"Humanistic care is the internal demand for the continuous growth of employees, and it is also the "guardian" of employees." [2] According to the data of the company's humane care survey of employees.

The management of the company is very good at paying attention to the work and work of the employees in the company. Whether the superiors are concerned about the life of the employees, 43 people choose to care about 86% of the total number of people surveyed, and 4 people who occasionally care about account for 8% of the total number of people surveyed, and 3 people choose to never Life care accounts for 6% of the survey. The number of people who communicated frequently, communicated occasionally, and never communicated in the question of whether the superior leader actively communicated with the employee to understand the employee's work situation were 42 people, 6 people, and 2 people. The percentage of the surveyed population was 84%, 12%, and 4%. From the above data, it can be seen that the company is satisfied with more than 80% of the employees in the life and work of the employees, but 20% of the employees feel that the company is not enough to care for the employees' lives and work. Companies can communicate with employees who are not satisfied with the care, ask them why they feel unsatisfied, and discuss the appropriate solution. The company is people-oriented, and employees will take the company as their home, and they will do their best to serve the company.

"Any employee working in a comfortable working environment brings him more than just a job satisfaction, but more spiritual pleasure." [3] So if you want employees to feel that the company is a home, you must Let them be satisfied at work. For employees who have a lot of work, they are cohesive, a sense of belonging or an employment relationship. It is concluded that 36 people feel strong sense of belonging, 8 people feel that there is no clear feeling, and they feel that there are 6 people in the relationship of employment. Employees who have the idea of hiring management may not be paid enough attention and care by their leaders at work. Their own ideas cannot be fully reflected in their work. They feel that they are just a machine that obeys orders. For such employees, they should listen to their opinions or suggestions. For feasible solutions, they can be used in the work and counseling their psychology from time to time. This can make employees feel their sense of mission and accomplishment, and eventually become an employee. Sense of belonging.

Employees feel that the rich and innovative ingredients in the work are mostly monotonous and repeating, showing the phenomenon that the two heads are high and low. There are 22 people who think that there are many innovative ingredients. The rich and innovative ingredients and the monotonous and repeated ingredients are almost 8 people, and 20 people think that there are many monotonous and repeated ingredients. According to the field survey, the reason for this distribution is that the company is a pharmaceutical company. Most of the employees who are rich in innovation and innovation are R&D employees. Because the process of research and development is full of unknowns, every researcher needs bold innovation. . The administrative staff is considered to be rich in innovative ingredients and monotonous repeating components. Although the work is monotonous and repeated, the projects involved are relatively rich. I feel that the monotonous repetition of the

work is mostly the employees on the first-line assembly line, doing repeated packaging and production work every day. Enterprises should strengthen the rotation of personnel on the first-line assembly line, which can improve the richness of employees' work and enhance their sense of belonging.

The company still attaches great importance to the rest of the employees. 35 people think that the rest time is full of energy and energy. 13 think that the rest time and energy are OK. Only two people think that the time for rest is insufficient and the energy can't be enough. The body is the capital of the revolution. The company has done a good job in this respect. This is the embodiment of humanistic care, which further reflects the company's human touch.

### **Third, Staff Training**

"The focus on employee training, continuous cultivation of the talents needed for enterprise development, can be the company to maintain lasting vitality." [4] Therefore, the employee training system will also have an impact on the sense of belonging of employees. Among them, 34 people think that the company does not pay enough attention to the training of employees, and has not yet formed a standardized training system. At present, the training time arranged by the company for employees accounts for 80% of the surveys once a year. Among the other people, there are 5 people who choose to have it once a month, and 5 people who choose to have it once a quarter. Nine of the 10 people who choose once a month and once a quarter are scientific researchers, indicating that the company still attaches great importance to the training of R&D personnel, but for employees other than R&D, the emphasis on training is not enough. More than 90% of the people are still very much looking forward to the company's training, which can improve the skills of the operation, promote personal shaping, and nearly 10% of people feel that the company training is just a superfluous, so that spare time is occupied. Although there is a formal and written employee training plan, it is not implemented according to the plan. This makes it easy for employees to lose confidence in the company, feel the learning opportunities given by the company, and affect the sense of belonging of the employees to the company.

Enterprises should conduct regular training according to the wishes of most employees. The training can further enhance the knowledge and skills of employees, and the lack of knowledge structure can be gradually improved, so that the skill level and innovation consciousness of employees can be exerted. The current work can be done better, and the future work can be adapted quickly. "Training can enable employees to change their work attitudes, increase their professional knowledge, improve their work skills, and motivate their potential and creativity. It can also improve the efficiency and performance of the company, directly benefit the company; and it can meet the self-improvement and development of employees. Need to improve the employee's job satisfaction, so that the employee's career growth and the company's development goals are coordinated and integrated to enhance the employee's sense of responsibility and belonging to the company." [5]

### **Four, Employee Incentive**

"A company that has a strong sense of belonging to its employees must have a scientific and reasonable incentive mechanism." [6] One aspect of this survey is from the incentives of enterprises for employees. Through the field investigation, the incentive mechanism of this company is actually established, but 50% of employees still do not understand the incentive mechanism of the company, and 20% of employees believe that the company does not establish incentive mechanism. Some things should be taken out for everyone to know, otherwise there is no. The company is good or bad in encouraging. 23 people think that the company's incentive mechanism is unreasonable. It is felt that the incentive mechanism generally accounts for 15 and 12 people feel that the incentive system is still realistic. Nearly half of the people feel that the company is not perfect enough in this regard. In the final analysis, there is a bias in understanding the corporate incentive system.

The incentives of the superiors are not very obvious for the employees. Only 6 people think that the communication of the superiors has an incentive effect on themselves. There are 22 people who

are not very useful and have no use. In terms of treatment, the encouragement for employees is rampant. 38 people think that the salary status has an effect on employee motivation. Eight people think that the salary status is quite general for employees, and four people think that salary incentives have no effect. From the comparison of superior communication and salary status to employee incentives, it is more obvious to do work on wages than the higher level. The discussion at the higher level can only be used as a reward, and the processing and welfare is relatively pragmatic. So pay is more effective for employee motivation.

Employees want the company's incentives to be ranked as follows: salary incentives 20%, paid vacation 19%, travel rewards 16%, promotion rewards 13%, honor awards 12%, performance incentives 10%, participation management 8% Oral praise 2%. This can further illustrate that simple verbal rewards do not work for employee motivation; salary incentives and paid vacations are the most motivating for employees. The company's leaders can reward them according to their contributions. Most of the promotion awards belong to the executives. Most of the rewards in terms of performance rewards and wages are production workers and sales workers. Choose paid vacations and come. Most of the travel rewards are for researchers. Therefore, enterprises should formulate incentive policies for different departments according to the needs of different departments.

### **Staff's Rationalization Suggestions for the Company**

The questionnaire also set up an open-ended question for employees to rationalize the company, so that employees feel that those places need to be revised and write reasonable suggestions. In this questionnaire, there are 36 people who fill in the column of enterprise rationalization proposal, accounting for 72% of the survey. Most of the employees are around humanistic care, food and shelter, employee training, incentive mechanism, enterprise system, Communicate these six aspects.

1. Employees' advice on corporate humanity care: A large part of the company's employees have children. I hope that the company can improve the efficiency of schooling. Establish a library to allow children to have a place to study after school, so that parents can work more peacefully.

2. Suggestions for employees to eat and live in the enterprise: purchase ingredients to go to a special place to purchase, keep the ingredients fresh; breakfast should be diversified, porridge should not be made with leftovers; dishes should be changed frequently; service attitude should be better The canteen tableware should be disinfected; the staff should not be able to take the night to eat; the company should provide a suite for the migrant workers; equipped with some fitness equipment; establish a separate bathroom and bathroom in the dormitory.

3. Employees' suggestions for company training: "Develop corresponding training according to the needs of the post; training should not just go through the game, which wastes the company's money and wastes the staff's time and energy; the training method should not be too single." [7]

4. Suggestions made by employees on the incentive mechanism of enterprises: Establish some incentives with more practical significance. Salary incentives are more effective than verbal incentives. The incentive mechanism should be open and transparent. Set the age of work, from the second year of entering the enterprise, Increase year by year, set a certain upper limit; increase monthly salary, reduce bonuses; wages are obtained according to the number of labor, the same as the post; reduce the amount of full attendance awards, reduce the excessive consumption of the body by employees.

5. The rationalization suggestions put forward by employees on the enterprise system: establish rules and regulations combining rewards and punishments; simplify the work; save the time as simple as possible; save the division of labor, responsibilities to people; put the right people in the right place, Everything should be treated equally.

6. Suggestions made by employees on business communication: Do not put on the shelf and establish the concept of equality for everyone; managers should actively listen to the voices of employees, pay attention to physical movements, pay attention to personal image; employees can report to the higher level when encountering urgent problems; reduce communication Level and so on.

“The rationalization proposal is an important component of corporate culture construction and an important means to improve the overall quality of employees and improve some of the shortcomings of the company.” [8] The purpose of this project in this survey is to understand the employees What to think about and what to expect, improve the problems of the company through the suggestions made by the employees themselves, and enhance the employees' understanding of the company to regard the company as their own home.

## Conclusion

"An important part of Confucianism is 'benevolence'. Ren includes the following aspects: humanistic care for people, emphasis on shaping people's personality, and emphasis on establishing harmonious and orderly interpersonal relationships within the organization." [9] In order to further understand the implementation status of the company's "benevolence". Therefore, this survey investigates the sense of belonging of employees from the aspects of humanistic care, employee training and employee motivation. From the data obtained, it can be seen that the sense of belonging of the employees of the company is still very optimistic, but it affects the sense of belonging of the employees in some details. Mainly focused on the company's training and incentives, the company's efforts in training can improve the staff's work level, people's personality can be shaped; it is also conducive to the improvement of the company's quality, making its products competitive in the market. Incentives for employees can motivate employees' work enthusiasm, boost morale and improve corporate performance; strengthen organizational cohesion and enhance employees' sense of belonging to the company.

Employees' sense of belonging is irreplaceable for the company's survival and progress. The sense of belonging is irresponsible for the employee's work, the enthusiasm of the work, and the company's performance. Therefore, if a company wants to check whether a job is effective, it will use the employee's sense of belonging survey as a measure of the index. It can “achieve the convergence of value between the company and its employees, enhance the sense of belonging of employees, motivate employees to work, improve the efficiency of business operations, and promote the stable development of enterprises.” [10]

Through the investigation and analysis of the humane care, employee training and employee incentives of Fujian Haixi United Pharmaceutical Co., Ltd., the problems of Fujian Haixi United Pharmaceutical Co., Ltd. were discovered. I hope this investigation can give Fujian Haixi United Pharmaceutical Co., Ltd. has helped, continue to implement "Benevolence", continue to adhere to the people-oriented, and achieve sound and rapid development.

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