

Exploration on the Stereoscopic Grid Pattern of Party Construction in Astronautic Enterprises

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Abstract: With the constant development of China's economy and in-depth development of reform and opening-up, the diversified development becomes an obvious feature of China in each aspect. Introduction of the western value and change of people's thought challenge the grass-roots party construction of astronautic enterprises to some extent. Therefore, how to effectively cultivate astronautic correct socialist value outlook of enterprise employees and reinforce the grass-roots party construction is an important content to be studied by contemporary enterprises. This paper introduces the exploration on the stereoscopic grid pattern of party construction in astronautic enterprises, generalizes the advanced work method of the party construction grids and offers some reference to the new generation of linkage mechanism for the party construction grids.

1. Introduction

CASIC is the state-owned oversized high-tech enterprise directly managed by the central government and owns nearly 500 enterprises and public institutions. Now, the group has 150000 employees and 63094 party members [1]. In recent years, guided by the party group of the company and party committee of each unit, CASIC aims to improve the scientific level of party construction in the new period, use the characteristic thought cultural system of CASIC's construction as the carrier, regard safeguard and promotion of enterprise reform and stable development as practice standards, insists in enterprise development to carry out the topic research, tries to drive achievement transformation to assist enterprise development, and proposes the "party construction grids" with persistence, develops six party construction "grids", and creates a full-coverage management network to accelerate the sustainable, sound and sustainable development of the enterprise.

2. Important significance of constructing the stereoscopic party construction grids for enterprises

2.1. Constantly enhance vitality of party organization in enterprises

To build the stereoscopic party construction pattern, reinforcing and improving party construction work of enterprises is always the correct direction of reform innovation for enterprises, thus realizing good and fast development and showing an important guarantee role [2]. It is necessary to set up people first and development as the new work idea, promote the organic combination between party construction work of astronautic enterprises, production, operation and scientific research, reinforce educational management of party members, maintain pureness of party organizations, motivate internal power of party members, and make party organizations have vitality.

2.2. Constantly enhance enterprise cohesion and fighting capacity

Constructing the stereoscopic party construction grid pattern means to make party organizations of astronautic enterprises guide party members to execute the party's route lines and policies, promote democratic management, democratic supervision and party affair publication of enterprises,

maintain and safeguard legal rights of staff, and reveal legal rights of employees to enterprise decisions.

2.3. Constantly enhance control power and influence of party organizations in enterprises.

The innovation of the party's construction work is to adapt to the changes in social development. Under the circumstance, astronautic enterprises develop the big pattern of party construction work. In other words, it is an important measure to improve party organization construction level and this means the important significance of improving humanistic quality of party members [3]. It is necessary to reinforce the innovation on grass-roots party construction work, enlarge innovative strength, improve the level of party organization construction work, and construct a grass-roots party organization with high quality and good consciousness.

3. Focus on constructing the “grid cube” of party construction

On the basis of seriously analyzing the challenges of party construction work, the spaceflight company advocates the main rhythm of “responsibility integration effect”, positively enriches the theoretical framework, demonstrates “three opposites and six surfaces”, confirms upgrading theoretical support of party construction grids, implements work carriers, implements “knowledge action with four steps”, and clarifies the upgrading practice activity of party construction grids.

Responsibility “upper and lower opposites”—it is necessary to strictly observe political responsibilities, strictly insist in work duties, define rights and liabilities, clarify party construction grid boundary, elaborate standards, and standardize workflow of party construction grids; integration with “front and back opposites”—in other words, forward thought is integrated into the center, while backward practice is integrated into the center. Moreover, it is essential to study and upgrade the drive core of party construction grids, sort out work, optimize the party construction grid structure erection; the effect “opposite”—the left side is guided by the effect value, while the right-side advocates work. It means to guide and drive with radiation. It is essential to reinforce the behavior orientation of party construction grids, supervise strictness, and implement the evaluation system of party construction grids.

“Eight peaks” go hand in hand, reveal each other and constitute in the “grid cube” work practice execution of party construction. It is necessary to cultivate virtue with study, benefit mankind with good virtue, promote thought with intelligence, create excellence, create the party construction grid thought of “making up the mind to study, clarifying virtue, striving for the first, and becoming nimble in thought”. It is necessary to construct the “knowledge” path, strive for it, come down to earth, judge another person’s feelings by our own, consider others, and create the “action” mechanism of party construction grid work with “diligence in work, value in profession, practice with action and consideration of people”.

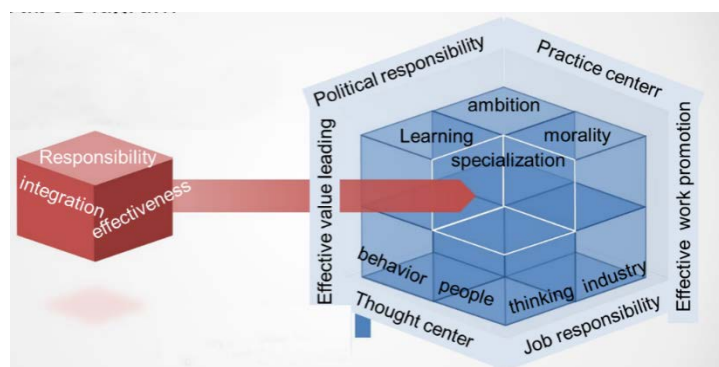


Figure 1: Party Construction “Grid Cube”

4. The practical application of the stereoscopic party grid construction pattern

4.1. Classification with attribution and gridding of organization chart

Six “party construction responsibility areas” are divided according to the geographical factors. It is necessary to reinforce party organization leadership, focus on controlling the means according to definite rights and responsibilities to divide regions and steps to make innovations on the traditional work mode of party organizations at each level. After that, “party construction responsibility areas” are gradually evolved into the party construction grids. Nodes and boundaries of party construction work are clearer. The responsibility fulfillment is more systematic. In the end, six party construction grid division structures are finally adjusted.

4.2. Mutual connection and stereoscopic operation process

“Three opposites and six surfaces” of party construction grids are mutually promoted, supplement each other, and construct a solid value system of “grid cube” for party construction. Strictly observing political responsibilities is the top structure side of grid cube of party construction. It requires party organizations at all levels and party members in each grid to strictly clarify the system disciplines and strictly divide the behavior boundary. Strictly observing work responsibilities is the basic bearing surface for grid cube of party construction. It requires all party members to dare to be the first and dare to undertake responsibilities in grids. Particularly, leaders should take the lead to become models. Thought should be integrated into the center. And this is the front-end guiding surface for grid cube of party construction and it focuses on the goal of “reinforcing foundation and overcoming difficulties” in the company. Party construction grids intensify the organizational construction, subdivide professional subdivision, and optimize communication channels. Practice is integrated into the center. And this is a background driving surface for grid cube of party construction. It sets up the advanced models of grass-roots party members, summarizes the advanced working methods, constructs the normative process system, and further improves the optimization and improvement speed of party construction work.

4.3. Transparency in the whole journey and clarity in process control

It is necessary to “control the direction” in study and work. In the beginning of each year, the company party committee will specialize in distinguishing from well-designed study topic in accordance with party construction grid regions, divide the theoretical study plans of cadre employees in different levels, and ensure one topic in each stage, one platform in one month, one lecture in one season, and one drive in one year. It is essential to “set up the center” in business work, mark the “obvious line” of party construction grids by publicizing identity, responsibilities and promises, as well as enhance party members’ sense of mission, sense of glory and sense of responsibility. The pioneer model action of party members drives staff to inspire people. In supervision assessment, we should “underline” it, explore and construct political work assessment mechanism, regard “effect” as the assessment principle, build the perfect work feedback circuit, unify the grid benchmark standards, consider “monthly performance, quarterly review, and annual assessment” as the leading mode, scientifically plan the weight and occupation, and carry out the all-direction assessment tracking for party construction work.

5. The application effect of the stereoscopic party grid construction pattern

Construction for “grid cube” of party construction clarifies the party construction grid responsibilities, optimizes party affair management structure, figures out the party construction work process, and relieves the malpractice and limitation of traditional party construction work. Through the long-term practice, we report correction, gradually and perfectly link with the central work, reveal the driving role on main business of astronautic enterprises, accelerate development, create new high for business indexes, increase 38.55% of operation revenues, comprehensively construct the system of “three integrations and five majors”, dramatically improve the operation

efficiency and comprehensive strength, manage improvement on efficiency, and promote enterprise operation [4].

The creation for “grid cube” of party construction practices the working ability of party organizations at each level in the grids. Party construction work not only has the solid foundation, but also has the stable rising step, thus leadership of party organizations is obviously improved. The hierarchical structure becomes close, normative, orderly and strong, and improves the quality effect of party construction work. From the perspective of theory and practice, knowledge and action inject vitality to party members, powerfully drive the rapid increase for “grid cube” of party construction in party construction work, and realize high-efficient development. The organization structure is optimized to strictly integrate into the central work. The party construction grids are constructed in the central work system. Party construction work is mutually linked with the starting nodes of the central work and drives mutual demonstration of nodes. Assessment standards are mutually compared and work goals supplement each other, so as to further enhance the association between party construction work and central work, promote effective improvement on the central work, quantify index excellence, clearly make a comparison and reinforce implementation feedback [5].

Creation for “grid cube” of party construction reduces the feedback period of party construction work, thus the party construction work organizations will be close and the efficiency will be better. Comparing with the management work of traditional party construction work. The completion of various plans of the company makes the quantitative index more excellent. Social responsibility manifestation is more sufficient and social benefits are more prominent, so as to beautify the brand image from multiple dimensions.

Creation for “grid cube” of party construction comprehensively improves the quality benefits of party construction work, obviously enlarges the social influence of power supply companies, and shapes the brand image of the enterprise. For two years, CASIC has 2 employees to respectively act as the central committee member of the 18th central committee and alternate member of the Central Committee. 3 people become the deputy to the National People’s Congress. 5 people are members of the national committee of CPPCC. 18 people are provincial NPC members and CPPCC members. 3 people respectively act as the members in All-China Federation of Trade Union, central committee members of the Communist Young League, and members of executive committee in the All-China Women’s Federation.

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