

A Study of the Behavior of Four Types of Social Organizations from the Perspective of Social Governance

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Abstract: Social organizations have the function of social governance, but in real life, not all social organizations can promote social development, and not all social organizations can play a positive role in social governance, make greater contributions, and even some social organizations can hinder social development and disrupt social order. From the perspective of social governance, this paper discusses the four types of social organization behaviors. According to the characteristics and correlation of the four types of social organizations, it puts forward the transformation relationship between them, and then puts forward suggestions to make some contributions to China 's social governance.

1. Introduction

In the process of vigorous economic social development, social organizations have an extremely important role and function for social governance. Fundamentally, social organizations govern society through organizational behavior, and this is the main way of social organizations' governance of society. However, it is worth that the effect of social organizations behavior may be positive or negative, among which the positive effect will promote social development and regulate social order, while the negative effect will hinder the development of society and even bring serious harm to society. On the one hand, social welfare organizations, which are supposed to uphold public welfare, are seeking to maximize economic benefits; on the other hand, social organizations that work pragmatically on the ground are not receiving more economic support from the government and are going into decline. At the same time, many government departments have begun to question the input-output ratio in the face of such development. Therefore, from the perspective of social governance, it is highly likely that there will be a polarized development trend of social organization behavior types, which also reflects the two impacts and roles of social organization behavior in social governance.

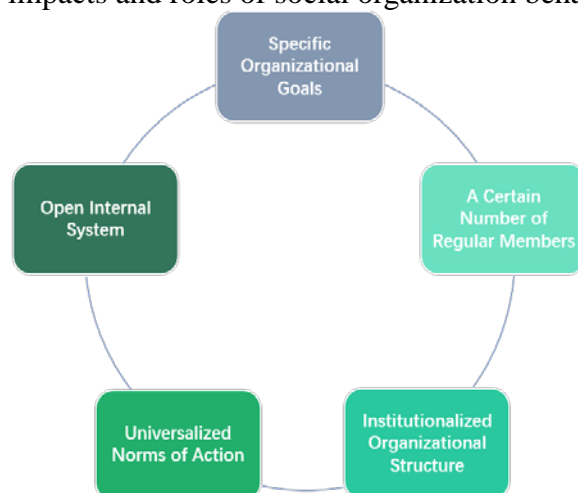


Figure 1 Main Characteristics of Social Organizations

Starting from the characteristics of organizational behavior, this paper focuses on the analysis of four types of behavior characteristics of social organizations participating in social governance, and the transformation relationship between them, and then takes scientific measures for the current social organization governance. Figure 1 shows the main characteristics of social organizations.

2. Characteristics of the Four Types of Social Organization Behavior

Social organization behavior can be roughly divided into two types of resistance and cooperation, resistance refers to the social organization active or passive in the practice process, the interactive behavior of stakeholders, there is a big difference, especially the conflict party. Therefore, social organization behavior can be roughly divided into resistance and cooperation. These two types. Resistance refers to the social organization actively or passively through the behavior pattern of confrontation, to solve related problems. Correspondingly, cooperation means that social organizations take a cooperative way to solve the existing problems. Figure 2 identifies four functions of social governance, which are also important work of social organizations.



Figure 2 The Four Functions of Social Governance

In addition, according to the driving source of social organization behavior, social organization behavior can be divided into two types, namely value and emotion driven and interest driven. Among them, the former refers to a series of organizational behaviors driven by factors such as value, emotion and culture. The latter refers to decisions and acts of social organization based on the best interests available, as shown in figure 3.

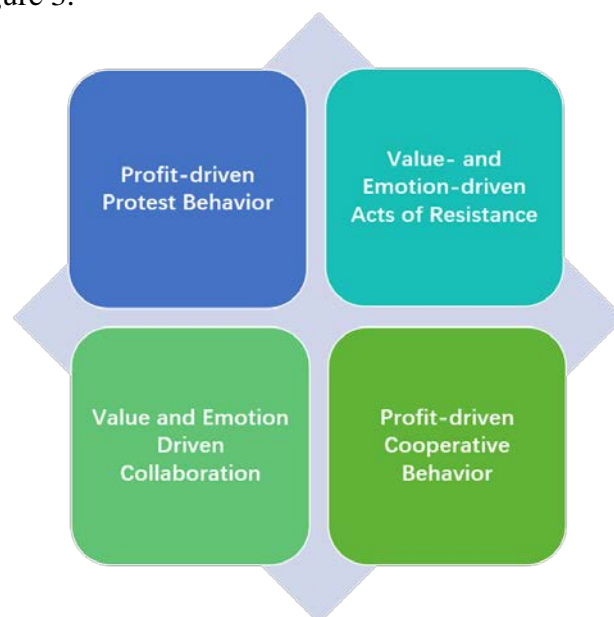


Figure 3 The Four Behaviors of Social Organizations

2.1 Interest-driven Protest Behavior

In essence, interest-driven contention is the decision made by social organizations based on a series of calculations and trade-offs. In other words, according to the current social system and existing problems, social organizations determine that they can obtain higher economic benefits through rational judgment, and they will choose to fight to solve related problems.[1]

The motive power of interest-driven contention lies in seeking maximum benefits. The emergence of such social organization behavior means that the current social governance is unbalanced in some aspects. In the long run, such social organization behavior will have a negative impact on social governance. If it is serious, it may cause a series of irreparable consequences.

2.2 Value and Emotion-driven Resistance Behavior

This behavior is mostly caused by social organizations in Western countries, at present in China, the existence of possibility is very small, even negligible. It was only appeared at the end of the last century and the beginning of the 21st century that a small number of social organizations that had embraced Western Democratic Thought or financial pillars appeared briefly. This kind of resistance behavior affected by negative emotion, specifically, is when serious dissatisfaction, resentment and helplessness are stimulated but not vented.

In many cases, this kind of organizational behavior subject to values and emotions will show an irrational state, and will make extreme decisions and behaviors, and even desperately fight.[2]

Compared with the above-mentioned interest driven resistance behavior, this behavior is more thorough and lasting, has a greater impact on the society, and is likely to cause social change, but at the same time, it will also have a greater impact on the organization itself

2.3 Value and Emotion Drive Cooperative Behavior

Different from the value and emotion-driven resistance, this social organization behavior is more affected by scientific and correct values and positive emotions. Furthermore, this kind of social organization behavior is consistent with the values advocated by the current society. Then, this kind of behavior mainly through a series of cultural and sports activities, charity, community services, residents mutual assistance and so on. In addition, in the process of social organization governance, decision-making through negotiation is also an important manifestation of this cooperative behavior.

2.4 Interest-driven Cooperative Behavior

Different from the interest-driven protest mentioned above, this cooperative behavior does not necessarily have a negative impact on society, and may even have a positive effect on social development. If the supervision is reasonable, social organizations that uphold this cooperative behavior will carry out cooperative behavior in strict accordance with the contract. However, this kind of social organization also has two sides. Specifically, this kind of social organization may also conduct a series of speculative behaviors driven by interests, and may even damage the public interest.

Therefore, although the cooperative behavior driven by interests may play a positive role in social development, it still needs the supervision of relevant departments, otherwise the phenomenon of 'bad money drives out good money' may occur. Specifically, those social organizations that pursue social interests and work pragmatically are likely to be at a disadvantage in the speculative activities of more and more competitors, which means that those social organizations that serve pragmatically will pay more costs.

However, compared with the interests of the protest behavior, this kind of social organization behavior also has its benefits, for example, more business managers will participate, and even use a variety of high-tech and social resources to carry out a series of social services, the activities carried out under this kind of social organization behavior, not only the execution efficiency is high, and the service attitude is good, but also the public feedback effect is better, speaking objectively, it can actively promote the development and progress of social governance.

3. Transformation Relationship of Four Types of Social Organization Behavior

Theoretically, in different situations, the same social organization upholds different values and faces different organizational interests and social interest structures. Therefore, in different situations, different types of organizational behaviors will appear in the same social organization. Therefore, from this perspective, the four types of social organization behaviors may also be transformed under certain conditions. Figure 4 is the four elements of social organization.

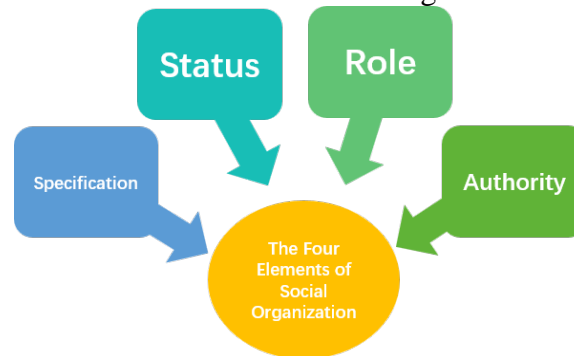


Figure 4 Four Elements of Social Organizations

3.1 The Change of Interest Structure

When the structure of social interests changes, if the managers of social organizations realize the benefits of cooperative behavior are far much more than those of contentious behavior, then social organizations are likely to transform from original contentious behavior to cooperative behavior. On the contrary, if social organizations that adhere to the interest-driven cooperative behavior realize that the benefits of resistance are far much more than those of cooperation, then social organizations will adopt interest-driven resistance.

3.2 Activation of Value Concept

In different periods, the values of social organizations are also different. Even if some social organizations have always adhered to the same values, they are likely to be inspired by the outside world. And then they realize that win-win cooperation is the value basis for fulfilling the mission of social organizations and the basic element for realizing long-term social stability. Then, social organizations at this time will transform from protesters to partners.[3]

3.3 Emotional Guidance and Transformation

The guidance and transformation of emotion will directly affect the behavior of social organizations, especially for those social organizations that have always been dominated by emotion. When the social organization is relaxed from negative emotions and then guided by positive emotions, it is likely that the social organization will transform from a protester to a collaborator. However, if the social organization is affected by negative emotions, it is also likely that the social organization will change from a collaborator to a protester.

3.4 Differences in Concepts

For social organizations, some managers pay attention to the consistency of ideas. Therefore, if social organizations find that they are inconsistent with the values of partners in the process of cooperation, and even different greatly from the values held within social organizations, then the social organization is likely to not make large differences. For example, from value and emotion-driven cooperative behavior, it is gradually transformed into interest-driven cooperative behavior.

4. Revelation

In summary, there are four main types of social organization behavior. Different social organizations uphold different values and are also driven by emotional factors and interest factors. At the same time, even the same social organization may have great differences in their behaviors in the

face of different interest structures and emotional backgrounds at different stages. Moreover, under certain conditions, different social organization behaviors can be transformed into each other, so reasonably guiding social organization managers can enable social organizations to play a more active role in social governance. The following are some suggestions and inspirations based on the investigation and analysis.

4.1 The Development of Social Organization with Strong Support in Value and Emotional Driven Cooperative Behavior

China should vigorously support the development and progress of social organizations based on value and emotion-driven cooperative behavior. Undoubtedly, among the four kinds of social organization behavior, cooperative behavior based on value and emotion is the most likely to have a positive effect on the progress and development of social governance. Therefore, our country should strongly support the development of such social organizations so that they can obtain more policy support, rather than the phenomenon of 'Bad money drives out good' .[4]

4.2 Social Organizations that Effectively Monitor and Properly Guide Interest-driven Cooperation

For social organizations based on interest-driven cooperation, our country should establish special departments to strictly monitor and properly guide them. Mainly can take four measures, clear the characteristics of the open field, develop effectiveness and output indicators according to the feasibility and timeliness, sign clear agreements and contracts in social organizations, supervise, formulate and improve the corresponding punishment measures strictly.

4.3 The Transformation of Protest Behavior to Cooperative Behavior

Compared with cooperative behavior, resistance is more extreme and more likely to have a negative impact on society. However, resistance and cooperation are not always opposite, and they can be transformed into each other. Therefore, China should guide protest scientifically and correctly, transform it into cooperative behavior, and let more social organizations take cooperative behavior to carry out a series of social governance activities, rather than take protest behavior to seek interests.

5. Conclusion

In summary, social organization behaviors can be divided into four types. Different social organizations adopt different social behaviors, which are mainly driven by emotional factors and interest factors. In the face of social organizations adopting cooperative behaviors, China should vigorously support and provide them with more preferential policies, so as to enable such social organizations to achieve sustainable development. At the same time, China should also correctly guide and regulate social organizations adopting resistance behaviors, and make such social organizations become social organizations adopting cooperative behaviors as much as possible.

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