

Research on Enterprise Operation Mechanism Innovation Under Economic Transformation

Qingzhi Li^{1,2†*}

¹Jilin Railway Technology College, Jilin 132000, Jilin Province, China

²Woosong University, Daejeon 34606, Korea

[†]PhD Student of Woosong University, International Business Management

**Corresponding author:* Qingzhi Li, 282595354@qq.com

Copyright: © 2023 Author(s). This is an open-access article distributed under the terms of the Creative Commons Attribution License (CC BY 4.0), permitting distribution and reproduction in any medium, provided the original work is cited.

Abstract: With the rapid development of the market economy, complex changes have occurred in the market environment, and the competition among enterprises has become extremely fierce. The transformation of the structure of the market economy has prompted enterprises to seek for new developments and innovations. Under the background of the new economy, enterprises must begin from the perspective of internal management and internal strategic development to ensure quality enterprise operation mechanism innovation. This would help direct enterprise operation and development as well as demonstrate the value of enterprise internal management. In this way, enterprises will be able to array their overall competitiveness. This paper comprises a detailed analysis of the connotation and innovation of enterprise operation mechanism under the economic transformation, with the purpose of investigating the innovation strategy of enterprise operation mechanism under the economic transformation.

Keywords: Economic transformation; Enterprise; Operation mechanism; Enterprise development; Development and innovation

Online publication: April 27, 2023

1. Introduction

Enterprise operation mechanism is the law of enterprise operation and development formulated in consideration of the actual situation of the enterprise. From an objective point of view, many enterprises have shown a lack of innovation in their operation mechanism. Both enterprise operation mechanism and enterprise operation management belong to the internal management of enterprises. Although they have some value in guiding the development strategy of enterprises, most enterprises, at present, pay more attention to their own operation production, neglecting the value of enterprise operation mechanism innovation. In addition, it is relatively simple to study the enterprise operation system management level in the Chinese academic field ^[1]. In order to realize the stable development of enterprises in the new era, a detailed analysis of the relevant contents of enterprise operation mechanism innovation under the economic transformation is carried out.

2. Overview of the connotation of enterprise operation mechanism

Enterprise operation mechanism covers the operation structure of the internal resources of an enterprise, showing the functions of various departments and the production work of the enterprise. With the help of

specific systems, the functions of various resources are closely linked in order to promote the mutual influence of these factors and demonstrate the value of different resources in enterprise operation and production. Enterprise operation mechanism guides and restricts the relationship among human resources, financial resources, and material resources as well as ensures the stable and high-quality implementation of enterprise daily operation and management under the interaction of various resources, thus exercising the future enterprise development strategy. From an objective point of view, enterprise operation mechanism ensures reasonable control and management of enterprise resources and that the strategic management and development goals are gradually met under the guarantee of a sound system^[2]. Enterprise operation mechanism guides and restricts enterprise operation, development, and decision-making as well as promotes the stable development of enterprises under the corresponding system and norms.

3. Significance of enterprise operation mechanism innovation under economic transformation

3.1. Strengthens the comprehensive competitiveness of enterprises

As one of the core mechanisms of enterprises, enterprise operation mechanism must be developed and applied along with the changes in demands of the external and internal environment. Only in this way can the dynamic system keep pace with the times and shows the true value of enterprise operation mechanism. Under the background of the economic transformation, there are changes in the external and internal environment of enterprise development; in addition, the integration and pertinency of management are more prominent. Therefore, enterprises must consider the changing trends in their internal and external environment, formulate reasonable enterprise operation mechanisms, and carry out innovations. Enterprise operation mechanism is an important part of enterprise strategic development. Through enterprise operation mechanism innovation, enterprises can integrate various internal management resources, production resources, cultural resources, human resources, and many others with the external economic environment. According to the actual needs of enterprise development strategy, the existing enterprise operation mechanism can be optimized from various aspects, such as the economic theory and management theory, to meet the needs of enterprises for sustainable development. Especially under the current social background of the economic transformation, realizing enterprise operation mechanism innovation can help enterprises achieve internal system optimization and lay a solid foundation for enterprises to strengthen their overall competitiveness. Since enterprise operation mechanism innovation plays a guiding role in the stable development of enterprises, enterprises can truly carry out their operation and management, adapt to the development trends in the market economy, optimize the allocation of various resources, and effectively improve their overall competitiveness^[3].

3.2. Controls the direction of enterprise operation and development

Under the background of the economic transformation, the introduction of various innovative business management ideas and contents has promoted enterprise economic management innovation and upgraded the traditional business operation mode^[4]. With new concepts, new situations, and new requirements, enterprises must abide by the concept of sustainable development and reposition their business concepts in order to fit the development trend of the market economy. Through enterprise operation mechanism innovation, enterprises can closely observe the structure of the market economy, assume enterprise development as the core, standardize their operation and development goals, simplify their operation process, and clarify the direction of enterprise development. In the process of enterprise operation mechanism innovation, enterprises can also re-examine their position in the market, gauge their development, understand their internal and external development environment from an objective standpoint, accurately view their opportunities and challenges, as well as ensure a stable development.

3.3. Arrays the advantages of enterprise resources

Scientific and reasonable resource allocation is the backbone of enterprise operation and development. In the context of the economic transformation, a reasonable analysis of various enterprise resources can be performed from a long-term perspective, the resource allocation can be reasonably adjusted, and clear resource allocation goals can be formulated in line with the future development needs of the enterprise ^[5]. Through enterprise operation mechanism innovation under the economic transformation, enterprises can also analyze their performance system, promotion system, welfare system, and other systems. With the continuous optimization of the human resource system and other systems, they can strengthen the driving force of their talents, fully demonstrate the value of human resources, and create a good working and institutional environment for their employees. Enterprise operation mechanism innovation can help realize the reasonable allocation and control of internal resources by enterprises as well as the stable and sustainable development of enterprises ^[6].

4. Innovation strategies for enterprise operation mechanism under the economic transformation

4.1. Create a good environment for enterprise operation mechanism innovation

In the current economic transformation and development, in order to keep up with the development of the times and gradually achieve one's own management and development goals, it is necessary to carry out reasonable enterprise operation mechanism innovation under the economic transformation so as to truly promote the economic transformation and development of enterprises. Government enterprises should array their own value and use their macroeconomic regulation function to guide the innovation and transformation of enterprises in a reasonable and scientific manner. They should actively promote the promulgation of policies and regulations, such as Several Opinions on the Optimization of State-Owned Industry Structure under Economic Transformation, Credit Fund Support for Real Enterprises, Preferential Tax Policies for Enterprises Under Economic Transformation, and Several Opinions on the Improvement of Enterprise Supply Chain under Economic Transformation, to guide enterprise operation mechanism innovation under the reasonable guidance of government departments ^[7]. In addition, they should provide a good external environment for the stable development of enterprises. The significance of enterprise operation mechanism innovation should also be recognized internally. Under the guidance of enterprise leaders, enterprise operation mechanism innovation should be introduced into the development strategy of enterprises, and all departments should be coordinated with their resources integrated so that each department can actively participate in enterprise operation mechanism innovation and provide a solid foundation for it ^[8]. Creating a good internal and external environment for enterprise operation mechanism innovation would lay the tone for the development of high-quality enterprises.

4.2. Dig deeply into the value of corporate culture

In order to truly demonstrate the value of enterprise operation mechanism innovation, it is necessary to strengthen the cohesion of employees on the basis of good cultural foundation, demonstrate the value of enterprise culture, promote the close integration between enterprise operation mechanism and enterprise culture, realize the integration of enterprise spirit, material, system, and many other elements, as well as optimize the original enterprise operation mechanism. Under the economic transformation, enterprises must create a good corporate culture environment, strengthen their own cultural construction, expand the connotations of corporate culture, and lay a solid foundation for new corporate culture innovations ^[9]. Through comprehensive investigations and in-depth studies, the regulations and rules that do not fit the development of enterprises should be removed or modified accordingly, and the system provisions that deviate from the corporate culture should be excluded. This fully demonstrates the supporting role of corporate culture in enterprise operation mechanism. By assuming corporate culture as the fundamental

guidance for enterprise operation mechanism innovation, enterprises can ensure that the innovation and development of their operation mechanism do not deviate from the original intention and clarify the direction of enterprise operation mechanism innovation on the basis of firm humanistic principles and enterprise development goals.

4.3. Combine enterprise operation mechanism innovation with organization management

An enterprise's organizational structure and operation mechanism should complement each other. Under the background of the economic transformation, it is necessary to ensure that the enterprise operation mechanism innovation is unified and compatible with the internal organizational structure of the enterprise in order to prevent the separation of enterprise organizational structure from enterprise operation mechanism and display the role of enterprise organizational structure ^[10]. Enterprise organizational structure and operation mechanism are mutually restrictive and interrelated. In the early stage of development, enterprises tend to pay more attention to economic cost control, leading to a relatively small number of enterprise members ^[11]. During this period, the ownership and management rights of enterprises are superimposed. The management rights are distributed among other subjects to realize the separation of management rights from ownership. This promotes enterprise operation mechanism innovation. Under the economic transformation, the innovation of the operation mechanism of enterprises must be in line with their organizational structure. Taking into account of the current internal organizational structure of enterprises, reasonable analyses should be made on the organizational structure of shareholders, directors, managers, management, and so on. On the basis of ensuring reasonable organizational structure and mutual restrictions among enterprises, good communication should exist among various departments, and the relationship between various organizational structures should be coordinated from the enterprise operation mechanism level. In addition, when innovating the enterprise operation mechanism, it is also necessary to take into account of the internal labor structure, improve the current labor and capital status, take advantage of the internal resources, and steadily achieve the enterprise strategic development goals on the basis of reasonable resource integration. The significance of enterprise internal organization management should be arrayed to achieve enterprise operation mechanism innovation and enterprise internal organizational structure fit ^[12].

4.4. Continuously optimize the human resource management mechanism

From an objective point of view, human resources are one of the driving forces to ensure enterprise development. Hence, it is necessary to emphasize on the importance of human resources in enterprise operation mechanism innovation. With the help of a high-quality, optimized human resource system, it is feasible to promote the advantages of human resources and demonstrate the driving force of employees. Aligning with the direction of enterprise operation mechanism innovation, the ideal human resource management system, the actual situation of enterprises, and the scale of operation, the human resource system should be carefully analyzed and regulated. With regard to the enterprise form, the existing human resource management mechanism should be improved via innovation, the enterprise development strategy and the enterprise talent goal should be closely integrated, and an ideal human resource management mechanism should be formulated. A reasonable salary incentive system, salary reward mechanism, and allowance reward mechanism would drive the enthusiasm of employees to participate in enterprise operation mechanism innovation. Adjusting the salary levels of employees at different positions and establishing a relatively fair salary system may render opportunities for independent development and realization of self-value among employees. The traditional human resource management mechanism should be transformed in view of its disadvantages, a reasonable and feasible constraint mechanism with sustainable development value should be established on the basis of enterprise operation mechanism

innovation, and every employee should be allowed to participate in enterprise development and construction^[13]. All these efforts should be carried out on the basis of strengthening employees' sense of belonging, driving their work enthusiasm, and achieving the enterprise development goals.

5. Conclusion

In conclusion, China is currently in the stage of social transition. In order for enterprises to truly conform to the current social development trend, they, as the backbone to promoting the development of market economy, must face the current and future market development trends, join forces to carry out transformation, actively remodel their own organizational structure, realize enterprise operation mechanism innovation, continue to strengthen their overall competitiveness in the new era, and array the driving force behind their own development.

Disclosure statement

The author declares no conflict of interest.

References

- [1] Duan Q, 2022, Research on the Transformation and Development Path of Shanxi's Resource Based Economy from the Perspective of Ecological Civilization. *Northern Economy*, 2022(02): 73–76.
- [2] Han L, 2022, Problems and Development Paths Faced by Rural Economic Transformation in the Context of Rural Revitalization. *Heilongjiang Grain*, 2022(01): 24–26.
- [3] Yu Y, 2021, Analysis of Countermeasures for Enterprise Management and Economic Construction under Economic Transformation. *Shangxun*, 2021(35): 104–106.
- [4] Wang A, 2021, Research on the Development Direction of Corporate Social Responsibility and Technological Innovation During the Economic Transformation Period. *Abstract of Economic Management*, 2021(24): 173–174.
- [5] Zi Y, 2021, Discussion on Countermeasures for Enterprise Management Models under the Development of Economic Structure Transformation. *Mall Modernization*, 2021(22): 73–75.
- [6] Wu Z, Wu H, 2021, Melbourne's Economic Transformation Path and Experience Under the Adjustment of Global Industrial Structure. *Financial Think Tank*, 6(05): 74–91 + 148–149.
- [7] Chen S, 2021, Research on Enterprise Financial Strategy Under Economic Transformation. *Marketing*, 2021(20): 107–108.
- [8] Zhang S, 2021, Research on the Economic Transformation Path of Resource Exhausted Coal Enterprises. *Enterprise Reform and Management*, 2021(01): 201–202.
- [9] Wang X, 2020, Problems and Countermeasures of Exhibition Economy Promoting Industrial Economic Transformation and Upgrading. *Modern Industrial Economy and Information Technology*, 10(12): 24–26.
- [10] Xu Q, 2020, Research on Strengthening Enterprise Economic Management in the Context of Economic Transformation. *China's Collective Economy*, 2020(22): 32–33.
- [11] Hu J, 2020, Opportunities and Challenges of Enterprise Economic Transformation in the Context of "Internet Plus". *China's Collective Economy*, 2020(20): 57–58.
- [12] Tang X, 2019, Research on the Reform Strategy of Enterprise Accounting System under the Background of Economic Transformation and Development. *Fortune Times*, 2019(08): 121.

[13] Zhang H, 2019, Based on the Opportunities, Problems and Development Paths of Enterprise Economic Transformation in the “Internet Plus” Era. *Modern Economic Information*, 2019(07): 82.

Publisher’s note

Bio-Byword Scientific Publishing remains neutral with regard to jurisdictional claims in published maps and institutional affiliations.