

Study on the Issue with Optimization of Enterprise Organization Management and the Solutions

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Abstract: After the introduction of "corporate governance" in China, the organization and management of enterprises have been comprehensively updated, and the multiple functions and values of enterprise organization and management have been recognized. This paper, with the enterprise organization and management optimization problems and solutions as the research topic, analyzes the connotation of organization management as well as the problems existing in the optimization of enterprise organization management, and puts forward some solutions.

Key words: Enterprise organization management; Optimization problem; Solutions

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With the application of corporate governance plan, Chinese enterprises have improved the level of organizational management in the aspects of governance structure, internal control and resource allocation. As the organization management emphasizes the cooperation of the participants, in the actual practice of organization management optimization, enterprises mainly adopt the power and responsibility mechanism to strengthen the effectiveness of organization management. It highlights the correspondence of the three elements of rights, responsibilities and interests in the organizational structure. From the perspective of application experience, the optimization of enterprise organization management mainly takes two paths, one is the overall direction of governance structure, the other is the special organization and management direction of optimal allocation of project resources.

1 Analysis of the connotation of organization management

Organization management is essentially a method to deal with the relationship between subject and object, which has both theoretical and practical technical characteristics.

In practical application, it mainly uses the organization as the intermediary to coordinate the relationship between the participants in the process of the interaction between the subject and the object, so as to produce synergistic effect. From the perspective of enterprise organization and

management, by setting restrictions on positions and dealing with the relationship of "power responsibility profit", the total factor productivity of enterprises can be effectively improved.

2 Analysis on optimization of enterprise organization management

2.1 Optimization of organization management

The optimization of organization and management focuses on four aspects: The first is to clarify the content and subject of organizational work; The second is to solve the function orientation of the organization; The third is to deal with the "power responsibility benefit" relationship among the board of directors, professional managers, management and employees; The fourth is to resolve the problems in the construction of organizational team.

2.2 Enterprise organization optimization

The difficulties in the optimization of organization and management of domestic enterprises are reflected in the relationship of "power responsibility profit" and team building. The reasons are as follows. First of all, the power and responsibility mechanism is not introduced. As a result, the board of directors, professional managers, management and employees have a "non-equal relationship". Specifically, the first three have unlimited rights and unlimited responsibilities. The adverse consequences caused by enterprise management are borne by employees. As a result,

it leads to the problem of uneven distribution of enterprise interests and the problem that the role of incentive mechanism is not obvious. Secondly, team building is relatively backward. The enterprise has not developed and explored the team building of organization and management level, and lacks comprehensive understanding and effective application of recruiting, employing and retaining people through team building. For example, in the domestic human resource market, the supply of talents is greater than the demand of enterprises. The problem of brain drain frequently occurs in enterprises, and focuses on the reexamination link and the employment link, that is, due to the "emphasis on experts, light training"^[1].

3 Solutions to optimize enterprise organization management

3.1 Precise positioning function

The scientific treatment of the relationship of "power responsibility benefit" is based on the function orientation. At present stage, the corporate governance structure is mainly composed of managers and employees, lack of intermediary organizations with coordination function. For example, after introducing the professional manager system, its function orientation remains to be responsible to the boss and the board of directors, which fails to play a better coordinating role through professional managers. Therefore, in terms of professional manager's responsibility, it should turned to be responsible to the enterprise, that is, to the organization, so as to indirectly realize the responsibility to all employees^[2].

3.2 Introducing power and responsibility mechanism

The power responsibility mechanism is an effective means to deal with the relationship of "power responsibility benefit". On one hand, the overall application of the mechanism can make the enterprise take the development goal as the criterion, clarify the functions of each post, and clearly divide the responsibility subjects. On the other hand, with the help of organization management, enterprises can reasonably allocate various resources and improve the utilization rate of resources in specific projects. For example, the power and responsibility mechanism runs through all posts of the project, which is conducive to the realization of the goal of allocating resources according to functions, and urge the executives to complete the work efficiently within the limits of their respective functions and responsibilities.

3.3 Establishing a new welfare system

Team building at the level of enterprise organization management aims to solve the problem with talents. First of all, enterprises should put their own development and talent development in a synchronous state. In this way, talents can accept it as a kind of welfare according to the expectation of the future of the enterprise and personal career planning. Secondly, enterprises should distribute their interests reasonably through incentive mechanism. For example, establish welfare projects with the group interests, such as group tourism, group training. The clear promotion regulation, on-the-job training programs, and the matching talents training and promotion project with job changes are conducive to the rational distribution of enterprise interests.

3.4 Solving the problem of team building

With the background of multiple globalization, the essence of horizontal competition is the competition among enterprise talents. To solve the problem with team building, we need to expand the synergy of talent cooperation through organization management. On one hand, it is suggested to enhance the information sharing among various departments of the enterprise and reduce the internal information transaction cost by building information management platform. This method helps to weaken the mutual passive isolation problem caused by the excessive information transaction cost of team building. On the other hand, basing on the enterprise culture, the employees can build a team with the enterprise's characteristic as the common character under the joint effect of enterprise collective psychological value and collective work style^[3].

4 Conclusion

In a word, as a kind of management theory and technology, organization management has diversified characteristics in the actual enterprise management practice. Therefore, it is suggested that in the process of optimization, different angles should be selected as far as possible, and a more targeted organization management plan should be formulated in combination with the actual management thinking updating needs, human resource management needs, mechanism operation needs, etc. Especially in the new situation of the overall economic system construction, Chinese enterprises are faced with double competitive pressure. We should try our best to improve the allocation efficiency of various resources, resolve external risks and improve internal competitive advantages from the organizational management level.

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