

# RESEARCH ON PRACTICE PATH OF IMPROVING THE MANAGEMENT LEVEL OF ENTERPRISES BY SYSTEM

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**Abstract:** System is the product of economic and social development, the basis for the operation of the country and all social life, and also an effective practice path for enterprises to improve their management level. To some extent, the system construction determines the economic benefits of enterprises and is the key to enterprises' operation and management. This study uses literature research, comparative analysis, systematic analysis and other methods to collect theoretical literature and practical cases related to enterprise management and system construction, analyzes the different effects and influences brought by different enterprises in the management by system, and systematically summarizes the specific practice path of using system to improve the management level of enterprises combined with the author's years of practical experience in enterprise. After careful research and analysis, the author believes that to comprehensively improve the management level of enterprises, firstly it is necessary to sum up experience in practice frequently, and timely accumulate and absorb the effective and practical management methods and practical experience, and then constantly solidify them into enterprise system; Secondly, it is necessary to actively carry out the publicity and implementation of systems, so that the majority of employees and managerial staff at all levels can skillfully use and master the various systems of the enterprise, thereby truly translating enterprise's institutional strengths into effective management; Thirdly, forming regular mechanism of system sorting through continuously sorting and improving the system, and checking and evaluating the implementation of enterprise system in time to avoid loopholes and deficiencies; Fourthly, it is of critical importance to pay special attention to system implementation and improve the mechanism of dynamic monitoring, summary and evaluation during the implementation of systems, so as to ensure the vitality of enterprise system and the scientificity of enterprise management. The research shows that system is an effective practice path for enterprises to improve their management level. It is important to actively strengthen the awareness of system, maintain the authority of system, implement system strictly, and insist on integrating system-based governance into the whole process of enterprise reform and development, thus constantly promoting the modernization of enterprises' system and capacity for governance through summarizing, publicizing, improving and implementing systems.

**Keywords:** System; Enterprises; Management Level; Improvement; Practice Path

## 1 INTRODUCTION

To govern the country and make the people safe and orderly, it is necessary to improve various systems. As the product of economic and social development, system is the basis for the stability and development of a country, a political party and a social organization. System generally refers to the working rules or action standards that requires everyone to abide by, and also refers to the laws, traditional customs and other norms under certain historical conditions. A good system can prevent bad people from running amuck arbitrarily, while a bad system can prevent good people from doing good deeds to the full and even lead to the opposite side. In order to make various works attain the anticipative goals according to the plans and requirements, there are specific working principles in different industries, different departments and different positions. System, as a kind of norm, is the solid foundation for the operation of the country and all social activities, creating essential guarantee for the long-term stability of the country. At the same time, it is an effective practice path for enterprises to improve their management level. The system construction of enterprises has an important impact on the healthy development of enterprises. To some extent, the system construction of enterprises determines the economic benefits of them and also is the crux of their operation and management [1]. The management of enterprises should be based on system rather than the individual will. In the meantime, the quality of systems determines the advancement and efficiency of enterprises' management. It will lead to the occurrence of disordered management, illegal operations, and uncontrollable enterprise risks within the enterprise if it lacks robust and sophisticated management system, or has system and does not pay attention to execution, but only pays attention to form [2].

Enterprise governance requires strict guidelines, while strict guidelines relies on system. In daily management, enterprises regulate the behavior of employees through various systems, and employees deal with their various affairs according to systems, which makes the operation of enterprises gradually standardized, and standardization is the path enterprises must take to move on toward internationalization. The completeness and implementation effect of an enterprise's system is an important indicator of the maturity of enterprise development and the level of its management. System construction helps the internal management of enterprises to be institutionalized, standardized and routinized, which makes enterprise management move from disorderly management to orderly management, from random management to standardized management, from extensive management to fine management, so as to finally achieve the

scientific, orderly and standardized operation of enterprises [3]. According to the investigation and study, it is proved that one of the key factors for many enterprises to maintain their long-term development is to adhere to system to govern themselves and constantly improve the system in their production and operation activities. In the long term, the development of enterprises not only needs the support of capital, technology and talents, but also needs the underpinnings of system. The mode of ruling by man has no long-term effect on the continuous improvement of competitive advantage of enterprises. However, system can play a more extensive and lasting role to achieve efficient operation of enterprises [4]. Based on the above analysis, the author believes that it is necessary to do in-depth research on how to improve the management level of enterprises by system.

## **2 METHODS**

### **2.1 Literature Research**

This study mainly collects theoretical literature and practical cases related to enterprise management, system construction, market economy and so on by referring to academic journal websites, libraries, enterprises' exhibition hall and other ways, and comprehensively and systematically sorts out the practical experience and beneficial practices of governing the country through system in China and foreign countries, especially in China, so as to deeply understand the necessity and significance of improving the governance level of state, political parties, social organizations and even enterprises by system. These efforts provide sufficient theoretical basis and a great wealth of practical cases for the research.

### **2.2 Comparative Analysis**

This study focuses on the different methods adopted by different enterprises in the management of system, and mainly compares the different effects and influences brought by the implementation of different methods. Through comparison, it is found that the internal management of enterprises that attach importance to system construction has generally realized institutionalization, standardization and routinization gradually, and the operation of enterprises is scientific, orderly and standardized. On the contrary, enterprises that do not attach importance to system construction often have occurrences such as disordered management, illegal operations, and uncontrollable enterprise risks. As a large energy enterprise located in Southwest China, for instance, Yalong River Hydropower Development Company, Ltd. has always adhered to improve the management level of enterprise by system in over 30 years of development. It is both the need of practicing the concept of "basin management, conglomeration and scientization" and implementation of the "Four-stage Strategy" of Yalong River Basin's hydropower and new energy development, and the need of building the Yalong Hydro's clean energy brand, which is renowned at home and abroad. This enterprise unswervingly adhere to the governance of the enterprise by system, improve the governance capacity, consciously change the way of thinking and working, and endeavor to become expert in managing complex situations, solving practical problems, and promoting transformation development of the enterprise, thus continuously contributing wisdom and strength for its high-quality development.

### **2.3 Systematic Analysis**

As a complex systematic project, the construction of enterprise system should not only consider the completeness and applicability of system formulation, but also adopt a variety of ways to propagandize and implement systems, so that as many employees as possible can accurately understand and correctly use systems of enterprises. At the same time, it is also necessary to do well in the dynamic evaluation and continuous summary and improvement during the system implementation process, so it is not a simple and easy thing for enterprises to do a good job in system construction. Based on years of practical experience in enterprise, the author systematically analyzes the specific path and various problems that may be encountered while using systems to improve the management level of enterprises, and then puts forward effective practical path to ensure the in-depth advancement of the research.

## **3 RESULTS AND DISCUSSION**

System is the foundation of enterprise operation and management. During years of development of enterprises, the various systems are gradually established through constant exploration, which are also the crystallization of enterprise management wisdom. Enterprise management is carried out in accordance with system, and the level of enterprise management is the concentrated expression of the implementation of enterprise system. After careful research and analysis, the author believes that in order to improve the management level of enterprises in all respects, system-based governance of enterprises is crucial and should focus on the following points.

### **3.1 Summarizing Practical Experience frequently**

System, like theory, arises from practice, serves practice, develops with practice, and is also tested by practice. With the development of practice and improvement of practice level, the guiding role of system should be more explicit, because system often guides the process of practical activities. By all means, there are suitable and inappropriate systems,

suitable systems usually promote the practical activities of enterprises, while inappropriate systems play a role in the opposite. In recent years, during the process of reform implementation, some Chinese enterprises have incorporated relevant requirements into their articles of association through timely summarization of work practices, and continuously strengthened their major position of market, implemented the tenure system and contractual management for managers, improved the market-based selection and employment system and salary distribution system, and standardized enterprise management. Which strongly promotes themselves to fully realize the governance by regulations and acting in accordance with regulations, and has accumulated important experience for the establishment of modern enterprise system with Chinese characteristics as well [5]. In consequence, it is essential for improving the management level of enterprises to solidify the effective and practical management methods and practical experience accumulated and precipitated at work in the form of enterprise systems in time, and then widely popularize and apply within enterprises, so as to promote the overall improvement of enterprise management level.

### **3.2 Carrying Out Publicity and Implementation of Systems Proactively**

One of the important purposes for enterprises to carry out system construction is to standardize the management. However, the specific value of enterprise system is mainly reflected in aspects such as operability and enforceability [6]. Only when systems are truly mastered by employees, can systems radiate strong vitality. Therefore, enterprises should publicize systems through a variety of forms, so that every employee in the enterprise can realize the significance of systems for the development of the enterprise, and the impact of systems' implementation on the interests of themselves, thus creating a good system operation environment to ensure the survival and development of enterprises [7]. If systems established by enterprises are not truly implemented, it is no doubt that they will not be able to meet the real needs. Moreover, the degree to which systems are implemented is often affected by the degree to which employees understand and use systems. Therefore, the implementation of systems is not the end, which requires further publicity and implementation of systems so as to improve the familiarity and understanding of employees. Only in this way can it lay a solid foundation for the implementation of systems, and can system construction play the due role in the process of improving the management level of enterprise at the same time. In consequence, improving the management level of enterprise requires a variety of ways, in the meantime, the training, publicity and implementation of enterprise system should be reinforced, so that the majority of employees and managers at all levels can skillfully use and master the various systems of the enterprise. With these efforts, enterprises can effectively transform their advantages of systems into the management efficiency, so as to give full play to the role of enterprise system.

### **3.3 Sorting Out and Improving Systems Continuously**

Enterprise system is the sum of the rules of labor process and labor management, and it is also the internal "law" within the enterprise. The construction of enterprise system is a systematic, scientific, and gradually standardized process. The establishment and improvement of enterprise system can help enterprises achieve scientific management and ensure the normal operation of production and business activities of enterprises, so system is a reliable guarantee to promote the development of enterprises [8]. Both preliminary survey and later supervision are indispensable for enterprise system construction, because they respectively occupy important parts of the early and late stage of system construction. In the meantime, feasible and effective enterprise system construction is based on sufficient preliminary survey and strict later supervision, so enterprises should pay more attention to and effectively carry out these two works [9]. Only by constantly sorting out and improving during the later supervision process, can systems always be in line with the objective law and the life cycle of enterprise development. As a result, to improve the management level of enterprise, a regular system sorting mechanism should be formed, and the implementation of enterprise system should be checked and evaluated duly, so as to avoid system loopholes and deficiencies, and to ensure that the enterprise system is always advanced and meet the needs of the modernization of enterprise management level.

### **3.4 Making Great Efforts to the System Implementation**

The vitality of a system lies in its execution. It is often said that to get a job done, it is most important to ensure that the plan is thoroughly implemented. Although it is important to formulate a system, it is more important to implement it. Once the various systems are formulated, they must be carried out strictly and implemented in actual action and reflected in specific work, rather than be used as a decoration. Enterprises need to strengthen the management of system implementation, and eliminate the adverse factors to truly implement system, otherwise system will still stay on the surface and will be difficult to play its due value [10]. Only through effective execution can the management of enterprises be standardized, and can problems be constantly discovered and solved during the actual management process, so that the improvement and perfection of systems can be constantly strengthened [11]. Therefore, improving the management level of enterprise should adhere to and improve the mechanism of effective implementation of systems, improve the mechanism of dynamic monitoring, summary and evaluation during the implementation of systems, and improve abilities of execution and implementation. It is also necessary to carry out a differentiated comparative analysis of the implementation of systems, and explore the establishment of a system implementation inspection mechanism, so as to strengthen the implementation of enterprise system with pragmatic and efficient system implementation measures and ensure the vitality of enterprise system and the scientific nature of enterprise management.

## 4 CONCLUSION

In conclusion, enterprise system is a series of institutions formed by enterprises in order to meet the needs of economic and social development under a specific historical background, which is gradually explored and established by enterprises in the years of development, and is also the crystallization of enterprise management wisdom. Only systems that can continuously make adaptive adjustments with the development of social productive forces can truly promote the development of enterprises and the improvement of management levels. Therefore, system-based governance should be adhered to in enterprises. Through system management, employees can quickly master the job skills, so as to effectively reduce the communication cost between departments and between employees, and promote employees to constantly improve work efficiency. Moreover, it is essential to continuously devote great energy to the system construction of enterprises, thus constantly modernizing enterprises' system and capacity for governance through summarizing, publicizing, improving and implementing systems, and in the meantime fully reflecting the value of employees while strengthening institutional constraints by means of standardized management, so as to strive to create core viability and competitiveness to support the realization of enterprises' overall strategy, and forge a high-quality enterprise management team. Furthermore, to improve the management level of enterprises on all fronts should take the initiative to strengthen awareness of systems, maintain the authority of systems, implement systems strictly, adhere to the system-based governance of enterprises into the whole process of enterprise reform and development.

## COMPETING INTERESTS

The authors have no relevant financial or non-financial interests to disclose.

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