

Thoughts on Establishing Modern Enterprise System and Management Reform

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Abstract: The establishment of modern enterprise system is not only the inevitable requirement of market economy, but also the difficulty and hot spot of enterprise reform in our country. With the continuous development of market economy and the deepening of reform and opening up, the establishment of modern enterprise system and the reform of enterprise management have become the inevitable trend of market economy development. This paper will comprehensively use the relevant theories, combined with the actual establishment of modern enterprise system and management reform to think and discuss.

1 INTRODUCTION

Modern enterprise system is an enterprise system characterized by independent development, self-restraint, self-financing, management science and so on. In modern society, modern enterprise system is directly related to the economic and political system of national society [1]. The establishment of modern enterprise system is a complex and huge social work, which involves a lot of contents and a wide range, and there will be many new and different situations and new and different contradictions.

2 CURRENT SITUATION AND DEVELOPMENT REQUIREMENTS OF ENTERPRISE SYSTEM

The enterprise management system can be divided into financial, internal control, manpower, management and information management according to the post responsibility. At present, the problems faced by the enterprise system management can also be analyzed from the following five aspects:

2.1 Inadequate financial system

At present, the accounting system within the enterprise is relatively scattered, lack of unified planning, management is faced with many problems and resulting in a large gap between management results and objectives. In addition, the pertinence of the financial system is obviously insufficient, especially the weak part of management and the error-prone link lack of effective control system, such as expense reimbursement, there is a lot of arbitrariness, lack of clear document guidance.

2.2 Inadequate internal control system

Because enterprises pay more attention to the construction of the overall structure and ignore the importance of the internal control system, there is a lack of risk prevention and process monitoring in the process of implementing the internal control system.

2.3 Inadequate human resources planning

The management of enterprises should embody the idea of people-oriented, and the human resources of enterprises in reality are the primary goal of promoting the development of enterprises, but ignore the planning of the overall human structure and the improvement of individual literacy. On the one hand, the lack of incentive mechanism, staff needs can not be satisfied, work enthusiasm is obviously insufficient. On the other hand, the assessment standard is not clear, the method is unreasonable, the staff is easy to question the results of the assessment, and the contradiction between the employees is increased intangibly, atmosphere is not harmonious and harmonious.

2.4 Non-standard operating system

Because the enterprise managers regard the production process of the enterprise as the main content of management, the overall management mode of the enterprise is very backward [2], the management cost is increased again and again, and more importantly, the role of the external environment is ignored. So that enterprises in the market competition in a passive position.

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2.5 Lack of information management

Influenced by the rapid development and scale expansion of enterprises, the difficulty and pressure of information management are increasing year by year. Once the information is leaked, the truth is difficult to distinguish, the loss and so on, the enterprise will face the devastating blow.

Since enterprises stand in the market environment, it is necessary to understand the relationship between the establishment of modern enterprise system and the development of market economy system, and to recognize the role and position of establishing modern enterprise system in the process of market economy development. Can fully and effectively help us to establish the importance of modern enterprise system. The spirit of the Party's meeting clearly requires the establishment of a socialist market economy system. As the basic economy and market subject of the market economy, the establishment of a modern enterprise system is a basic project to build a modern market economy system in China. Therefore, the establishment of modern enterprise system and the current socialist market economy system is the product of the interdependence, interdependence and mutual development of fish and water symbiosis. It is also a practical achievement of enterprise operators in practice according to economic laws and development. It is the development direction of the enterprise reform of our country, our country should insist on starting from the reality, according to the local conditions, establish a set of modern enterprise system which accords with the socialist market economy system of our country.

3 THE DEVELOPMENT REQUIREMENTS AND STRATEGIC LAYOUT OF ESTABLISHING MODERN SYSTEM.

In general, the establishment of a modern enterprise system requires four requirements: the first is to have a sound corporate system; the second is to be corporate, some researchers also call internal unit diversification; The third is the establishment of general manager level; the fourth is the separation of ownership and management. The modern enterprise system is the socialist market economy system corresponding senior company enterprise style, and the market system is the twin.

In the current trend of international development, many enterprises, especially those who play multinational enterprises, treat enterprise development strategy as a particularly important task. In order to establish a modern enterprise system, China has issued many guiding and normative policy documents and formulated many principles and objectives. With the deepening of China's reform and opening up, competition between Chinese enterprises and foreign enterprises is inevitable, which requires Chinese enterprises to establish a modern enterprise system as a "compulsory course ". It is necessary not only to strengthen the reform, give full play to the subjective initiative, promote the strength and depth of enterprise reform, but also to develop step by step and

steadily. In the process of formulating development strategy and development layout, Chinese enterprises should first make clear and plan the strategic objectives of enterprises; secondly, how to make decisions in the process of diversification and specialization of business development; finally, the strategy and reorganization of enterprises must be combined. In fact, some strategic layout in the world is worthy of our enterprises to learn and learn from [3] . For example, the enterprise development goal formulated by the general company of the United States is "endless speed, behavior and development ", and its purpose is to build a world of all common uses. At the same time, GM's strategic policy is that as long as he is involved in the field, GM must do first, otherwise it will not do, GM's strategy is to continue to buy, merge, in fact, through this way to enhance their capital and operating space, enhance the international competitiveness, in order to gain a huge market share, occupy more market resources, for their own corporate strategy. Chinese companies can learn from this model, analyze from market demand and their own conditions, think and judge, establish a modern enterprise system, fully tap and develop their core competitiveness.

4 MULTIPLE INITIATIVES TO ESTABLISH A MODERN ENTERPRISE SYSTEM.

The establishment of modern enterprise system is an important aspect of perfecting socialist market economy in our country. The establishment of modern enterprise system is also the construction of system and system, which needs many aspects of reform. Therefore, we should firmly grasp the direction of the capital structure, take the urban center as the main body of development, constantly expand the scope of development, regardless of reforming the management system of state-owned assets and state-owned enterprises, sublimate the reform of the financial system, and promote the establishment of a modern enterprise system.

4.1 Establish a sound set of reasonable and perfect corporate governance structure

To establish and perfect a set of reasonable and perfect corporate governance structure, this is the fundamental requirement of the sustainable development of enterprises today. Companies should establish their internal powers and responsibilities reasonably and legally[4], and straighten out the relationship between management and board of directors. And establish the corresponding corporate supervision mechanism.

4.2 Strengthening Party Building in Enterprises

In the process of establishing modern enterprise system, the establishment of party organization should be carried out synchronously, the work of party building in enterprises should be continuously developed and

strengthened, and the position of fighting fortress and political core of enterprise party organization should be brought into full play.

4.3 Establishing a development mechanism combining constraints and incentives

Without the restriction of power, it will certainly lead to the abuse of power, the development of modern enterprises, we should constantly strengthen the in-depth study of incentive mechanism, incentive measures and incentive procedures, so that incentives and constraints can be fully and effectively combined.

4.4 Establish and improve the financial accounting system of the company's enterprises

Enterprises should, in accordance with the development requirements of the modern enterprise system, straighten out and clarify the boundaries of capital and financial management, standardize the behavior of the company, establish internal meeting rules and financial budget and final accounts system, and establish internal financial evaluation system and accountability clauses. Enterprises can maximize the value of enterprises when making financial decisions, and ensure the smooth and healthy development of enterprises under the premise of the unity of interests among the state, companies and workers.

4.5 Establish and improve the capital system of corporate enterprises

Enterprises should actively open and weld assets accounting work, entrust third parties with corresponding qualifications to evaluate and verify enterprise assets, establish a good capital system, and clarify the principles of capital preservation and independent operation.

5 THINKING ON ENTERPRISE MANAGEMENG REFORM

Compared with foreign countries, the development of commerce was later than that of foreign capitalist countries. During the feudal period, our country was in a self-sufficient natural economy of small farmers for a long time. China's commercial development has made great progress. Chinese enterprises have unique Chinese characteristics, enterprise management should also have Chinese characteristics, should conform to the characteristics of our advanced scientific enterprise management system. The continuous reform and exploration of enterprise management system in China has also made a lot of remarkable achievements. The management reform of enterprises in our country is advancing in depth. The future development goal is to advance to the modernization of management, the variety of enterprise products is constantly diversified, the joint-stock system of enterprises is constantly improved, and the business model is constantly internationalized. The development of enterprise management to

modernization represents the continuous development of modern technology and the higher and higher management level of enterprises. Enterprises should innovate and perfect the management system and management mode, so that enterprises can combine with the great development of modernization. Therefore, it is especially necessary to improve the adaptability and thinking ability of enterprises in market competition. In the future, we can also improve in the following three directions:

TABLE I. Direction of Enterprise Management Reform

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|---|---|
| The development trend of modern enterprise management | The modernization of enterprise management |
| | Product categories are diversifying |
| | The transformation of the shareholding system of the enterprise model |

In the enterprise management system, the scientific separation of the ownership and management right of the enterprise can benefit the development of the enterprise and ensure the operation vitality of the enterprise[5]. For the management of the enterprise, the power of decision-making comes from the position of the enterprise. The decision-making power within the enterprise should let more employees participate step by step, and promote the comprehensive decision-making of the enterprise. Make the theme of decision-making diversified and integrated, better promote the development of enterprises. In the process of enterprise management reform, it is necessary to make full use of big data information, gradually popularize electronic science and technology and information technology into the process of modern enterprise management reform. Therefore, contemporary enterprises need to collect more information and judge the authenticity and reliability of data sources and contents. The information collected by the enterprise will be analyzed through relevant technology, and the database will be established to ensure the scientific correctness of the final accounts of the data.

6 CONCLUSION

The settlement method of big data is to combine the data of supervisor's judgment and decision with objective data to make final decision. With the full and perfect application of big data, the management reform decision of the company is not only a simple technology, but also a combination of subjective judgment and objective things. Big data has a profound influence on the main body of management reform, the distribution of decision-making power and the efficiency of operation, and promotes the improvement of the core competitiveness of enterprises and the far-reaching development of society.

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