

A Study on the Building of the Organizational Capability of Primary-Level Party Organizations of the Communist Party of China

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Abstract

This paper investigates the organizational capability building of primary-level party organizations of the Communist Party of China (CPC). Primary-level party organizations do the groundwork to ensure the CPC's lines, principles, policies, decisions, and plans are implemented. Based on document analysis, this paper first discusses the basic definitions and concepts of organizational capability, in different aspects including individuals, groups and then primary-level party organizations. Then, it analyzes the dilemmas of primary-level party organizations improving their organizational capabilities in the New Era. More specifically, the political functions of primary-level party organizations are not prominent, some primary-level party members and cadres' abilities and qualities are not strong enough, and the leadership system of some primary-level party organizations is not smooth. To solve these difficulties and dilemmas, this paper proposes some policy recommendations, including adhering to the positioning of political functions and enhancing the political leadership of party organizations, strictly implementing the organizational system and giving full play to the work synergy of the party organization, promoting the construction of organizational culture and enhance the cohesion of primary-level party organizations, and improving the quality of party members and cadres and enhance the execution capabilities of party organizations. This paper can provide some implications for the strengthening of the organizational capability of CPC's primary-level party organizations.

Keywords

Organizational Capability, The Communist Party of China, Primary-Level Party Organizations, Grassroots Democracy

1. Introduction

It is the fine tradition and distinctive feature of the Communist Party of China (CPC) to attach great importance to the construction of the party's primary-level organizations. The party's primary-level organizations are the basis for ensuring the implementation of the party's lines, principles, policies and decision-making arrangements. The report of the 19th National Congress of the CPC clearly stated that "we will focus on improving the organizational capability of primary-level Party organizations and give priority to enhancing their political functions" (Xi, 2017). The report of the 20th National Congress of the CPC also emphasized that "we have formulated and implemented the Party's organizational line for the New Era", and "strengthened the Party's organizational system and tightened discipline and rules" (Xi, 2022). This guides the formation of primary-level party organizations and popular unification around the party. Influence, appeal, cohesion, and organizational capability—especially organizational capacity—determine whether primary-level party organizations can unite the masses and allow them to follow them to achieve their goals.

In this work, based on document analysis, we first discuss the basic definitions and concepts of the organizational capability, in different aspects including individuals, groups and then the primary-level party organizations. Then, this paper elaborates on the dilemmas of primary-level party organizations improving their organizational capabilities in the New Era. In particular, these difficulties include the insignificance of the political functions of primary-level party organizations, the weakness of some primary-level party members and cadres' abilities and qualities, and the inefficiency of the leadership system of some primary-level party organizations. To solve these difficulties and dilemmas, this paper proposes some policy recommendations, including adhering to the positioning of political functions and enhancing the political leadership of party organizations, strictly implementing the organizational system and giving full play to the work synergy of the party organization, promoting the construction of organizational culture and enhance the cohesion of primary-level party organizations, and improving the quality of party members and cadres and enhance the execution capabilities of party organizations. It is envisaged that this paper can provide some implications for the strengthening of the organizational capability of CPC's primary-level party organizations.

2. Basic Definitions and Concepts of the Organizational Capacity

The organizational capability, also known as organizational power, is a composite force that effectively integrates all elements of the organization (Ulrich & Lake, 1991).

The notion of organizational capability has been employed to summarize the findings of the resource-based theory of the firm regarding the origins of high performance within an organization (Collis, 1994). The successful administra-

tion of any institution necessitates the synchronization of numerous internal organizational procedures, activities, and processes. The concept of organizational capability is being utilized more frequently in the literature on strategic management to illustrate how this coordination can be studied, conceptualized, and examined (Schreyögg & Kliesch-Eberl, 2007). Organizational capability is fundamentally defined as the set of overarching organizational practices that are implemented to effectively coordinate the firm's productive endeavors (Winter, 2003). Organizations can depend on these practices, which constitute a unique collection of "problem-solving patterns" or competencies, in order to accomplish critical objectives (Feldman & Pentland, 2003). Therefore, the manner in which organizational leaders and members approach problem-solving is influenced by their acquired experiences and is inextricably linked to the internal organizational structures, processes, and circumstances that foster the emergence of unique capabilities (Ulrich & Lake, 1991). Organizational capability is expected to be enhanced, at least in the short term, when internal organizational characteristics facilitate the development of distinctive competencies (March, 1991). The aforementioned evidence indicates that organizational design may have a significant impact on whether high or low capability emerges.

Organizational design encompasses the capacity to create a structure for an organization and effectively distribute its resources. It represents the overall strength of an organization's structure and culture. Effective organizational capabilities are a crucial assurance for accomplishing tasks successfully. The cohesion and combat effectiveness of an organization is directly determined by the level of its organizational capability. It can be understood as the capability of individuals inside an organization and the capability of the organization as a whole.

Organizational capabilities, for individuals, refer to the outward and all-encompassing display of a person's fundamental attributes, such as their knowledge and quality. The external manifestation of organizational capabilities refers to the capacity to efficiently utilize diverse strategies to logically structure and efficiently coordinate different resources to successfully accomplish objectives. This encompasses the ability to manage relationships and effectively employ personnel. Organizational capability refers to the capacity of a group to develop a structure that allows individuals to effectively fulfill their roles in order to accomplish shared objectives (Wang & Zeng, 2017). Hence, the establishment of an organizational structure and the specification of activities and corresponding responsibilities for each individual inside the system, along with the associated regulations for each activity, would directly impact the efficiency and effectiveness of collective actions. Developing an organizational framework that integrates scientific, efficient, and logical allocation of tasks, well-defined responsibilities, and strong processes poses a test and challenge for leadership abilities. Organizational capability refers to the ability to efficiently and successfully organize individuals in order to accomplish an organization's goals. Leaders should have the ability to effectively and efficiently accomplish an organization's

objectives.

The organizational capability of primary-level party groups is crucial for defining the inventiveness, coherence, and combat effectiveness of the CPC. The historical success of the CPC can be attributed to its capability to effectively mobilize and organize the masses, thereby consolidating the necessary power to accomplish objectives, overcome challenges, and triumph over adversaries. The organizational capacity of the party's primary-level organizations is a significant demonstration of the CPC's organizational capability. The CPC considers the role of primary-level party organizations to be of utmost importance, as it is a longstanding tradition and proven strategy for strengthening the party's internal structure. Since its inception, the CPC has prioritized the development of the party's primary-level organizations and has been adept at implementing diverse strategies to consistently enhance the organizational capacity of these primary-level entities. This has resulted in bolstering the overall prowess of the party, expanding its societal influence, and guaranteeing the successful execution of major objectives during different periods. China's inability to effectively resist Western powers' bullying in modern times before 1949, as well as the long-standing oppression of the masses by the "Three Mountains (*sanzuo dashan*)" and their struggle to overcome it (Cong, 2013), can be attributed to the absence of a robust organizational structure and the lack of political parties and organizations capable of mobilizing the Chinese people. The CPC's successful organization of the masses has led to the attainment of national independence, people's liberation, the establishment of a nation where the people are in control, the adoption of socialism, and the realization of significant accomplishments.

3. The Dilemma of Primary-Level Party Organizations Improving Their Organizational Capabilities in the New Era

Currently, the party's primary-level organizations continue to face numerous challenges. The main problem stems from the deficiency in both strength and organization, which manifests in inadequate service capabilities of the organization and incompetent leaders at the primary level. These issues significantly affect the efficiency and efficacy of its operations, and overcoming them is difficult when it comes to addressing the concerns of the public (Xu, 2018). Therefore, it is crucial in contemporary times to acknowledge and tackle the prevailing problems within the primary-level party organizations in order to improve their organizational capabilities.

This study discusses the challenges faced by primary-level party organizations in enhancing their organizational capacities. The issues encompassed are the lack of importance attributed to the political roles of primary-level party organizations, the inadequacy of skills and traits possessed by some primary-level party members and officials, and the ineffectiveness of the leadership structure within some primary-level party organizations.

3.1. The Political Functions of Primary-Level Party Organizations are not Prominent

The CPC is a political organization that primarily fulfills political roles and showcases its political duties through its organizational presence. Presently, the political efficacy of certain party organizations at the primary level is weak, resulting in a notable discrepancy between their capacities and the requirements of the New Era.

At the local level, certain party organizations at the primary level in townships and rural areas have failed to properly fulfill their main duties, resulting in problems such as scattered work efforts, reduced political effectiveness, and unclear leadership responsibilities. The leadership position of primary-level party organizations within state-owned enterprise organizations has been reduced during the establishment and improvement of the modern business system. This has led to problems such as giving more importance to manufacturing and operations while neglecting political roles. The primary-level party organizations of certain private companies lack efficient tactics to effectively perform the “political core role” and “political leadership role” of the party organization (Jiang, 2017). They are unable to participate in the decision-making process of the company and lack the capacity to successfully exercise their political leadership in the development of the business. The major function of primary-level party groups is to diligently carry out the party’s organizational activities. Implementing this approach is essential for effectively enhancing the organizational capacity of primary-level party organizations.

Overall, some primary-level party organizations continue to face issues that are not sufficiently rigorous and effective in implementing the party’s organizational activities. These challenges mostly manifest in the following two areas. Organizational life is not carefully adhered to. Some primary-level party organizations struggle to execute organizational activities punctually. When some primary-level party organizations engage in party organization operations, it proves challenging to gather all party members. Specifically, several party members in leadership roles abstain from engaging in organizational activities, citing various explanations. This hinders the smooth progress of organizational affairs. Conversely, the content of organizational life is singular and lacks appeal in these primary-level party organizations. When certain party groups engage in organizational activities, their activities are restricted to reading materials, examining documents, watching movies, and writing about their experiences. The information lacks specificity and thoroughness, making it unappealing to grassroots party members, particularly younger members.

3.2. Some Primary-Level Party Members and Cadres’ Abilities and Qualities are not Strong Enough

The primary-level party members and cadres serve as the essential catalyst for primary-level party organizations. Their proficiency and quality directly influence the efficient operation of party organizations at the primary level. At now,

there is an absence of uniformity in the abilities and proficiency of some party members and officials at the main level. This is seen in their limited efficacy in taking on leadership positions and the notable discrepancy in implementing crucial strategic initiatives of socialism with Chinese characteristics in the New Era.

Firstly, certain party members and cadres at the primary level lack proficiency in effectively advancing their work. The capacity to govern the economy, particularly the capacity to regulate the market economy, is relatively feeble, the capacity to generate wealth is feeble, and the role of being a “leading goose” is inadequate. The capacity to address intricate issues and govern in accordance with the law is also insufficient, and the methods to tackle difficulties are not sufficiently diverse. Furthermore, there is a need for additional improvement in facilitating the self-development of grassroots groups, as well as enhancing the capacity to unify the public. The service capacities of certain primary-level party organizations are deficient, leading to an inability to effectively address the needs of the public and undertake practical initiatives. Consequently, this has resulted in diminished appeal, influence, and coherence.

Furthermore, some party members and cadres at the primary level lack sufficient motivation in their professional duties. Specifically, certain party members and officials at the primary level in rural areas lack the necessary enthusiasm to effectively carry out their duties, inspire the masses towards rapid progress and prosperity, and transform rural production and lifestyle. They tend to have a conservative mindset of “waiting, depending, and requesting (*deng, kao, yao*).” (He, 2021) The principles and convictions of certain members at the primary level of the party have been weakened. Certain members of the party have exhibited wavering or uncertainty regarding the lofty principles of communism and have subsequently experienced a loss of faith in the shared objective of constructing socialism with Chinese characteristics. There is a minuscule faction inside the party that holds the view that matters like ideals, beliefs, and doctrines have minimal relevance to them. Instead, they prioritize what they perceive as practical concerns, such as family and employment. In addition, certain members of primary-level party organizations lack a robust understanding of organization. Certain party members exhibit a lack of willingness to engage in organizational activities and demonstrate indifference towards topics that do not directly concern their personal interests. For instance, certain universities have young party members and intellectuals who lack the desire to engage in party-related organizational activities and show insufficient enthusiasm towards organizational development and construction. In certain rural areas, there are even individual party members who attend meetings with the intention of demanding wages and engaging in bargaining. They abstain from engaging in their own matters and refrain from expressing their viewpoints at meetings. There exists a mindset of “it’s none of their business, just hang it up high (*shibu guanji, gaogao guaqi*)” (Gao & Zhang, 2022). Meanwhile, the consciousness of certain lower-level party members to fulfill a leading and exemplary function has di-

minished. Certain party members may exhibit a tight self-discipline and actively assume an exemplary and leadership position prior to joining the party. However, after they become party members, they tend to loosen their self-imposed standards and their performance becomes markedly inconsistent. Additionally, there are party members who exhibit apprehension towards simple tasks, prioritize personal interests, and lack the ethos of selfless commitment.

Overall, effectively carrying out the party's ideology, beliefs, and objectives necessitates fully utilizing the leadership and exemplary influence of the majority of party members at the grassroots level. There are ongoing issues among the party members at the primary level, which hinder their ability to fully demonstrate their leadership and exceptional qualities.

3.3. The Leadership System of Some Primary-Level Party Organizations Are Not Smooth

The leadership structure of primary-level party organizations plays a crucial role in maintaining the status of party organizations at the grassroots level, managing their relationship with administrative organizations, and ensuring their effective operation. The organizational structure of certain primary-level party entities has not been fully resolved. Issues such as conflicts with administrative organizations, lack of clarity in the leadership position of party organizations, and incomplete utilization of political functions exist.

In certain units (*danwei*) that adopt the administrative leader responsibility system, the administrative leadership team holds the central position and is responsible for making work decisions. However, the primary-level party organizations are in a position of participation and supervision, and their authority is unclear, making it challenging to ensure their full political role. Even in certain primary-level units where the party organization holds a position of leadership, the authority of the party organization has been diminished because of the absence of robust institutional restrictions. For instance, the absence of adequate institutional arrangements and operating rules for party organizations in certain enterprises prevents members of their leadership teams from legally participating in the decision-making processes of the board of directors, board of supervisors, and management. Consequently, they are unable to implement the party organization's intentions in crucial matters and in the production and operation processes. There persist issues in certain rural regions stemming from the absence of a clear delineation of village affairs and authorities, making it challenging to precisely determine the responsibilities of the village's two committees (*cunliangwei*)". When the key cadres lack good quality or have inconsistent concepts, it is often the case that the village committee refuses to accept the leadership of the party branch leader, leading to a strained relationship between the two.

Furthermore, several party organizations at the primary level exhibit a lack of proficiency in executing internal operational frameworks, hence undermining the effectiveness of these party organizations. The current implementation of

collective leadership and individual responsibility systems is inadequate. Certain primary-level party groups lack adequate democratic decision-making on significant issues. An issue arises from the secretary's authoritative decision-making power, resulting in a deficiency of democratic processes inside the organization. Certain primary-level party groups lack a designated individual responsible for particular responsibilities, leading to the ineffective and incomplete execution of collective decisions made by the party organization. Furthermore, the implementation of the asking and reporting system is not strictly enforced. Certain party organizations at the primary level failed to adhere rigorously to the reporting system for instructions and neglected to promptly submit matters that required reporting to higher-level organizations. Consequently, superior organizations were unable to efficiently direct the activities of subordinate organizations while completely comprehending crucial facts. There existed a disparity between higher-level and lower-level organizations. Exerting the united force of work might be challenging. Furthermore, the implementation of the "three meetings and one lesson (*sanhui yike*)" system in certain primary-level party organizations is inadequate (Zhao, 2023). Some of the party organizations at the primary level may fail to consistently prioritize the establishment of branch committees, party member conferences, and democratic life gatherings. The implementation of the "three meetings and one lesson" approach is merely a superficial procedure and lacks the ability to properly guarantee the institutionalization, regularity, and long-term efficacy of intra-party organizational life. This hinders the effective enhancement of the ideological and political caliber of party members.

In a nutshell, the primary-level party organizations face significant difficulties to the orderly growth of numerous duties due to the inadequate implementation and insufficient perfection of their work system. Therefore, additional improvement is necessary.

4. Exploring the Paths for Primary-Level Party Organizations to Improve Their Organizational Capabilities in the New Era

In the New Era, enhancing the organizational capacities of the party's primary-level organizations should rely on fully using their major functions and effectively mobilizing internal resources for substantial progress. More precisely, it can be enhanced by following the positioning of political functions, rigorously implementing organizational structures, and enhancing the caliber of party members and cadres.

4.1. Adhering to the Positioning of Political Functions and Enhance the Political Leadership of Party Organizations

Primary-level party organizations serves as the stronghold for the party's work at the local level, with their major role being political functions. In order to strengthen the organizational capacity of grassroots political party organizations

in the New Era, it is crucial to uphold the role of political functions and bolster their leadership at the local level of society.

Firstly, it is imperative that we strictly focus on emphasizing political functions as the primary focus of our activity. The primary-level party organizations of the party must strictly adhere to the work orientation of emphasizing political functions and concentrate their major efforts on enhancing their own political functions. For primary-level party organizations that hold a leading position in the unit, it is crucial to enhance the effectiveness of the party organization in guiding, making important decisions, and ensuring their implementation. This can be achieved by intensifying the scrutiny and oversight of the administrative organization's adherence to the party organization's decisions, as well as reinforcing ideological and political supervision. The leadership of the organization should not only avoid the erosion of its position, but also prevent issues such as the blurring of lines between the party and the government, and the substitution of the government with the party. These problems can lead to strained relations between the party and the government, ultimately weakening the leadership. Primary-level party organizations that do not hold leadership positions in the unit, such as those in private and foreign enterprises, have the responsibility to ensure the implementation of the party's lines, principles, and policies within the unit. They are also responsible for educating and managing party members, leading and serving the masses, promoting the development of various tasks within the unit, and fully utilizing their assigned roles. To prevent the occurrence of "offside" and "absence" in the role of party organizations, it is necessary to enhance the key political role of the party organization.

Secondly, it is important to build a robust guaranteeing system that enables party organizations to effectively assume a leadership role. As per the regulations outlined in the Party Constitution of the 20th National Congress of the CPC, the main party organizations in street, township, and town party committees, as well as village and community party organizations, state-owned enterprise party committees (party groups), and public institutions that follow the administrative leader responsibility system, hold a leadership position within their respective units and fulfill a leadership role. Hence, it is imperative to streamline the leadership structure of primary-level party organizations in the aforementioned units and establish specific systems in accordance with the relevant work regulations of primary-level party organizations to effectively guarantee their leadership effectiveness. On the one hand, it is crucial to establish institutional regulations that clearly define the responsibilities and powers of party and government entities in order to provide institutional support to primary-level party organizations. On the other hand, it is important to develop safeguard systems that enable primary-level party organizations to effectively exercise their leadership role.

Finally, it is necessary to enhance the political competencies of the leadership teams within primary-level party organizations. The first step is to carefully choose members of the leadership team for primary-level party organizations, ensuring that they meet the established criteria. Per the criteria set by General

Secretary Xi Jinping for competent leaders, which include having strong convictions, serving the people, being diligent and practical, taking responsibility, and maintaining integrity (*xinnian jianding, weimin fuwu, qingzheng wushi, ganyu dandang, qingzheng lianjie*) (Xi, 2023: p. 131), the chosen leadership team for primary-level party organizations should possess high political acumen, excellent overall capabilities, a solid support from the masses, and a practical approach to work. This will ensure that the leadership team becomes a capable, efficient, pragmatic, and powerful force. Regularly conducting political education for members of the leadership team is also essential. Regular ideological and political education should be performed for members of the leadership team to continuously increase their political quality, based on the deployment of superiors and the real operation of the unit. Furthermore, it is imperative to enhance the direction, inspection, and monitoring of the leadership team's activities. Higher-level party organizations must consistently offer work guidance to the leadership teams of primary-level party organizations, conduct regular inspections and supervision of their work, and incorporate their work performance as a crucial component of various assessments to consistently support and motivate leaders of primary-level party organizations, with the aim of enhancing their political capabilities.

4.2. Strictly Implementing the Organizational System and Give Full Play to the Work Synergy of the Party Organization

First and foremost, it is imperative that we rigorously enforce the party member management system. The party member management system is a crucial mechanism that promotes the relationship between party members and party organizations, while also strengthening party members' awareness of the organization (Brødsgaard, 2012). In order to effectively enforce the party member management system, it is crucial to rigorously utilize the party's organizational life system. Primary-level party organizations are required to adhere to regulations and conduct "three meetings and one lesson" punctually, while also ensuring the attendance of a sufficient number of participants. Specifically, these primary-level party organizations should mandate and encourage party members and prominent officials to actively engage in organizational activities, following the guidelines of "dual organizational life (*shuangchong zuzhi shenghuo*)," (He, 2019) and ensure their consistent attendance at events. Simultaneously, it is important to rigorously enforce the resolutions adopted during the event to prevent the occurrence of the "two skins (*liangzhangpi*)" phenomena both prior to and after the event, so ensuring the event's gravity (Wang & Wang, 2017). Another prerequisite is the rigorous enforcement of the democratic evaluation system for party members (*minzhu pingyi dangyuan*). By implementing a democratic evaluation system for party members, it becomes feasible to scrutinize and assess the leading and exemplary role fulfilled by party members in executing the party's directives, principles, and policies. This system allows for conducting constructive criticism and self-reflection, recognizing exceptional party members, and

addressing those who do not meet the required standards. The ultimate goal is to consistently enhance the caliber of party members, as well as strengthen the unity and effectiveness of party organizations.

Furthermore, it is critical to rigorously enforce the pertinent systems among organizations. In order to enhance the organizational capability of primary-level party organizations, it is necessary to rigorously enforce a structure that facilitates coordination between higher and lower party organizations, hence maximizing the synergistic effects of the organizational system. Lower-level party organizations must firmly carry out the choices made by higher-level organizations and regularly seek guidance and provide updates to higher-level organizations. However, it is essential for higher-level party organizations to provide timely guidance, supervision, and inspection of the work carried out by lower-level party organizations. This ensures that lower-level party organizations can firmly implement the party's ideology, principles, and policies, and carry out their tasks in strict accordance with the resolutions set by higher-level party organizations. Additionally, this process helps lower-level party organizations to continuously enhance their performance and overall capabilities.

4.3. Promoting the Construction of Organizational Culture and Enhance the Cohesion of Grassroots Party Organizations

The organizational culture of primary-level party organizations serves to foster internal cohesion among party members and motivate them to exert diligent effort in pursuit of the party's objectives. Externally, it has the ability to foster unity and appeal among the general population, bringing them together under the party's organizational structure. In order to improve the organizational capability of primary-level party organizations, it is essential to provide thorough training in organizational culture and fully utilize its potential to consistently strengthen cohesion within the organization.

First and foremost, it is imperative to uphold the fundamental principles and core values of the CPC and establish a distinct organizational culture system. The fundamental principles of an organization embody the essence, objective, moral principles, and objectives of the organization. The principles of CPC encompass adhering to Marxism as the ideological soul, realizing communism as the highest goal, taking socialism with Chinese characteristics as the theme, and serving the people wholeheartedly as the essence. The party's organizational culture derives its strength from these fundamental beliefs. When primary-level party organizations engage in organizational culture development, their first priority should be to uphold and promote the core principles both inside their own ranks and within their respective units. This entails establishing a fundamental principle that all party members and non-party members knowingly subscribe to and actively implement. Simultaneously, considering the deep meaning of these fundamental principles and the specific circumstances of the unit's operations, and in collaboration with other cultural frameworks of the unit, it is imperative to conduct activities to establish an organizational culture

that possesses unique attributes, ensuring that it is specific in substance, closely aligned with reality, and highly focused. The primary-level party organization culture is a set of ideological principles and behavioral guidelines that is fully utilized.

Furthermore, it is crucial to enhance humanistic concern and endeavor to establish a harmonic and cohesive organizational ambiance. We should endeavor to safeguard the lawful rights and interests of party members and enhance internal party incentives, care, and support. Simultaneously, it is necessary to foster the cultivation of the ethos of “hard work (*jianku fendou*)” and “diligence and thrift (*qinjian jieyue*)” among party members, in order to avert excessive preoccupation with material gains and the subsequent decline in work motivation. However, it is crucial to demonstrate complete respect for party members. This may be achieved by actively encouraging and facilitating open debate and effective communication between party leaders and ordinary people within the organization. The ultimate aim should be to establish a favorable organizational atmosphere that fosters equal respect among all party members. In addition, it is imperative that we make concerted efforts to address the ideological perplexity among party members, alleviate psychological stress, offer diverse services, fulfill the sense of belonging for party members, and foster a nurturing organizational atmosphere.

4.4. Improving the Quality of Party Members and Cadres and Enhance the Execution Capabilities of Party Organizations

The key to enhancing organizational capability lies in the operational mechanism, which serves as the guarantee for system construction, while talents are the fundamental factor. We should revamp the operational structure of primary-level organizations, creating an institutional system based on the Party Constitution and democratic centralism as the central principle. This will facilitate the institutionalization, standardization, and proceduralization of primary-level party organization development.

First and foremost, it is crucial to improve the political acumen of party members and cadres. The fundamental attribute of party members and cadres is their political competence. Hence, it is imperative to enhance the intellectual and political education of party members and cadres, while consistently enhancing their political aptitude. In order to do this, it is necessary to meticulously choose educational material that will improve the relevance of education. In order to effectively carry out ideological and political education, it is crucial to align the expectations of higher authorities with the specific needs of the unit. This can be achieved by carefully analyzing the ideological tendencies and pressing concerns of party members through diverse approaches. Subsequently, the content of the education should be tailored accordingly to maximize its impact. Meanwhile, it is imperative to enhance the diversity of ideological and political education and increase its appeal. Interactive hyperlinks can be established in ideological and political education to direct party members and cadres towards actively partici-

pating in discussions and presentations, so increasing their passion and motivation for learning. An effective approach would be to employ a combination of both internal and external engagement. This would involve bringing renowned experts, scholars, and accomplished individuals to provide reports on current pressing matters and exemplary achievements. Additionally, organizing visits for party members and officials to advanced institutions and educational centers would further boost the attractiveness of educational initiatives. Simultaneously, it is crucial to focus on identifying and choosing exemplary instances of party members and cadres in their vicinity, enabling them to share their personal experiences, guiding the majority of party members and cadres to learn from these examples, and strengthening their understanding and acceptance of educational content. It is important to emphasize that enhancing the methods of ideological and political education should be focused on achieving educational objectives and avoiding excessive formalism and entertainment-oriented approaches caused by an excessive emphasis on diversifying the forms of educational activities.

Furthermore, it is imperative to enhance the overall competencies of party members and cadres. Enhancing the implementation capacities of grassroots party organizations relies heavily on continuously increasing the comprehensive competencies of party members and cadres. In order to accomplish this objective, it is necessary to enhance the structured training of party members and cadres, and enhance the overall professional talents of party members and cadres. Party members and cadres should be periodically chosen and dispatched to engage in educational and training programs offered by party schools or other institutions, as per the instructions of their superiors and the requirements of their respective units. Simultaneously, the unit structure can provide frequent training sessions for party members and cadres, tailored to their specific circumstances, in order to consistently enhance their professional skills. Another viable approach is to strategically modify the assignments of party members and officials in order to enhance their competence and effectiveness. Party members and cadres who play a crucial role in their units can be appointed to specific training positions. Additionally, they may be chosen to temporarily assume positions in lower-ranking or different units based on job demands, in order to gain experience and enhance their abilities.

Thirdly, it is imperative that we fully harness the exemplary influence of party members and cadres. One effective method is to enhance grassroots democracy inside the party and widen the avenues for party members and cadres to engage in intra-party matters. In order to comply with the “Regulations of the Communist Party of China on Open Party Affairs (For Trial Implementation)” issued by the Central Committee of the CPC, it is imperative that we adhere strictly to the prescribed content, scope, and procedures. This entails promptly sharing internal party affairs with party members and cadres, and actively welcoming their supervision. Simultaneously, it is crucial to enhance the accessibility for party members to engage in internal party matters and submit their viewpoints and

recommendations to higher-ranking party institutions. Party organizations must promptly respond to the ideas and proposals presented by party members in order to consistently increase the motivation of party members and officials to engage in internal party matters. Furthermore, we should establish a platform that enables party members and cadres to effectively fulfill their tasks and provides them with a suitable avenue to do so. Furthermore, it is important to build a system of incentives for party members to fulfill their responsibilities and cultivate a conducive environment for them to effectively carry out their duties. Regular evaluations and inspections should be conducted to assess the performance of party members. Those who demonstrate exceptional performance should be rewarded based on the evaluation results. Party members who have been inactive or have done poorly over an extended period of time must be addressed accordingly, and the outcomes of incentives and penalties should be implemented within a specific scope.

5. Conclusion

Socialism with Chinese characteristics has entered the New Era, and the CPC has maintained its political dominance for an extended period of time amidst a constantly evolving and intricate contemporary landscape. Society's organizational structure, individuals' activities and employment trends, the configuration of social interests, and people's beliefs and concepts are all experiencing significant transformations and diversity. We must fully comprehend that organizational capability is not merely a straightforward administrative directive, nor is it merely a basic material incentive. To enhance organizational capability, it is crucial to have a profound and precise understanding of current trends, make accurate assessments of the objective situation, and possess a comprehensive comprehension of the people. Profound understanding of requirements and determined pursuit of specified objectives. In order to get their voluntary support of the public and encourage them to follow the lead, it is essential to use innovative working techniques and effectively engage the public.

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Conflicts of Interest

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