



Requirements for Education and Training of State Owned Enterprises for High Quality Development of State Owned Enterprises

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Abstract. The purpose of this study is to analyze how education and training in state-owned enterprises can play a valuable role in the new development stage. This study analyzes the requirements for high-quality development of state-owned enterprises, indicates the development direction of education and training, and provides strategies to achieve high-quality development of education and training. The research results indicate that state-owned enterprises need to improve their core competitiveness and enhance their core functions. State-owned enterprises need to become the main force for high-quality development, the national team for technological self-reliance and self-improvement, and the vanguard of modern industrial systems, in order to build dynamic modern new state-owned enterprises. The education and training of cadres need to play a more important role in cultivating the party spirit of the cadre team, cultivating unique competitive advantages of talents, and cultivating the entrepreneurial spirit of leading cadres.

Keywords: Education and Training, State-owned Enterprises, High Quality Development, Leading Cadres

1 INTRODUCTION

China has clearly defined the central task of the Party in the next stage, proposing a series of important discussions related to the reform and development of state-owned enterprises, such as promoting high-quality development, technological self-reliance, green development, state-owned enterprise reform, state-owned enterprise party building, energy security, etc. At the same time, it is proposed to build a high-quality cadre team that can shoulder the heavy responsibility of the nation.

Cadre education and training is a pioneering, fundamental, and strategic project for building a high-quality cadre team. The education and training of cadres in state-owned enterprises needs to be based on the new era and face a new journey. We will deeply implement the principle of the Party managing cadres, comprehensively implement the Party's multifaceted requirements for the construction of the cadre team in the new era, and promote the high-quality and scientific development of the cadre education cause.

The purpose of this study is to analyze how education and training in state-owned enterprises can play a valuable role in the new development stage. This study deeply analyzes the requirements for future development of state-owned enterprises, clarifies the development direction of education and training, and provides strategies to achieve high-quality development of education and training.

2 REQUIREMENTS FOR HIGH-QUALITY DEVELOPMENT OF STATE-OWNED ENTERPRISES

The development and growth of state-owned enterprises play an important role in the development of China's economy. The Party of China has made special arrangements for deepening the reform of state-owned assets and enterprises. The new round of deepening and enhancing the reform of state-owned enterprises, guided by serving national strategies and focusing on improving competitiveness and enhancing functions, has begun[1].

Improving core competitiveness is the fundamental way for central enterprises to become world-class enterprises. We should focus on enhancing innovation and value creation capabilities, seize the four elements of technology, efficiency, talent, and brand, actively benchmark against world-class enterprises, and shape unique competitive advantages.

Enhancing core functions is an inevitable requirement for central enterprises to undertake new missions and tasks. Core functions should be reflected in enhancing the leading and strategic support role of the state-owned economy, better fulfilling functions such as strategic security, industrial leadership, national economy and people's livelihood, and achieving the organic unity of economic, political, and social attributes.

2.1 The main force of high-quality development

Enterprises not only need to focus on expanding their business scale, but also on improving the quality of their operations. There are many uncertain factors in the current domestic and foreign economic environment, making it difficult to accurately predict economic trends. It is difficult for the domestic economy to achieve rapid growth in the short term. In this environment, enterprises need to balance the expansion of business scale and the improvement of business efficiency. Enterprises need to proactively provide high-quality products and customer-oriented services to proactively create customer needs. State owned enterprises need to further increase effective investment to drive the development of various economic entities and help the national economy achieve stable, orderly, and better development.[2].

2.2 The national team of technological self-reliance and self-improvement

According to the needs of the country, the trends of industries, and the difficulties faced by the industrial and supply chains, technological innovation is placed in an important position as the "number one project". We need to make every effort to break through

the original and cutting-edge technologies that lead the development of the industry, fully overcome the bottleneck problem of key core technologies, and fully break through the constraints of insufficient investment, low efficiency, insufficient output, and poor conversion in scientific and technological innovation. We need to cultivate more outstanding high-tech talent teams, create more valuable "national treasures", and assist in the building of a science and technology country[3].

2.3 The vanguard of modern industrial system

Focus on the development of the real economy, adhere to the dual efforts of strategic emerging industries and traditional industries, and effectively improve the scale and quality of strategic emerging industries. We need to accelerate the construction of new pillars and tracks that lead future development, and focus on promoting the high-end, intelligent, and green development of traditional industries. We need to continuously cultivate more world-class advantageous industrial clusters and enhance our support and support capabilities in key areas such as national defense and military industry, food, energy resources, and backbone networks[4].

2.4 Modern New State Owned Enterprises

State owned enterprises need to adhere to the main direction of market-oriented economic reform under the strong leadership of the Party, and play an important role in the socialist economic environment. Enterprises need to further enhance their unique competitiveness and enhance their political, economic, and social functions. Enterprises need to adhere to classification reform and establish differentiated management systems based on the characteristics of their business operations. The country needs to strengthen supervision over enterprises, with a focus on capital management, and prevent the operational risks of entrusted agents. At the same time, state-owned enterprises need to always prioritize serving national strategies and provide the country with world-class enterprises and entrepreneurs.

3 NEW REQUIREMENTS FOR EDUCATION AND TRAINING OF STATE-OWNED ENTERPRISES

Leading cadres of state-owned enterprises are the backbone of the party in the economic field, and the ability and quality of leading cadres of state-owned enterprises directly affect the operational result of enterprises. Continuously improving the quality of cadre education and training is of great significance for building a high-quality cadre team, creating unique competitive advantages in talent elements for state-owned enterprises, and promoting the strengthening, optimization of state-owned enterprises[5].

3.1 Cadre team

The new era and new journey have put forward higher requirements for the cadre team of state-owned enterprises. The leading cadres of state-owned enterprises need to further strengthen their political loyalty, strengthen their ideals and beliefs, master their skills, carry forward the spirit of struggle, and make new contributions to the construction of Chinese path to modernization[6]. The education and training of cadres in state-owned enterprises will play a more important role in promoting the development of the cadre team through learning, enhancing their intelligence through learning, improving their conduct through learning, and promoting their development through learning. It will make new contributions to the cultivation of executors, activists, and practitioners of the socialist ideology with Chinese characteristics in the new era[7].

3.2 Unique competitive advantages of talents

Improving core competitiveness and enhancing core functions are the focus of the new round of deepening and enhancing the reform of state-owned enterprises. Improving core competitiveness means focusing on enhancing innovation and value creation capabilities, seizing the four elements of technology, efficiency, talent, and brand, actively benchmarking against world-class enterprises, and shaping unique competitive advantages. Among the four elements of technology, efficiency, talent, and brand, talent is the primary resource[8]. The objects of education and training in state-owned enterprises include management talents, grassroots backbone, Communist Youth League talents, young talents, etc., gathering the highest comprehensive quality and ability level of talent groups in state-owned enterprises. The quality and effectiveness of training will directly affect the future development potential and core competitiveness of these enterprises[9]. Therefore, the education and training work of state-owned enterprises will be more and more important in creating unique competitive advantages in talent elements, enhancing the innovation and value creation capabilities of enterprises.

3.3 Entrepreneurship

The reform of state-owned enterprises has always focused on how to improve modern corporate governance, establish market-oriented management mechanisms, and achieve non administrative management of state-owned enterprises. The action of deepening and enhancing the reform of state-owned enterprises will further standardize and improve the authorization mechanism of the group to the board of directors of subsidiary enterprises, and standardize the implementation of the authorization system from the board of directors to the management level. State owned enterprises need to establish a new management system and clarify the operational responsibilities of the enterprise leaders. Classification management is required for different types of enterprises. At the same time, the government needs to strengthen the authorization management and supervision of state-owned assets, establish market-oriented performance evalua-

tion and salary incentives, and avoid operational risks[10]. Through a series of institutional arrangements, we will promote state-owned enterprises to operate truly in accordance with market principles.

The cadre team is the specific executor of the institutional mechanism, and the quality and ability of the cadre team directly determine the effectiveness of the implementation of the institutional mechanism. The State-owned enterprises' training center needs to adapt to the requirements of reform, strengthen the cultivation of entrepreneurial spirit in the cadre team, comprehensively enhance the political ability, strategic thinking ability, professional ability, and practical ability of the cadre team, and help the company's reform actions achieve practical results. Cadre education and training should play an outstanding role in promoting the improvement of modern corporate governance and market-oriented operation mechanisms in state-owned enterprises with Chinese characteristics.

4 CONCLUSIONS

This study analyzes the new requirements for state-owned enterprises in the future. Further analysis was conducted on the development direction of education and training in state-owned enterprises to meet these new requirements. The research results indicate that state-owned enterprises need to improve their core competitiveness and enhance their core functions. Therefore, state-owned enterprises need to become the main affect for future development, the national team for technological self-reliance and self-improvement, and the vanguard of new industrial systems, in order to build dynamic modern new state-owned enterprises. The education and training of cadres in enterprises need to be more important in cultivating the party spirit of the cadre team, cultivating unique competitive advantages of talents, and cultivating the entrepreneurial spirit of leading cadres.

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