A model of Harmonious Management in Enterprise

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Abstract This article analyze the essential factors of harmonious management, construct model of harmonious management from three aspects: enterprise and staffs, the government, propose countermeasure and suggestions of harmonious management from enterprise's development view, the competition view, the function as well as harmony in enterprise.

Key words Management, harmonious factors, Model of Management

Introduction

The Chinese management theory should come from experience on management and realistic theory. Professor Xi YouMin of Xi'an transportation University proposed harmonious management theory that based on the system theory frame.

With the tendency of rationalization and integration as well as scarce resources, the close cooperation between individuals and organization's is becoming more and more important. The relations between enterprise, government, and staffs as well as competitor's cannot be considered as control, order, and competition. Therefore every community and organization has to integrate each other, forming a cooperative system. In this article, we will constructs the model of the harmonious management, propose the countermeasures based on the harmonious management theory.

1 the essential factors of harmonious management

Harmonious management in enterprise is one new kind of management pattern that is in initial exploration. The enterprise foundation of harmonious management is essential factors of harmonious management that include Human, enterprise, society, nature, and other essential factors. Dealing with the relations of these factors correctly is essential condition of harmonious management [1].

1.1 The harmonious interpersonal relationship in enterprise

The staffs of enterprise connect widespread and closely. They changed under the influence of others, and cause other person's change too. Interpersonal relationship including two levels: One is relation between staffs; two is relations between the upper and lower layer. Dealing with the two relations well will improve the form the harmonious interpersonal relationship.

The harmonious interpersonal relationship may guarantee effective communication between members, attains the benign interaction, eliminates the internal friction effectively, and enhances the cohesive force.

1.2 The harmony between the staff and enterprise

The managers always try to keep staff's goal consistent with enterprises’ in management. The human could gain the pleasure and effectiveness from helping others, in the same way; the human also could gain the pleasure by achieving the business goal. Therefore, there is harmonious foundation between the staff individual development and the development of enterprise.

1.3 The harmony between enterprise and society

The harmony between enterprise and society refers to the microenvironment harmony including enterprise, the government law, the consensus, non-government movement, economical situation, social culture atmosphere and so on. The enterprise is the large-scale system that affects with the social microenvironment mutually. To grow strong, the enterprise must coordinate oneself with the society synchronize and adjust as the change of environment.

First the enterprise has to maintain harmonious with government. It should keep its goal coordinated with the macroscopic goal, such as environmental protection, technology, macro-plan and so on.

Next, setting up good image and reputation is also important. The enterprise could get admiration of society by participating public welfare activity positively, integrating the enterprise culture with local
custom and traditional culture. So the enterprise could expand harmoniously with the social environment.

1.4 The harmony between the enterprise and nature

The harmony between the enterprise and nature is eternal aim of enterprise, which can improve economic benefit and ecology benefit simultaneously.

The enterprise should develop green products that are advantageous to the resources regeneration and the recycling use. The enterprise could realize the product optimization and the overall green environmental protection ultimately by paying attention to every segment of production, expense, and maintenance, recycling.

2 Constructs model of harmonious management in enterprise

In essential factors of harmonious management, human being, the competitor, and government are essential. So we construct the model of harmonious management based on enterprise and the three factors.

2.1 The model of harmony between enterprise and staff

The enterprise should create good conditions for staffs’ life and working, inspiring initiative and enthusiasm of work. When the total goal of enterprise is considered, staff’s individual goal should not be neglect.

The mechanism of harmonious management model is carry out by self-control teams, which cooperate each other in enterprise. The self-control teams enhance members’ enthusiasm, providing high quality product and the fine service, by implementing the flexible management. The enterprise help staffs realize own value and arouses each member's enthusiasm by supporting on work and life, building harmonious atmosphere between enterprise and staffs.

2.2 The model of harmony between enterprise and government

As harmonious management theory, the government should cooperate with the enterprise harmoniously, providing support such as consultation on technology and decision-making. On the other hand, the government has to strengthen the control of macroeconomic, keeping regular order of
social security system and so on.

The enterprise should make good use of the government’s support, such as preferential policies, promoting development deeply. On the other hand, The enterprise could provide the advanced management theory to the government, establishing the platform based on internet with government.

The mechanism of the model between enterprise and the government refers to the government regulate macroeconomic with economical and legal methods, achieving the goal of macroscopic economic. The market will guide enterprise's management through the law of supply and demand, achieving optimized disposition of resources. Enterprise's behavior also affects the market condition. The government will adjust macroscopic policy according the change of market, encouraging the development of enterprise.

![Diagram of the model of harmony between enterprise and government](image)

**Figure 2 The model of harmony between enterprise and government**

Facing the fierce competition in economy, the enterprise and the government are more and more depend on each other, which have been Inter-ordinate, interdependent and inseparable during development.

**2.3 The mole of harmony between enterprise and the competitors**

In competition, the new concept of “the harmonious coexistence” have to be set up. Cooperate with competitors may achieve “double wins”, promoting strength of each other.

The harmonious competition means cooperate each other when expanding new market for bilateral benefit, increasing advantages mutually. But there are also competition between enterprises when share the benefit. So the aim of harmonious competition is satisfying diversify and personal demands of customers. There will be no absolute competition and absolute cooperation in the future. The concept of harmonious competition transcends the traditional concept of “Zero-win”, setting up a new pattern for enterprise.

![Diagram of Enterprise and Co-opetition](image)

3 The measures of implementing the harmonious management

3.1 Sets up scientific view of development

The enterprise needs to pay attention to the items followed for setting up scientific view of development

3.1.1 Marching with the Times, innovating boldly.

The managements should deal with basic contradictions between enterprise and market, enterprise and staff's, strengthening core competitive ability of the enterprise.

3.1.2 sets up harmonious idea of benefit.

Constructing new mechanism of sharing benefit in enterprise, pursue the maximized benefit of society. With individual accumulated wealth are more, he undertakes the social responsibility also should be bigger. Therefore the idea of repayment to society should be advocate, promoting “sharing” benefit.

3.1.3 Creates harmonious environment between enterprise and staffs.

Harmonious atmosphere of love, equality, loyalty, honest will strengthen centripetal force and the cohesive force in enterprise, inspiring enthusiasm and creativity fully. The staffs will be confident and live together harmoniously.

3.2 Advocate view of harmonious competition

For surviving in fierce competition, the enterprise has to balance relations between enterprise and ecological environment, creating a harmonious environment of interior and exterior.

3.2.1 Sets up “double wins” with competitors

The resources conformity of different enterprise's and power-and-power union, enhancing the bilateral competitive advantage is good for social profit. So cooperation in technology, marketing, logistics with competitors could achieve double wins result.

3.2.2 Enhance own competitive ability

The actual strength of enterprise is the basic elements for wining in competition, Otherwise the enterprise will be weed out. So the enterprise should pay more attention to development than setting obstacles for competitors, forming special core competitive ability.

3.3 Create good atmosphere of communication

The harmonious management means smooth communication between the superintendent and the staff. When internal information of enterprise is objective, comprehensive, accurate and prompt, the manager will make decision quickly and accurately. In enterprise, the channel of communication should be opened widely, avoiding suspects and misunderstanding.

3.4 Pursue harmonious internal and external environment

With the development of information technology, the relationship between human beings has been close day by day. How to build a harmonious environment was already an issue of entire world. Therefore, harmony management of enterprise is not merely interior harmony, but is embodied in competitive process and social activity.

3.4.1 Sets up interior harmony in human resource management

The internal harmony is the foundation for survival of enterprise. Only a enterprise with stable internal environment can be winner in market competition.

The superintendent should pay attention to the self-development of the staff; guides the staff develop themselves, achieves the entire growth for both enterprise and the staffs.

3.4.2 Constructs the harmony based on functional development

The enterprise is an organism, so the managers cannot separate the functions in process of harmonious management. Only different organizations, different segments and different departments of enterprise work coordinately, harmonious management could achieve.

4 Conclusions

With the globalization and Chinese entry WTO, competition has been a concept of the world. The theory of harmonious management advocates the paragenesis of human beings, guiding the value
orientation from pure economic interest to social interest. So the theory of harmonious management will not only promote the development of enterprise, but also promote the development of human beings.

Reference