

Analysis on the Practical Path of the Integration of Confucian Humanistic Thought and Modern Enterprise Management

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Abstract: *At present, with economic globalization, the traditional management mode, which is purely management-oriented and ignores relevant strategies, is no longer effective in meeting the development needs of modern enterprises. However, it is necessary to coordinate management and service and find a suitable enterprise management mode. By analyzing the integration of Confucian humanistic thought and modern enterprise management, this paper aims to put forward a practical path to promote the effective application of Confucian humanistic thought to enterprise management. This paper introduces the core ideas and values of Confucian humanistic thought, analyzes the problems and challenges existing in modern enterprise management, probes into the ways of integrating Confucian humanistic thought with modern enterprise management, and puts forward some corresponding suggestions.*

Keywords: Confucian humanistic thought, enterprise management, integration, practical path

1. Introduction

In the new era, with the aggravation of market competition, Chinese enterprises are facing a more complicated situation, and the requirements for enterprise managers become higher. To a certain extent, the traditional management mode that ignoring management methods can no longer meet the needs of modern enterprises. Therefore, it is very important for modern enterprises to find management methods that meet the requirements of enterprise development in the new era. As one of the important parts of China traditional culture, Confucian humanistic thought contains extremely rich management wisdom. Therefore, modern enterprises urgently need to seek management concepts and methods that meet the requirements of enterprises in the new era. This paper aims to explore the integration of Confucian humanistic thought and modern enterprise management, and puts forward a practical path to promote the application of Confucianism in enterprise management.

2. Core Ideas and Values of Confucian Humanistic Thought

Confucian humanistic thought is the core idea of Confucian school, which emphasizes human dignity, value, and freedom. Its core values include benevolence, righteousness, propriety, wisdom, and trustworthiness. Benevolence means love and kindness, and advocates caring for others. Righteousness refers to moral standards and sense of responsibility, which requires people to follow the principles of justice and fairness. Propriety is a code of conduct, which requires people to abide by social norms and moral norms. Wisdom refers to knowledge, which

advocates people to pay attention to learning and thinking. Trustworthiness means honesty and faith, which requires people to keep their promises and trust others.

Then, in detail, Confucian humanistic thought pays attention to human dignity, value and freedom, that is, it regards human intrinsic value as supreme and emphasizes that every individual should be respected and valued. People are regarded as the core of society, and their dignity is inviolable. This means that everyone has the right to pursue their own happiness and development without oppression from the outside world. Confucian humanistic thought emphasizes individual freedom, and holds that people should freely develop and express their own talents without being bound or restricted by others. In addition, Confucian humanistic thought also emphasizes the intrinsic value of human beings, that is, everyone has unique value, regardless of their social status or identity. On the other hand, everyone should have the ability to create value for the enterprise. This thought encourages people to respect and care for each other, and to establish a harmonious interpersonal relationship and social order. In such a value system, an individual's value depends not only on his social status, but more importantly on his contribution to society, enterprises and others, as well as his moral character and moral cultivation.

Generally speaking, Confucian humanistic thought regards human dignity, value and freedom as an inseparable whole, emphasizing the intrinsic value of individuals and the harmonious development of society. This ideological system provides an important theoretical basis for establishing a humanitarian social order and cultural environment, and is of great significance for guiding individuals to pursue truth, goodness and beauty, realizing personal self-worth and promoting social progress.

3. Problems and Challenges in Modern Enterprise Management

Although enterprises have made remarkable progress in enterprise management, enterprise management faces some problems and challenges. In the discipline of organizational behavior, which studies the individual and collective behavior within an organization, it is mentioned that it is of great importance to pay attention to the behavior, motivation, and cooperation of employees in enterprises. Relevant studies help to understand the internal operation of modern enterprises and provide theoretical support to guide enterprise management innovation. In the innovation of enterprise management, organizational behavior provides theoretical guidance on internal organizational structure, employee motivation, communication and decision-making, which helps enterprises optimize organizational structure and improve employees' work efficiency and satisfaction (Xiangzhao, 2024). At the same time, in enterprise management innovation, the role of organizational behavior is diverse. First, it provides an in-depth understanding of the internal organizational structure of enterprises, helps enterprises optimize their layout and design, and makes them more adaptable to the rapidly changing market environment. The second is that researchers of organizational behavior deeply explore the effectiveness of employee incentive mechanism, so as to provide enterprises with ways to improve employees' work motivation and satisfaction. Furthermore, the discipline of organizational behavior also pays attention to communication, decision-making and leadership, which provides practical guidance for enterprise management to improve organizational efficiency and strategic goals. Today, with the rapid development of market economy, modern enterprise management is facing many challenges and problems. These challenges are from the market competition, the rapid advancement of technological innovation, the global supply chain, and diversified employee groups.

(1) The intensification of competition in the global market requires modern enterprise managers to have innovation capability, so that they can foresee and respond to changing market demand as soon as possible in the fierce competition. With the rapid development of science and technology, especially the great progress in artificial intelligence, modern enterprise management is affected by automation and intelligence. Enterprises need to re-evaluate the skills of employees, and provide learning and job-transfer training for employees to improve their quality to adapt to the new working environment. Enterprises need to find an effective cooperation mode between people and AI to give full play to human creativity, and at the same time improve production efficiency and the accuracy of decision-making by using AI technology. Therefore, managers need to be able to integrate talents and technical resources, and promote organizational innovation and development, so as to ensure that enterprises maintain a leading position in the competition and achieve long-term success.

(2) The complexity of global supply chain has brought new challenges to the talent management of enterprises. With the development of science and technology, these challenges may bring more adverse effects. First, enterprises need to cooperate efficiently with suppliers and distributors all over the world, and at the same time manage multinational teams and multicultural working environments, which requires managers to have the ability of cross-cultural communication and coordination to ensure the stable operation of the supply chain and the quality of products. Second, the global supply chain needs to cross different countries and cultures, so managers need to have the ability of cross-cultural communication and coordination, and at the same time establish an international team and cultural integration mechanism, which requires enterprises to continuously train and develop supply chain management talents to meet new challenges.

(3) Modern enterprise management is also facing the problems of diversified employee groups and talent management. Due to globalization, enterprises not only need to adapt to the cultural differences of different countries and regions, but also manage employees of different ages, genders, races, and backgrounds. It is an important task for managers to effectively manage many teams, establish an inclusive corporate culture and stimulate employees' motivation.

(4) Modern enterprise management needs to pay attention to humanistic care. First, the fierce competition among enterprises is likely to cause enterprise management to emphasize efficiency and benefit maximization too much, ignoring the individual and emotional needs of employees. Second, the management mode is single. Most enterprises adopt modern western management mode, ignoring the value of China traditional culture. Third, ethics and social responsibility are also important issues in modern enterprise management. Enterprises pay more attention to their own interests and may not pay enough attention to environmental protection and employee welfare. Finally, the ability and quality of leaders are uneven. Some business leaders lack moral cultivation and humanistic quality advocated by Confucianism, and do not do enough to balance economic interests and social responsibilities, which leads to the management level to be improved in order to gain long-term competitive advantage.

4. The Path of the Integration of Confucian Humanistic Thought and Modern Enterprise Management

In order to solve the problems existing in modern enterprise management, enterprises need to continuously develop supply chain management talents, and the humanistic care needs of employees should be considered in the process of enterprise management. We can achieve this by integrating Confucian humanistic thought with modern enterprise management.

First, pay attention to the development of employees and pay attention to humanistic care. Many enterprises began to try to integrate the concept of strategic human resource management into actual operation, and improve the performance and competitiveness of enterprises through scientific and reasonable allocation of human resources (Bei, 2022). Enterprises should attach great importance to the quality improvement and career development of employees, help employees to continuously improve their professional skills to meet their, adapt to the ever-changing market demand and technological progress, and improve the competitiveness and innovation ability of enterprises. It is also very important to pay attention to humanistic care. Employees need to feel the respect of enterprises, which can enhance their sense of belonging and team cohesion. At the same time, it is necessary to establish a good communication mechanism to make employees feel understood, which can not only improve their satisfaction, but also stimulate their innovation. At the same time, enterprises can encourage employees' career development through incentive mechanism and promotion channels. Enterprises can make personal development plans for employees, guide employees to be brave in work innovation, and provide opportunities and space for promotion, so that employees can achieve self-improvement, thus better enhancing their loyalty and investment in the enterprise.

Second, build a selection and appointment mechanism based on both ability and personal integrity. Enterprises should pay attention to the moral cultivation and professional accomplishment of managers, and select excellent management talents through scientific mechanism. Moreover, it is necessary to clarify the evaluation indicators and standards to ensure that the selection process is objective and fair. At the same time, it is also necessary to pay attention to using various methods and tools to evaluate related personnel to understand the potential and specialties of candidates more comprehensively. In the process of selection, it is particularly critical to attach great importance to the fit of candidates' morality, so as to ensure that the selected talents can make contributions to the organization.

Third, further enhance corporate social responsibility. Confucian humanistic thought emphasizes human dignity and value, and advocates interpersonal relationship with benevolence as the core. The social responsibility of modern enterprises refers to the obligations and responsibilities that enterprises undertake to society. The integration of the two can be carried out in the following aspects. First, the Confucian humanistic thought advocates paying attention to the life and welfare of employees, and believes that enterprises should provide employees with good working environment, wages and training opportunities. Modern corporate social responsibility also emphasizes the rights and benefits of employees, including providing reasonable working conditions, welfares and career development opportunities for employees. The second is to advocate fairness and justice in enterprises. Confucian humanistic thought emphasizes the importance of justice. Enterprises should abide by laws and regulations, treat employees and customers fairly, and promote fair competition and social justice. The third is to reduce the impact on the environment. Confucian humanistic thought advocates the harmonious coexistence between man and nature, and emphasizes the protection of the environment and ecosystem. In the process of development, enterprises should also emphasize reducing the negative impact on the environment, promoting sustainable development and actively adopting environmental protection measures. Fourth, enterprises should pay attention to social welfare. Consistent with the Confucian humanistic thought that it is necessary to pay attention to social welfare, enterprises should actively participate in public welfare undertakings, make contributions to society, and improve their image and reputation. For example, enterprises can organize environmental protection activities and make donations. Through these activities, enterprises can contribute to society and enhance their sense of social responsibility (Yuxuan, 2024).

Fourth, promote the construction of corporate culture. Excellent corporate culture can not only help enterprises to establish a good social image, but also effectively enhance the influence of enterprises and promote the continuous optimization and innovation of enterprise management [4]. Excellent corporate culture can play the role of correct guidance, encouragement and common progress, as well as regulation and restraint. This is related to Confucian humanistic thought, which pays attention to human dignity, value and freedom, promotes exchanges and communication within enterprises, establishes open communication channels, and encourages people to share their ideas and opinions. It can promote the development of enterprises and help employees to realize their values.

Fifth, establish a more flexible employment mode for enterprises. With the post-60s gradually quitting their jobs, the post-00s step into the workplace. They pay more attention to freedom and the realization of personal values. In addition, human resource management is also facing challenges. In the face of diversified employee groups and talent management problems, the Confucian humanistic thought of paying attention to human dignity has its value in modern enterprise management. Enterprises need to adopt a series of strategies to manage employees with different personal styles. The first is to pay attention to cultural inclusiveness. Enterprises need to establish a culturally inclusive environment and respect employees with different cultural backgrounds. This means promoting mutual understanding and respect between cultures. The second is to try to adopt flexible working arrangements in the face of different jobs. Taking into account the working habits of employees, providing flexible working arrangements, such as flexible working hours, is helpful to attract talents. The third is to build a credible leadership team to better understand the different needs and interests of employees. These strategies are helpful for enterprises to better cope with the problems of diversified employee groups and talent management, and improve employee satisfaction, teamwork and enterprise performance.

5. Practical Path of Integrating Confucian Humanistic Thought into Modern Enterprise Management

In order to promote the application of Confucian humanistic thought in modern enterprise management, we can practice it from several aspects.

First, strengthen the publicity of Confucian humanistic thought. Through lectures, seminars and other activities, the core ideas and values of Confucianism can be conveyed to the business community. Enterprises can constantly improve the professional quality and comprehensive quality of employees through regular knowledge lectures and classroom training. In addition, managers can carry out further education and exchange activities with other units, realize resource integration and information sharing, and actively introduce advanced business management concepts, thus promoting the continuous innovation of business management modes. At the same time, enterprises can establish a standardized talent development mechanism, strengthen the management of innovative talents through fair competition schemes, and promote the management concept of distribution according to work through a perfect performance assessment system, thus further improving the enthusiasm of employees (Jianjia, 2024).

Second, cultivate professional talents of Confucian humanistic thought. Confucian humanistic thought is an important part of Chinese traditional management thought, which greatly affects the modern corporate culture in China. Therefore, in order to develop more professionals, special courses or modules can be designed according to the actual situation to teach Confucian

humanistic thought. More research institutions can be built to further promote the in-depth study of Confucian culture and develop professional talents. In addition, international academic exchanges and cooperation should be promoted, introducing excellent foreign Confucian research results. By giving lectures, holding seminars, etc., the Confucian humanistic thought will be integrated into the enterprise management. Confucian humanistic thought can also be integrated with other disciplines, such as education, management, psychology, etc. to train professionals with multidisciplinary background.

Third, establish a research platform combining Confucian humanistic thought with modern enterprise management. The development of modern enterprises can not be separated from people-oriented concepts. Only by paying attention to the relationship between man and nature can enterprises achieve rapid development. Enterprises can cooperate with colleges and universities, apply the research results of experts and professors specializing in Confucian humanistic thought to enterprise management, so as to promote the deep integration of Confucianism and enterprise management.

Finally, run a practical project of Confucian humanistic thought and modern enterprise management. It is a very valuable measure to run relevant practical projects to intergrade Confucian humanistic thought and modern enterprise management. We can start with corporate culture construction, leadership development, teamwork and other aspects, introduce the ideas of Confucian humanistic thought, and form feasible management modes. Then, in the process of project implementation, regular evaluation and feedback can be made through questionnaires, interviews and other means. It is also important to learn the opinions and suggestions of managers, employees, etc., understand the influence of Confucian humanistic thought on enterprise management in time, and adjust the practice plan in time. At the same time, relevant materials and conclusions will be shared through academic papers, conferences, reports and other channels, so as to benefit more enterprises, managers and researchers.

6. Conclusion

By analyzing the core ideas and values of Confucian humanistic thought and the problems existing in modern enterprise management, this paper puts forward some ideas and ways to integrate Confucian humanistic thought with modern enterprise management, and puts forward some practical suggestions. Confucian humanistic thought emphasizes human dignity and value, which can provide new ideas and methods for modern enterprise management. By integrating Confucian humanistic thought into modern enterprise management, we can effectively solve the problems existing in modern enterprise management and obtain good social benefits.

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