

## A Study on the Political Discipline and Organizational Discipline Construction of Chinese Universities

SHEN Zhongming<sup>[a],\*</sup>

<sup>[a]</sup>Associate Professor, Commerce Department, Rongchang Campus of Southwest University, Chongqing, China.

\*Corresponding author.

**Supported by** Cultivation of Business Management Disciplines of Southwestern University Rongchang Campus (RCQG207001).

Received 6 October 2014; accepted 14 December 2014  
Published online 26 January 2015

### Abstract

A minority of Chinese universities show a slacking leading cadres and staff in the political discipline and organizational discipline building. It then spreads to the associated people through the flow of students, which has seriously damaged the image of Chinese universities and political discipline and organizational discipline construction. Strengthening Chinese universities' construction of political discipline and organizational discipline seems to become especially important. This article analyzes the scientific connotation of political discipline and organizational discipline of Chinese universities, clarifies the existing systematic protection and effectiveness of Chinese universities' political discipline and organizational discipline building, clarifies the major problems and reasons such as improper recognition of political discipline and organizational discipline construction and poor supervision, etc., and advocates measures to better implement and carry out Chinese universities' political discipline and organizational discipline construction, such as that Chinese universities should promote employees' awareness of political discipline and organizational discipline construction based on the Party Constitution; Chinese universities should make scientific and feasible plans to strengthen political discipline and organizational discipline construction based on their realities; Chinese universities should strengthen supervision and inspection to put political discipline and organizational discipline construction into practice.

**Key words:** Political discipline; Organizational discipline; Construction; Chinese universities

Shen, Z. M. (2015). A Study on the Political Discipline and Organizational Discipline Construction of Chinese Universities. *Higher Education of Social Science*, 8(1), 19-23. Available from: URL: <http://www.cscanada.net/index.php/hess/article/view/6431> DOI: <http://dx.doi.org/10.3968/6431>

### INTRODUCTION

Chinese universities have relatively fixed teaching, research and auxiliary staff and students at all levels who flow in an average of four years' cycle. The mutual influences and expansions between the relatively fixed staff and students cannot be found in other organizations, while with the rapid development of today's economy and society, Chinese universities under globalization have to face the influence and impact from diverse cultural trends, so their political discipline and organizational discipline construction has been widely and profoundly affected.

Some facts have shown that the slack in a small number of leading cadres and staff of Chinese universities in political discipline and organizational discipline building has resulted in relatively bad influence. It then spread to the associated people through the flow of students, which has seriously affected the image of Chinese universities and the seriousness of political discipline and organizational discipline construction. As on the third plenary session of Central Discipline Inspection Commission, the general secretary Xi Jinping has systematically discussed and emphasized the topic of strengthening the organizational discipline of the Party. Chinese universities' strengthening political discipline and organizational discipline construction has become an important issue in today's era, so as to be in accordance with *Chinese Communist Party Ordinary College Basic-Level Organization Working Regulations* to make the Party building at all levels of Chinese colleges and universities more standardized and institutionalized, so that Chinese colleges and universities' political discipline

and organizational discipline construction will be further improved.

## **1. AN ANALYSIS ON THE SCIENTIFIC CONNOTATION OF CHINESE UNIVERSITIES' POLITICAL DISCIPLINE AND ORGANIZATIONAL DISCIPLINE**

### **1.1 The Scientific Connotation and Speciality of Chinese Universities' Political Discipline**

The discipline of Chinese Communist Party is the conduct code which party organizations at all levels and all Party members must abide by, and is the guarantee to maintain Party unity and to ensure the Party's task to be completed. The Party's political discipline is the conduct code that the Party organizations of all levels and all Party members must comply with in political speeches and political activities, and is the operative norm to regulate Party organizations and Party members' political discourse, political action, and political positions, and to maintain the Party's political principle, political direction and political route. The fundamental connotation of the Party's political discipline is to require the Party organizations and Party members to be consistent with the Central Committee and the Party's political discipline, and to exemplarily execute it. This is also an important sign to evaluate how each Party organization and each Party member to enforce the political discipline.

The political discipline of Chinese universities has its speciality compared with that of other organizations, shown the political discipline for relatively fixed staff and students in a periodical flow, and the two may affect each other and expand. Therefore, there should be a strict political discipline for Chinese university fixed staff, and should also be a strict political discipline for student party members at all levels who is in a periodical flow.

### **1.2 The Scientific Connotation and Speciality of Chinese Universities' Organizational Discipline**

The essence of the organizational discipline of Chinese Communist Party is democratic centralism, which includes the "four obey" principle and the report system, etc.. Chinese universities are centers for a variety of talents and cultural thoughts to densely collide, therefore we should especially pay close attention to and insist that the Party exercises self-discipline and is strict with its members, so as to deepen organizational discipline, maintain Party unity, and promote the Party's cause for a further development. The organizational discipline for Chinese university Party members refers to the attitude and behavior which the Party members consciously uphold to implement the Party's organizational principles, resolutions, systems and other regulations.

Chinese universities not only have fixed Party member staff, but also have periodically flowed Party member students, which show the speciality of its organizational discipline. Student Party members are also facing the impact of various non-proletarian ideologies. Student Party members should continuously improve the consciousness to comply with the Party discipline, strengthen the Party discipline, resolutely overcome and correct a variety of behaviors which will violate the Party discipline, and further enhance the ability to resist corruption and risks.

### **1.3 Integration of Political Discipline and Organizational Discipline of Chinese Colleges and Universities**

Consistency of political discipline and organizational discipline of Chinese colleges and universities. Party organizations at all levels of Chinese colleges and universities should strengthen political discipline and organizational discipline educations to their relatively fixed employees and student Party members. The two are mutually unified, so organizations at all levels, Party members, and cadres can be strict with themselves in higher education and related activities, and make more contributions for building a well-off society in an all-round way and a socialism with Chinese characteristics; Blend of political discipline and organizational discipline of Chinese colleges and universities. By strengthening political discipline educational activities, the Party organizations at all levels and Party members in Chinese colleges and universities can achieve the blend of political discipline and organizational discipline; Integration of political discipline and organizational discipline of Chinese colleges and universities. We should strengthen Chinese colleges and universities' staff and student Party members' political view education, keep their advanced nature as Party members, and achieve the purpose of "like life-giving spring breeze and rain, teaching benefits teachers as well as students", realize the integration of political discipline and organizational discipline of Chinese colleges and universities so as to prepare qualified successors for Chinese Communist Party.

## **2. THE ANALYSIS ON THE STRENGTHENED CONSTRUCTION OF POLITICAL DISCIPLINE AND ORGANIZATIONAL DISCIPLINE OF CHINESE COLLEGES AND UNIVERSITIES**

### **2.1 The Overall Situation of Strengthened Construction of Political Discipline and Organizational Discipline of Chinese Colleges and Universities Is Good**

The strengthened construction of political discipline and organizational discipline of Chinese colleges and

universities has been institutionally guaranteed. Chinese colleges and universities have established and improved relevant systems to promote the educational management of the staff, students, and student Party members to be institutionalized, standardized and scientific. Party organizations of Chinese colleges and universities have strengthened the awareness of the importance of Party building. Many Chinese universities have improved and implemented the system of joint conference between the Party and the government, the system of organizational activities and other regulations and systems, so that the organizational activities of the staff and the student Party branches have been institutionally guaranteed. The continuing education mechanism for Chinese college and university staff and student Party members has been established and improved, and a variety of forms have been taken to strengthen the idea and believe education for university staff and student Party members. At the same time, the effectiveness of Chinese university political discipline and organizational discipline construction is significant. Chinese university leading cadre rotation system has been established and implemented. Compared to the size and number of Chinese universities and students, the problems in the aspect of political discipline construction are much less than the achievements.

## **2.2 Major Problems in the Process That Chinese Universities Strengthen Political Discipline and Organizational Discipline Construction**

Despite of the significant achievement of Chinese universities' political discipline and organizational discipline construction, there is also typical case of Chinese universities' violation of political discipline and organizational discipline. In recent years, especially with the further development of the market economy, a number of Chinese university Party members, staff, or even leading cadres, basic level units slacked off their political discipline and organizational discipline, resulting in a few typical cases which were detrimental to the political and organizational image of Chinese universities, such as: it is well known that some teachers took advantage of the universities' scientific research fund supervision loopholes to appropriate service fees in the name of students. Also as: Song Maoqiang, executive dean of Software College of Beijing University of Posts and Telecommunications, embezzled a scientific research fund of 680,000 yuan. From September 2010 to June 2011 when he served as the leader of the sub project "network operating system for new network application mode" of BUPT, he made up the name list of five relatives and signed false labor contract to appropriate the national major project special central fund of 680,000 yuan. In addition, there are also some improper performances in Chinese universities' political discipline and organizational discipline construction. Although in recent years, Chinese universities have continued to strengthen political

discipline and organizational discipline construction, the political discipline and organizational discipline education and management to Chinese university staff and student Party member in the implementation still need to improve. The recognition of the educational management of Chinese university staff and student Party members is insufficient. Educational management to Party members lacks continuity. The education before joining the Party and after joined the Party is not consistent. The exemplary vanguard role of Party members is no longer a pursuit standard, and even some violations of laws and rules took place occasionally, which greatly damaged the image of the Party in the people.

## **2.3 The Reasons for the Problems in the Process That Chinese Universities Strengthen Political Discipline and Organizational Discipline Construction**

Chinese universities have not been a proper recognition of strengthening political discipline and organizational discipline construction. The guideline and principle set for the Party member education should be improved. Some Party branches took backward measures and simple methods for Party member ideological education. Under the new situation of modern network teaching, Party member ideological education basically still remains at the level of "Listen to the report and read the file". The educational content is divorced from Party members' thoughts and practical work. Forms and methods are dull, which are lack of pertinence and effectiveness. In addition, Chinese universities do not have a strong supervision for strengthening political discipline and organizational discipline construction. The expanded scale of Chinese Universities has brought a sharp increase in the number of staff Party members and student Party members. Under the impact of multiple forces, the supervision on Chinese universities' political discipline and organizational discipline construction seems to be unregulated in some cases.

# **3. CHINESE UNIVERSITIES' MEASURES TO STRENGTHEN POLITICAL DISCIPLINE AND ORGANIZATIONAL DISCIPLINE CONSTRUCTION**

## **3.1 Chinese Universities Should Improve Employees' Awareness of Political Discipline and Organizational Discipline Construction Based on the Party Constitution**

Firstly, to rely on the *Party Constitution* to enhance all Party members and cadres' the awareness of political discipline and organizational discipline. To thoroughly implement and study Chinese Communist Party's *Party Constitution* so as to enhance all Party members

and cadres' the awareness of political discipline and organizational discipline. To give full play to the main channel role of Chinese universities' Party organizations at all levels, Party school, and ideological and political theory courses. Party organizations at all levels should effectively observe the time, content and form of political theory learning arranged by Chinese universities, take the *Party Constitution*, related documents and meeting spirit as the main line, deepen the awareness of the department staff, especially Party member staff for political discipline and organizational discipline construction, play a good leading role in standardizing the behaviors, do not break the laws and regulations, do not violate the political disciplines and organizational disciplines, make efforts to achieve better work performance in people's respective positions so as to form a correct understanding of Chinese universities' political disciplines and organizational disciplines, and consciously implement it in teaching, scientific research and related work. Chinese universities' another important task is to foster people, and for students it should enhance their awareness of political disciplines and organizational disciplines. To give full play of Party school's educational function and Chinese universities' ideological and political theory course function to student Party members. A deeper systematic theoretical education should be conducted for university student Party members, so that they can further correct their motivations of joining the Party, join the Party ideologically, firmly establish the purpose of serving the people wholeheartedly, and cultivate a correct recognition of political disciplines and organizational disciplines in the university.

Secondly, Party members and cadres should take practical actions to influence and lead the staff to be aware of political discipline and organizational discipline construction, which is the so-called "as long as make oneself an example, every order is to be executed without failure." (The Commentator, 2014) Party members and cadres of Chinese universities should take their own practical actions to influence and lead the staff to recognize political discipline and organization discipline building. As a Party leading cadre, he should truly internalize the abidance of political discipline and organizational discipline into the heart, and consciously resist the temptation of all kinds of non-organizational activities. Party member cadres must have such a performance. The first is to believe in the organization, trust and be loyal to the Party organization. The second is to have a sense of reverence. As the old saying goes: A gentleman always keeps reverence in the heart (Huo, 2014). When a person keeps a sense of reverence, his family will be harmonious; when the officials keep a sense of reverence, their government will be flourishing. Leading cadres should take the lead to keep reverence

for the organizations, the laws, and the principles. They should not only take the lead to reverse the regulations and stipulations inside the Party, but also strictly abide by the national legal systems and relevant regulations of Chinese universities, regarding the Party's political disciplines and organizational disciplines as the untouchable high-voltage cables. This is especially important to Chinese universities, because there are so many relatively fixed staff and young students who are full of various ideas. If the Party members and Party leading cadres in Chinese universities do not take the lead to abide by regulations and rules, or do not set an example to strengthen the correct recognition of political disciplines and organizational disciplines, the consequences will be disastrous. They should also accept the constraint and comply with the arrangement of the Party, and take practical actions to influence and lead teachers, students and staff to deepen the recognition of political discipline and organizational discipline construction.

### **3.2 Chinese Universities Should Make Scientific and Feasible Plans to Strengthen Political Discipline and Organizational Discipline Construction in Accordance With Their Own Realities**

Firstly, Chinese universities should make plans to strengthen political discipline and organizational discipline construction in accordance with their own realities. Chinese universities should insist on their own realities to make relevant plans to strengthen political discipline and organizational discipline construction. Party organizations at all levels and the relevant functional departments, combined with the requirements, arrangements from the higher organization and the realities, should boldly innovate and build on practical rules and regulations centering on strengthening political discipline and organizational discipline construction, and conscientiously implement them. To standardize the behaviors of Party members and the staff with regulations, and to promote and pay attention to the construction of Party organizations at all levels. To promote Party organizations at all levels to form a concerted force with enhanced cohesion and combat effectiveness so as to better implement political discipline and organizational discipline construction in Chinese universities. The second is to establish an operative mechanism which fits Chinese universities' own realities to strengthen political discipline and organizational discipline. The key for Chinese universities to strengthen political discipline and organizational discipline is the operational mechanism. To improve the supervision mechanism for Party building. In addition to inner-party supervision under the traditional party building mode, public opinion and public supervision should also be strengthened in accordance with the new features in today's information age. By using various new media such as internet, through

Party affairs microblog, We Chat, e-mail, QQ group, etc., to open online communication platform for supervision, management and communication, so as to enhance the Party members' political discipline and organizational discipline consciousness.

### **3.3 Chinese Universities Should Strengthen Supervision and Inspection to Make Political Discipline and Organizational Discipline Construction Earnestly Implemented**

Chinese university discipline inspection departments should perform "zero tolerance" to behaviors in violation of political discipline and organizational discipline construction, and should enhance and strengthen the quality of Chinese university discipline inspection personnel. Chinese university discipline inspection departments lead the supervision, departments at all levels should cooperate and ensure political discipline and organizational discipline construction to be implemented. Currently, various Chinese universities have actively implemented the responsibility system of improving the Party conduct and constructing a clean and honest administration. Inner-party supervisions have been increased. With the new development and changes of Chinese universities, it is necessary to continue to improve the mechanism of supervision and restriction, to further intensify supervision and management so as to form a joint anti-corruption force. Democratic supervision, auditing supervision and legal supervision should be conducted simultaneously to put political discipline and organizational discipline construction into practice. Many colleges and universities have taken practical and concrete measures to achieve this purpose. For example, Southwest University has established risk control mechanism and control points in various departments, which have assigned the responsibility into each unit and individual. Interview and corresponding risk control statement has been established to ensure that the Party's political discipline and organizational discipline construction to be strengthened, so that every possible risk can be prevented. Meanwhile, full play has been given to the role of Chinese university labor union, teacher representative meeting, and democratic parties, etc. for supervision. Coordination has also been promoted to prevent the possible problems of Chinese university Party cadres in political discipline and organizational discipline construction occurring sooner.

## **CONCLUSION**

Despite Chinese universities' political discipline and organizational discipline construction has made some achievements, under today's rapid development of economy and society and the background of globalization, Chinese universities will inevitably face the influence and impact from diverse cultural trends, thus more widely and more profoundly affect Chinese universities' political discipline and organizational discipline construction. Some facts have shown that the slack of a small number of Chinese university leading cadres and employees in political discipline and organizational discipline construction resulted in some relatively bad influences, which then spread to the associated people by the flow of students, and seriously damaged the image of Chinese universities and the seriousness of politics discipline and organizational and discipline construction. Strengthening Chinese universities' political discipline and organizational discipline construction is more important and special. This article analyzes the scientific connotation of Chinese universities' political discipline and organizational discipline, clarifies the existing institutional guarantee and achievements in virtue of Chinese universities' political discipline and organizational discipline construction, analyzes the major problems and the reasons such as improper cognition to political discipline and organizational discipline construction, poor supervision, etc., and advocates that Chinese universities should enhance staff's awareness of political discipline and organizational discipline construction on the base of the *Party Constitution*. Chinese universities should make scientific and feasible plans to strengthen political discipline and organizational discipline construction in accordance with their own development, and strengthen supervision and inspection to put political discipline and organizational discipline construction into practice so as to better deepen and implement the construction.

## **REFERENCES**

- Huo, H. Y. (2014). Leading cadres should safeguard the party's organizational discipline in five aspects. *Leading Science Journals*, (8), 4-5.
- The Commentator. (2014, January 28). To strictly enforce the party's political discipline and organizational discipline. *Guangxi Daily*, p.002.