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## Study on the relationship between the management system arrangement and the performing ratio of the professional manager's ability in civil enterprises

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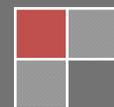
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### ABSTRACT

The civil enterprises are playing more and more important role in the development of social economy and as an active individual, its development is paid more attention and mainly affected by the relationship between the management system arrangement and the performing ratio of professional manager's ability. To propel its development, the actual development condition must be considered to change the enterprise's management system and solve the problem existed in the process of management. In this paper it analyzes the relationship between the management system arrangement and the performing of professional manager's ability to further improve civil enterprise's management system and propel enterprise to develop.

### KEYWORDS

Civil enterprise; Management system arrangement; Professional manager; Performing ratio of ability; Relationship.



## INTRODUCTION

As an important component of our economy, the civil enterprise plays a key role in the development of the entire national economy. With the development of market economy and the reform of enterprise's management system, the civil enterprise has gradually introduced the management method of professional manager. However, restricted by civil enterprise's management ideas and its overall economic strength, the professional manager's ability can not be performed well. Therefore, on basis of the successful experience at home and abroad, it needs to study the situation why professional manager's ability being restricted.

### OVERVIEW ABOUT THE CIVIL ENTERPRISE'S SYSTEM AND THE PERFORMING OF PROFESSIONAL MANAGER'S ABILITY

The management system in civil enterprise, the key to develop and strengthen cohesion and solidarity, leads enterprise's further development and directs the development path. As an important component of enterprise management structure, the performing of professional manager's ability is largely determined by the quality and the performing of enterprise's internal management system, which is also the fundamental point this paper studied.

#### Enterprise's management system

Modern enterprise's management system can be defined in broad and narrow sense. In broad sense, it includes property right system, organizational system and management system, which are the main components of modern enterprise system. It not only includes modern enterprise's business ideas and strategies, the establishment of leadership and the development and cultivation of personnel but also involves the establishment of organizational structure, management standard and cultural characteristic. In narrow sense, it refers to a series of rules and systems and other regulations as discussed in this paper, referring to the following figure in detail. The aim of this figure is to improve the management measures by studying the satisfaction degree of enterprise's staffs to enterprise's management. You can refer to the following Figure 1 specific illustration, by employees of the enterprise management, satisfaction, adjust management measures.

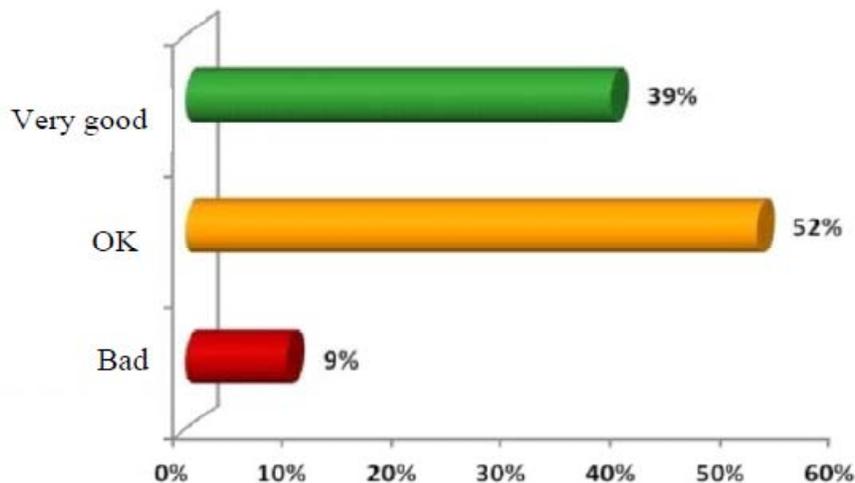


Figure 1: Enterprise's management system

#### The performing of enterprise's professional manager's ability

As an important component of enterprise's internal management, the basic responsibility of professional manager is to combine the future of enterprise with his experience and ability, making the enterprise achieve maximum utilization of its capital to produce, distribute and provide products independently, effectively and creatively according to the development and change of market and become the manager who has the capacity to bear risks.

Generally speaking, professional manager's ability includes the actual ability and energy reflected in the enterprise's activities and proficiency ability about business, which are also the realization method of his value and the leading power of social development and life progress.

Professional manager's ability can be classified into observation, memory, concentration, imagination and the ability of recognition and creation. Therefore, the performing of their ability shows their contribution and power in the process of enterprise's development while the performing will be affected and restricted by many factors, among which the most important is enterprise's management system.

#### The relationship between enterprise's management system and the performing of professional manager's ability

To obtain more authentic and sufficient conclusion, in this paper it applies questionnaire to survey the civil enterprises of different scales. After analyzing the data, we conclude that in developed areas they have definite recognition

for professional managers and can provide wide space and platform for their ability's performing for they can not only establish advanced management system in the demand of situation but also accept the modern management ideas and approaches to combine with their advantages. However, though most enterprises have established the modern management system, the performing ratio of professional manager's ability is not so high. It is mainly because of the shortcomings and disadvantages resulting from the implementation of these management systems, which affects the performing of professional manager's ability and in turn the phenomenon provides direction and focus for the study in this paper. Effect of enterprise management system on the performing of professional manager's ability also represents in the aspect of enterprise human resource management as described below as Figure 2.

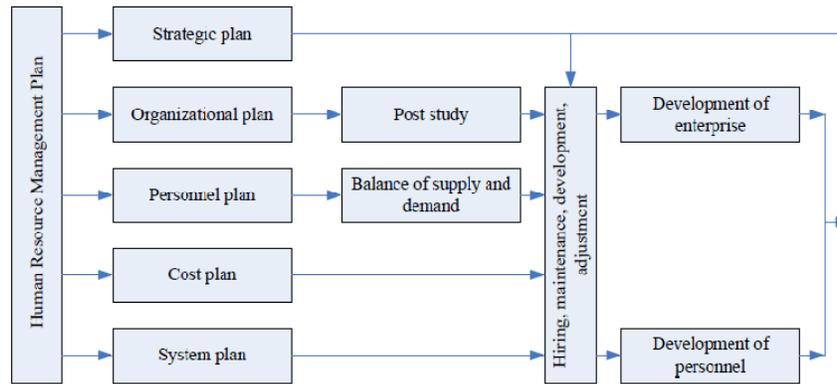


Figure 2: Enterprise's human resource management plan

**PROBLEMS EXISTED IN THE CIVIL ENTERPRISE'S MANAGEMENT SYSTEM**

Civil enterprises contribute to the development of economy, the propelling of employment and the prosperity of national strength. However, with the transformation of economy and the development of marketing, their management ideas and approaches meet challenges, which forces them to upgrade and innovate their ideas and approaches and introduce management talent. In the transformation process, owing to their own problems, they can not drive professional manager to perform their ability and contribute their value and strength.

**Frequent change of civil enterprise's management system**

This phenomenon is common when economy develops and enterprise transforms rapidly. Civil enterprises want to reform and innovate their management system and on the other side they would not like to get rid of their experience and methods, which make them distrust the management system, represented by the frequent change of system according to enterprise owner's will. Because they do not go through a thorough reform and change too frequently, they can not retain the real new management talent. The overall design ideas is shown as Figure 3.

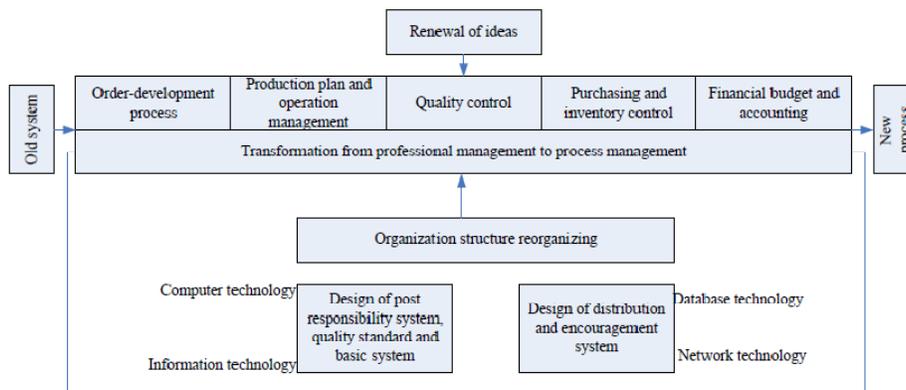


Figure 3: The overall design ideas

The frequent change of management system make staffs unable to master the key point of their work and do not know the standard enterprises required, so does the professional manager. As the key component of enterprise, managers can not either grasp the owner's intention and the development vision or know how to contribute their ability and wisdom, which restricts the performing of their ability and the development of enterprise.

### Unreasonable employment system in the civil enterprise

As a member of private enterprise, it insists on the management method of one person being responsible no matter in the establishment of management system or the selection and appointment of personnel, which will devote to the disadvantages from appointing his relatives and friends and restrict professional manager's working passion. Furthermore, in the process of the regulation and transformation of enterprise, professional managers can not perform well and will become the vassal and furnishing of enterprise, which will stay in a low level and stagnate to realize the true development. Therefore, the enterprise must clearly explain the occupation development channel and improve the disadvantages existed in the management. The channel Schema for Enterprise Employees Occupation Development is shown as Figure 4.



**Figure 4: Channel schema for enterprise employees occupation development**

### Difficulties of management system's implementation in civil enterprises

The survey data illustrates that the management system arrangement has obvious influence on the performing of professional manager's ability, affected by the implementation of enterprise's management system and the arrangement of management key point. However, though most civil enterprises recruit lots of professional managers, they still can not establish and execute this perfect management system.

The management system that based on science in performing and arrangement and benefited for the development of enterprises will be the priority selection of civil enterprises. So the civil enterprise should not only establish the sound management system but also emphasize on its arrangement to ensure and support the performing of professional manager's ability.

Under the guidance of modern enterprise system, though the civil enterprise's management methods and ideas have walked into the regulated road, the new management system can not exert influence owing to its old habits. And many systems and methods are still in the written form and can not develop into the best medicine to cure the enterprise, especially the standards and systems established according to the market situation, no matter whether it is unified ISO standards or industry standards, just stay in paper and can not provide reference for enterprise's production. It reflects the problems existed in the civil enterprise's management method and the role of professional manager played in enterprise's internal organizational structure, which restricts the performing of their ability because they can not get authentic attention and appointment.

### ADVICE TO PERFORM THE PROFESSIONAL MANAGER'S ABILITY

With the development of civil economy and the increase of civil enterprise, the introduction of professional manager has become a tendency to promote the enterprise. To perform the ability and advantage of professional manager and propel the development of enterprise, on basis of successful experience and the current situation some advice has been put forward in this paper.

#### To innovate the management system

As the main standard and method of enterprise management, the management system has been the key regulation to decide enterprise's recruitment standards and requirements. Under the background of new era, the traditional management approaches, "parents in charge" or "one person in charge", need to be transformed into more marketing and systematical and meanwhile, the civil enterprise needs to seize the opportunities of new era and transform its management ideas and methods to form the sound system and realize the new development.

For the enterprises that have followed the current situation and established their management standards of quality and environment, data shows that they not only upgrade their management level but propel the development of the whole industry and technology. And the professional manager's ideas also are implemented and put into practice, which drives these managers to contribute their value and wisdom.

#### To implement the management system

The management system that can be implemented is the good system and only do as this, it can produce economic benefits for enterprise and verify the wisdom and value of professional manager. So after introducing the professional

manager system, the civil enterprise should implement that system and policy made by professional manager to make the employees from bottom to top recognize the reform's effect and take the new management ideas as their new working standard and to realize the enterprise's transformation and upgrading.

Thus in the process of management it requires the civil enterprise to give the equal treatment for employees. So the leaders should take themselves as examples, propelling to establish the working principle of respecting the truth and implementing the management system of clearly separating rewards and punishments. They also should combine the inspection of post responsibility with the implementation of economic responsibility and exert the role and value of assessment and promotion management system to propel the modern management system to be more systematical, scientific and standardization and realize the rapid development of enterprise.

### **To establish benign loop**

The management system and regulation is the fundamental way to promote enterprise's culture, deepen its management idea, implement its management methods and improve its management level. To develop the benign loop between professional manager and the management system, the enterprise should emphasize on guidance and strengthen this problem during the developing process.

As the important member of enterprise, the professional manager should play positive roles and perform abilities in the developing of enterprise, which needs the enterprise put the professional manager in a right place to provide sufficient space and platform for his performing. Thus the professional manager can find the problems and disadvantages of enterprises and put forward suggestive advice. And the enterprises should know whether the establishment of management system is reasonable and its implementation is strict and also transform the old management that ruled by man into that by law to satisfy the requirements of era for enterprises and retain the talent when recruiting the professional manager.

## **CONCLUSION**

During the transformation of civil enterprises, once the professional manager can not perform his ability, it needs civil enterprises to accept the modern management methods, which drives them to establish modern management and put it into practice. Thus it can not only fully perform the professional manager's wisdom and ability but can propel the enterprise's development. Different sizes and types of civil enterprises should continuously practice and explore in this road.

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