



# Research on the Construction Path of the Target Management System of the Party Building Work in the Tobacco Industry

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**Abstract:** The continuous reform of the domestic economic system also has certain requirements for the reform and innovation of the tobacco industry. At present, when the tobacco industry is carrying out party building work, it must be in line with the development of the times and be able to form a target management system, so as to ensure that the party building work is more effective, standardized and scientific. Therefore, the party organization of the tobacco industry must have a correct understanding of the construction of the target management system, know its importance, and be able to take effective measures to continuously optimize and improve. At present, the construction of the party building target management system in the tobacco industry is in good condition, and it has been incorporated into the daily work of the industry development, forming a positive development trend. However, there are still some problems in the construction of the party building target management system in individual tobacco industries, which limits the scientific level of the overall party building work and does not attract the attention of relevant departments. In response to these problems, continuous improvement is required, and only in this way can the construction of the party building target management system achieve better results.

**Keywords:** tobacco industry, party building work, target management system

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## 1. The importance of the target management system for party building work

When reforming and developing the tobacco industry, party building work needs to enter a new stage of reform. How to adapt to the development of the social era and promote the innovation of party building in the tobacco industry is now the main goal of the tobacco industry. For the tobacco industry, in order to form a scientific party building work method, the construction of a target management system is very meaningful, and it is also one of the important measures for the party building work to implement the scientific concept of development. At the same time, the core of "people-oriented" must be adhered to when the party building work is developed. Therefore, when the tobacco industry is carrying out the party building work, it must realize the importance of the target management system. First of all, building a party building target management system can help the tobacco industry to continuously innovate the party building work. The target management system is very systematic and is based on the scientific principle of "people-oriented", which can make the party building work method more effective and scientific. When the general work is carried out, the goals of the party building work need to be continuously clarified, and the party building organization ideas must be integrated into all aspects of the work. At the same time, it can effectively combine the development of the tobacco industry with the party building work, can fully integrate the two, and can demonstrate the overall systematicness and knowledge. For example, when some tobacco companies are carrying out large-scale construction work, aiming at the continuous optimization and improvement of the target management system, the method adopted is the combination of "quantitative" and "qualitative", which can form a relatively complete operation mechanism, so as to ensure that the overall level of party building work in the tobacco industry is improved. The party building target management system can enhance the governance capacity. The tobacco industry governance system and governance capacity are important decisions for the development of the entire industry. The tobacco industry has adopted a scientific and reasonable method when building the target system, which can enhance the governance capacity, and at the same time In the whole work process, the service function of the party building as the guidance has been effectively improved. Some tobacco companies have formed a relatively complete training system, learning system, and education system, which can be more helpful to party members, strengthen party member education, establish correct thinking, and fully recognize their role in work. , to play a positive role as a model pioneer. Some tobacco companies can form a power system for party building work, build "people-oriented" in the entire work process, and adopt effective solutions to promote all aspects of the enterprise, and at the same time address some negative factors that exist in the development process of the enterprise so that the governance capacity of the tobacco industry has been effectively enhanced.

## **2. Problems existing in the construction of the party building work target management system in the tobacco industry**

### **2.1 The goals set are unreasonable**

At present, there are still some problems in the construction of the party building target management system of the tobacco industry. The most prominent problem is that the setting of party building goals is not scientific and reasonable, and the party building work and the governance capacity of the tobacco industry are not effectively combined. Both party building work and the tobacco industry are facing reform and innovation, but some conflicts have also occurred. There is no clear guidance for the party building target management system. When building the party building target management system, some tobacco companies have not adopted scientific and reasonable measures, principles, nor are fair, operational, systematic guidelines incorporated into the work process. When setting goals, the focus of "serving the masses and uniting people's hearts" was not brought into play. In the process of organizational construction, formalism is usually the main focus, and the performance is also the face project. Therefore, the party building work of some tobacco companies seems to be innovative to a certain extent, but the essence has not changed, and the traditional party building work content cannot achieve effective results at all.

### **2.2 There is no clear division of responsibilities for management by objectives**

As far as the overall construction of the party building target management system in the tobacco industry is concerned, although there has been some progress compared with the traditional method, there is no clear division of target management, which is also the main problem in the tobacco industry. The most prominent is that the tobacco companies that have not perfected the target responsibility mechanism did not formulate corresponding annual plans and work plans in accordance with the relevant requirements of the party and their own development when working, and the party building work in the tobacco industry did not have a clear division of responsibilities. The main reason is that the current party organizations do not have a correct understanding of some evaluation mechanisms, do not have a perfect system, especially have not formed a scientific and perfect evaluation mechanism, multiple evaluation mechanisms, such as organizational evaluation, social evaluation, mass evaluation, etc. All these aspects exist. For some problems, the related responsibilities are not clearly divided, and for the current multi-level party building work in the tobacco industry, the overall construction cannot be guaranteed.

### **2.3 The target management model adopted is relatively backward**

As far as the current management system of party building goals in the tobacco industry is concerned, this continuous optimization can be in line with the current development and achieve better results. As far as the overall situation of party building management goals in the tobacco industry is concerned, many goal management methods are relatively old-fashioned, without highlighting the work content, and there is no increase in mechanism management issues during the construction process. It does not pay attention to it, nor does it form a matching reward and restraint mechanism. At the same time, the party building management work has not been combined with the performance appraisal system of the tobacco industry. Tobacco companies have not paid much attention to the organization and implementation of information technology in the process of party building target management. The combination of data technology cannot effectively solve the outstanding problems, and at the same time, no targeted reform measures have been formulated, and the awareness of the party building target management system is not strong.

## **3. Tobacco industry party building target management system construction approaches and strategies**

### **3.1 Rational setting of party building goals**

In the process of party building in the tobacco industry, it is necessary to have a correct understanding of target management, so as to have a big breakthrough and form a good development trend. This is the most basic requirement to ensure that the enterprise can improve in the process of development. In the specific implementation process, tobacco companies must adopt a standardized, institutionalized and scientific approach in accordance with their own development and current social development trends, and conduct in-depth research on the goals of party building work. The effective combination of governance capabilities can highlight the interaction and penetration of party building work. In the process of work, it is possible to "serve the masses and unite people's hearts", which has a great impetus for the innovation of party building work. At the same time, the service guidance and educational function of the party building work must be fully

exerted. On the basis of the big goal, small goals can be formed in various fields and aspects, such as style building goals, system building goals, etc. Only in this way can all employees be able to get involved.

### **3.2 Clear division of management responsibilities for party building goals**

If the management of party building goals in the tobacco industry wants to achieve better results, the management responsibilities for party building goals must be further clarified, and can be carried out in accordance with the corresponding norms within the party and combined with the actual development of the tobacco industry to form term goals and annual goals and specific goals. In addition, the principle of weight optimization must be implemented when the target is constructed, and a scientific and reasonable color scheme can be adopted to make the target more responsible. In order to make the responsibility of the party building goals more clear and each department to play its role, the evaluation mechanism must be continuously optimized and improved. In accordance with the actual development of tobacco enterprises, an assessment and evaluation mechanism is adopted to systematically form a comprehensive construction, such as the formation of a classified assessment mechanism and a multiple assessment mechanism. At the same time, in the evaluation of the main body of the party building work, a multi-integrated evaluation mechanism such as organizational evaluation, mass evaluation, and self-evaluation can be formed, so that the responsibilities of the party building goal management of the tobacco industry can be more clearly divided. Based on this, the division of the target responsibility system should be continuously improved and scientifically improved, so that all departments and personnel can fulfill their responsibilities and jointly recommend the progress of tobacco companies.

### **3.3 Continuous innovation in the management model of party building objectives**

Enterprises cannot make progress without the support of innovation, and the tobacco industry must follow this principle in the process of development. In the process of building the party building goal system, the tobacco industry needs to constantly innovate the party building goal management model and the party building work ideas and methods, so as to promote the continuous progress of the party building management work. In specific work, the process must be combined with result-oriented and process-oriented. In the construction of party building, it is more desirable to use the management structure of party building scientifically and effectively at the same time. For example, the management of party building goals can be combined with the promotion of cadres. In this way, there may be some support for the major plans of target management, and excellent party members and cadres can give full play to their enthusiasm and actively devote themselves to important positions. Now the party building target management innovation can be combined with information technology. For example, in the Internet mode, it is combined with the development of the tobacco industry to form a big data management system, which can comprehensively analyze the management of party building goals, and can grasp the development trend of the times and analyze the existing problems in a timely manner. Supported by data technology. Looking at various factors, finding reasonable solutions, and proposing targeted rectification measures, can form an effective closed-loop system for the construction of party building goals in the tobacco industry and promote the improvement of the entire industry.

### **3.4 Building an excellent team of party members**

After years of continuous exploration, the standardization construction of party building in the tobacco industry has entered a new stage. There are already good solutions for the existing problems. Now the working concept of party building work must be transferred. When constructing party building management goals, we must take the management goals as the benchmark, closely follow the company's work priorities, and form a workable scope of work. Under the circumstance of clarifying the responsibilities of each department, we can avoid some wrong operations in the work process. The political guarantee of party building work in the company can be effectively brought into play, and secondly, it can temper the party members. In the process of building the party building target management system, a group of grass-roots party members and staff need to actively participate, which is also the main backbone of the development of tobacco enterprises. Now the overall level of the party building work should be effectively improved. With the help of standardized management methods, each staff member can know their own functions, and the specific work process can be standardized, which can improve work efficiency and make grass-roots party branches and party affairs staff good. To gain more support, we must continue to enrich the connotation of corporate culture. When building a party building management system, we must put culture first. With the help of internal website propaganda templates and training methods, aiming at the current party building management system, culture vigorously publicizing the concept can play a positive role in promoting quality, culture, normative culture, further enriching the connotation of party building culture in tobacco enterprises, and providing continuous power for the development of enterprises.

## 4. Conclusion

Tobacco industry party building work needs a set of scientific management methods, which can implement target management into practice. It can not only promote the innovation of party building work model in the tobacco industry, but also effectively improve the governance capacity of the entire color industry, and the tobacco industry will carry out party building work. In the process of development, we must have a correct understanding of the importance of the construction of the target management system, and be able to combine it with the problem-oriented thinking system to objectively analyze the problems existing in the industry and adopt scientific and reasonable solutions. For the continuous innovation of the party building work mechanism, we should focus on the rational construction of the party building work goals, clearly divide the management responsibilities of the goals, increasing management efforts in all aspects, and effectively recommend the construction of the party building work management system, which can ensure the tobacco industry. In the process of development, good results have been achieved, and then the party building work of the tobacco industry is actively moving forward.

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