An Empirical Study on Party Basic-Organizational Construction and Organizational Outcomes in State Owned Enterprise–Take Psychological Empowerment as Moderators

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Abstract. The paper discusses the impact of Party Party Construction and organizational outcomes. The survey from state owned enterprise shows that party basic-organizational construction can significantly affect organizational outcomes. This paper takes psychological empowerment as intermediary variables to study the relationship between party basic-organizational construction and organizational outcomes. The survey from State owned enterprise shows that Party basic-organizational construction can have significant predictive power on outcomes and psychological empowerment acts as a significant moderator. This research provides useful tools for organizational outcomes management through enterprise activities of party basic-organizational construction.

1. Introduction
The party to unite to lead the people to great struggle, advancing the great cause, realize the great dream, it is must uphold and improve the party's leadership, to be more strong and unwavering commitment to the party construction. Xi as the core of the leadership of the communist party of China, adhere to the implementation of Xi Jinping, theory and practice of the party construction of a new era of promoting the new great project of party building and realize the great rejuvenation of the Chinese nation is of great significance. Taking state owned enterprise of China as an example, this paper attempts to study the impacts of party basic-construction Leading and organizational outcomes, then to reveal the relationship among party organizational construction and organizational outcomes, psychological empowerment, and to find out the way to improve organizational outcomes [1-2].

2. Literature Review and Statement of Hypothesis
Xi Jinping's party building in theory and practice of Marxism and based on the theory of party building of the communist party of China people through the ages in the new era, under the new situation of the traditional and national conditions, the party sentiment as the background, put forward a series of complete ideological system. Xi's theory of party building to deepen the understanding of Marxist ruling party construction rule, with bright ideas and argument, for the new era under the background of adher
to promote the party's theory and practice provides the foundation, to the construction of the communist party of China and the development of the cause of socialism is of great significance.

Basic Party organization construction is the basis for party to exercise power for people and unite people. The basic organizational strength reflects their ability to lead, coordinate and integrate forces, which is directly related to influence, cohesion and combat effectiveness of party's work. Basic Party organization construction is implemented by sense of security, sense of identity, sense of belonging, and sense of fairness. So, we assume:

H1: Party basic organization construction has four key ways: security construction, identity construction, belonging construction, and fairness construction, shown as Figure 1.

Based on literature review of party building, its specific expression can be summarized as follows. So, we assume:

H2: Party basic organization has positive effects on organizational outcomes.

Sense of security refers to the psychological state that employees feel they have enough safety and freedom in the process of work. For grassroots party organizations, improving employees' sense of security can encourage employees to be more willing to cooperate actively and solve problems creatively. So, we assume:

H21: Sense of security has positive effects on organizational outcomes.

Sense of identity is a cognition and approval generated by employees' satisfaction with various conditions of organizations. For party basic organizations, it reflects whether employees feel recognized by organizational culture, organizational atmosphere, leadership and other aspects from the inner level. So, we assume:

H22: Sense of identity has positive effects on organizational outcomes.

For party basic organizations, sense of belonging reflects employees' ideological, emotional and psychological identification and investment in the enterprise, and they are willing to assume all responsibilities and obligations involved as a member of the enterprise, and work hard with the sense of responsibility and dedication of ownership. The key to employees' sense of belonging lies in the implementation of "respect, communication and encouragement" to win the trust and support of employees. So, we assume:

H23: Sense of belonging has positive effects on organizational outcomes.

For party basic organizations, fairness involves all aspects of organizational management such as distribution and incentive, and is related to effectiveness and competitiveness of organization. The sense of fairness must run through the beginning, process and result of each work, that is, the party organizations at all levels must achieve three key behaviors of fair opportunity, fair procedure and fair result. So, we assume:

H24: Sense of fairness has positive effects on organizational outcomes.

To empowerment, only by trust on empowerment motivation, the staff can form empowerment sense and then realize organizational goal. In accordance with the social exchange theory, employee’s pay is
closely related to his harvest. Human care from leader can make employee reward enterprises by work hard. So, we assume:

H3: Interaction of organizational psychological Empowerment and party basic organizational construction on organization outcomes\textsuperscript{[5-6]}

Pritchard Karasick pointed out that organization atmosphere is quite lasting characteristic of organization environment, which is "discovery, acquiring, comparison, introspection, error correction, memory". When organization Psychological Empowerment is high intensity, organization atmosphere has significantly correlated.

3. Questionnaire Design and Data Collection
To ensure reliability and validity of research tools, this study adopts scale as used in the existing literature, and carries through appropriate modification in aim of present study.

Organizational Psychological Empowerment is comprised 5 dimensions: experimentation, risk taking, interaction with the external environment, dialogue and participative decision making. The paper adopted organizational Psychological Empowerment measurement instrument with 14 items which developed by Alegre and Chiva. The sample items include “People here receive support and encouragement when presenting new ideas”, “People are encouraged to take risks in this organization”, “It is part of the work of all staff to collect, bring back and report information about what is going on outside the company”. The Cronbach’s α is 0.892, above 0.7

Organization outcomes scale mainly uses for reference of WangHu i Tsui’s research in domestic enterprises and designs items, such as “addition to net profits”, “addition to sales”, “addition to asset”, “employee morale” and “market share” etc. Respondents fill out questionnaire after comparing their own enterprise and competitive enterprise. The all item uses Likert7 scale except for enterprise basic situation. The internal consistency coefficient is 0.93. In this study, we use Likert seven evaluation criteria to test the variables\textsuperscript{[6-8]}

4. Reliability and Validity
The standardized coefficients of each observed variable are more than 0.70, the AVE value of each variable is than 0.5, and the square root of AVE variables are greater than the correlation coefficient of the variable with other variables, which indicates the variables have good introverted validity and discriminate validity.

5. Hypothesis Testing
The paper uses the LISREL 8.70 software for data analysis. We can read the results in table1 and table 2.

| Variable                          | 1   | 2     | 3     |
|----------------------------------|-----|-------|-------|
| Party basic organizational construction | 0.80|       |       |
| Organizational Psychological Empowerment | 0.22| 0.855|       |
| Organizational Outcomes           | 0.31| 0.26  | 0.80  |
| Cronch(α)                         | 0.86| 0.88  | 0.92  |

| Variable                          | Assumption | Standard value | T value | Results |
|----------------------------------|------------|----------------|---------|---------|
| H1                                | Organizational outcomes ← Party basic organizational construction | 0.78 | 0.86 | yes     |
| H2                                | Organizational outcomes ← Organizational learning | 0.67 | 1.82 | yes     |
H3 Organizational outcomes ← Organizational culture* Party basic organizational construction

| Cronch(α)  | 0.89 | 0.96 | 0.91 |

Chi-Square=132.45, df=81, RMSEA=0.052, NFI = 0.92, NNFI = 0.97, CFI = 0.96, IFI = 0.96, GFI= 0.90, AGFI = 0.85

6. Conclusion and Discussion
Party basic organizational construction has significant positive effects on organizational outcomes in State Owned Enterprise. Organizational Psychological Empowerment has significant positive effects on organizational outcomes. Party basic organizational construction from State Owned Enterprise can not only effectively increase their satisfactions, but also promote organizational identity and universal among employees. Further this research examines the relationships between organizational Party Building Leading and organizational outcomes and the moderator impact of organizational culture on Party Building Leading. Created three hypotheses, the result is organizational Psychological Empowerment exerts a partly mediating effect on organization outcomes through party basic organizational building.

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