Correlation Analysis between party leading and Organizational Outcomes in Grid Enterprises–Take Organizational Learning as Moderators

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Abstract. The paper discusses the impact of party construction and organizational outcomes. The survey from state owned enterprise shows that Party Construction can significantly affect organizational outcomes. This paper takes organizational learning as intermediary variables to study the relationship between state owned enterprise and organizational outcomes. The survey from state owned enterprise shows that party construction can have significant predictive power on outcomes and organizational learning acts as a significant moderator. This research provides useful tools for organizational outcomes management through the power of enterprise activities of party 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[1]. Taking State Owned Enterprise of China as an example, this paper attempts to study the impacts of Party Construction Leading and Organizational Outcomes, then to reveal the relationship among Party Construction and organizational outcomes, organizational learning, and to find out the way to improve organizational outcomes[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 adhere 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. The party construction theory comprehensively discusses the Jinping, including the Political building, Ideological building, Organization building, Style building, Discipline building, Institutional building from six aspects. Through to the Jinping party construction theory comprehensively, this paper further discusses the practice of the specific implementation, in detail elaborated the Jinping party construction practice of the various activities, including the spirit of the central eight, Education practice activities of the party's mass line, "Three strict and three real" thematic education, Learn education for two lessons, "Don't forget the beginner's mind, remember the mission" theme education in five aspects.

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

H1: is composed of six dimensions: Political leading, Ideological leading, Organization leading, Style leading, Discipline leading, Institutional leading, shown in Fig.1.

![Fig 1 Dimension of Party Building Leading](image)

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H2: Party building leading has positive effects on organizational outcomes.

H21: Political leading has positive effects on organizational outcomes.

H22: Ideological leading has positive effects on organizational outcomes.

H23: Organization leading has positive effects on organizational outcomes.

H24: Style leading has positive effects on organizational outcomes.

H25: Discipline leading has positive effects on organizational outcomes.

H26: Institutional leading has positive effects on organizational outcomes.

Party building leading is of great importance to improve organization atmosphere. Political leading Anderson and Narus found that the firm's belief that another side will perform actions that will result in positive outcomes for the firm, as well as not take unexpected actions that would result in negative outcomes for the firm. The strength of this belief may lead the firm to make a trusting response or action, and further share their learning knowledge. Otherwise, Anderson and Narus's account indicates that obstacles on organizational craftsman spirit would deepen cultural differences [3-4]. So, we assume:

H3: Interaction of organizational learning and Party building leading on organization outcomes [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 learning 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 learning is comprised 5 dimensions: experimentation, risk taking, interaction with the external environment, dialogue and participative decision making. The paper adopted organizational learning 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 WangHui 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[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 | Assumption | Standard value | T value | Results |
|----------|------------|----------------|---------|---------|
| H1       | Organizational outcomes ← Party Building Leading | 0.76 | 0.89 | yes |
| H2       | Organizational outcomes ← Organizational culture | 0.66 | 1.80 | yes |
| H3       | Organizational outcomes ← Organizational culture* Party Building Leading | 0.82 | 2.77 | yes |
| Cronch(α) | 0.89 | 0.96 | 0.92 |

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 Building Leading has significant positive effects on organizational outcomes in State Owned Enterprise. Organizational learning has significant positive effects on organizational outcomes. Organizational culture from State Owned Enterprise can not only effectively increase their knowledge share, but also promote culture 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 learning exerts a partly mediating effect on organization outcomes through Party Building Leading.

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