

Research on Innovative Working Mechanism of Party Organizations at the Grass-Roots Level in Colleges and Universities from the Perspective of Dynamic Capability

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Abstract

Utilizing the postgraduate party branch of the Vocational and Technical Teachers College at Hubei University of Technology as an empirical case, this study explores the mechanism innovation of grass-roots party organizations within universities through the dynamic theoretical framework. It underscores the importance of enhancing the activities of such organizations in the context of dynamic capabilities in the modern era. The analysis examines the current situation of the graduate student party branch for vocational teachers across four core dimensions: reinforcing the foundational structure of grass-roots party organizations in higher education institutions, innovating their operational mechanisms, diversifying their working modes, and defining the positional coordinates for university-based grass-roots party organizations. The study concludes by identifying four primary strategies to augment the innovative capacity of the working mechanisms of these organizations: reinforcing management to broaden the party organization's influence, promoting communication and interaction to enhance its appeal, establishing platforms to amplify its learning capabilities, and undertaking transformation and reconstruction to consolidate its innovative strength. These four countermeasures collectively serve to strengthen the innovation ability of the working mechanism of grass-roots party organizations.

Keywords

Innovative Working Mechanism; Colleges and Universities; Party Organizations at the Grass-Roots Level; Dynamic Capability.

1. Introduction

General Secretary Xi Jinping made a comprehensive deployment on "enhancing the political functions and organizational functions of the party organizations" in his report at the 20th National Congress of the Communist Party of China, emphasizing that "the grass-roots Party organizations should be built into strong fighting fortresses for effectively realizing the party's leadership." The National Organization Work Conference proposed to "focus on promoting high-quality development and innovative social governance, and enhancing the political functions and organizational functions of grass-roots party organizations," which has clearly defined the goals and directions for strengthening grass-roots party construction. The party building work in colleges and universities is an important part of grass-roots party construction. With the increasing attention of the state to grass-roots Party building work, grass-roots party organizations in colleges and universities are playing an increasingly important role in the cultivation of party members and ideological and political education of students, and their connotation is also urgently in need of adjustment and updating[1]. This study analyzes the innovative working mechanism of grass-roots party organizations within the postgraduate program for vocational teacher education at Hubei University of Technology, exploring it from

the perspective of dynamic capabilities, which encompasses dynamics, pioneering spirit, and spiral characteristics. It elaborates on the connotation of grass-roots party construction innovation in colleges and universities from the four dimensions of perception ability. Furthermore, it analyzes the innovative mechanisms of grass-roots party organizations from both theoretical and practical perspectives, aiming to achieve new paths of development.

2. The Significance of Strengthening Grass-Roots Party Organization Work from the Perspective of Dynamic Capabilities in the New Situation

2.1. The Necessity of Strengthening Grass-Roots Party Organization Work from the Perspective of Dynamic Capabilities

The study of Dynamic Capability has been widely used across many disciplines, such as social sciences, economics and humanities. The concept was first introduced by Teece and Pisano in 1997 in their publication *Dynamic Capability Theory*, where they defined it as an organization's unique ability to adapt by integrating and restructuring both internal and external resources in response to rapid changes. Over time, this theory has been extended to other fields as well[2]. According to Teece and colleagues, a company's "dynamic competitiveness" refers to its ability to achieve sustainable development by learning and creating new knowledge when external conditions change. This capability is characterized by flexible adaptation and dynamic advancement, allowing organizations to respond to environmental changes and continuously enhance their own competency levels. The dynamic capability framework includes three dimensions: perception capability, learning capability and innovative capability. Among them, perception capability refers to reconnaissance and planning to develop new strategies; learning capability refers to encouraging research and development practices and updating planning flexibly; and innovation capability refers to improving and redesigning business processes to realize changes within the system[3]. Among them, innovative capability is the core of the three capabilities.

As national educational institutions, colleges and universities play an important role in fostering talent and providing an important place for scientific research. They serve as key centers where numerous party cadres and intellectuals gather, and as significant bases for nurturing outstanding grass-roots party cadres in higher education. Therefore, it is necessary to prioritize the cultivation of the innovative ability of grass-roots party organizations. This paper mainly takes a graduate party branch of a college of Hubei University of Technology as an example to analyze the mechanism innovation of grass-roots party organizations in colleges and universities from the perspective of dynamic capability theory. For grass-roots party organizations in universities, they carry a dual mission: not only should they focus on the personal growth and deeper learning of party members, but they also bear the critical responsibility of educating and guiding the broader community of students and faculty. At present, the country is vigorously developing vocational education and giving more support to vocational education, and all kinds of new changes and new policies are constantly emerging, which requires grass-roots party members to keep a keen political awareness of their own field, take the initiative to pay attention to certain major current events and cases, and seriously study General Secretary Xi Jinping's important remarks of vocational education[4]. It is essential to remain attentive to the changes around us, actively engage in learning, and improve our dynamic capabilities so that we can better meet the needs of both individual work and grass-roots responsibilities.

2.2. The Importance of Strengthening Grass-Roots Party Organization Work from the Perspective of Dynamic Capabilities

In the context of contemporary societal transformations, the urgent need to strengthen the development of party building work has prompted us to study and innovate the working mechanism of the grass-roots party organizations in colleges and universities[5]. Over recent years, China's grass-roots party organizations in universities have witnessed significant growth, characterized by the emergence of young, highly qualified academic professionals with advanced degrees, high-level professional titles, and strong scholarly backgrounds. This infusion of fresh talent has revitalized university party-building initiatives while simultaneously imposing new challenges and expectations. At present, China's social development is in a period of rapid transformation, the grass-roots party intellectuals in colleges and universities, under the impact of various cultural trends. Consequently, their value orientation, ideological concepts and behavioral styles are characterized by diversified development, posing higher requirements on the scope and depth of political participation in the organization. This diversification not only mirrors the pluralism of the society and the plurality of ideas, but also reflects the complex, evolving nature of intellectual development among grass-roots university party members[6]. Moreover, as China seeks to achieve industrial upgrading and economic transformation, the integration of vocational education with economic development has garnered increasing national attention. The establishment of universities that emphasize industry-education integration has become a central focus of this effort. These changes in the new situation bring new opportunities and challenges to the work of the party organizations at the grass-roots level in colleges and universities, especially for the party branch featuring vocational education. To effectively navigate these new conditions, it is imperative to enhance the capacity of grass-roots party organizations to adapt to environmental changes. Therefore, we need to innovate the working mechanism of the grass-roots party organizations in colleges and universities in order to better adapt to the needs of the development of the party building work of the postgraduate branch of VET teachers under the new situation. Additionally, it is necessary to refine these mechanisms further, ensuring that grass-roots party organizations can effectively address emerging challenges and fulfill their roles in this new era.

The concept of dynamic capabilities underscores the need for organizations to respond to external changes in a flexible, dynamic manner, while maintaining an evolving cognitive framework that aligns with the shifting environment. This adaptability enables organizations to address various challenges and unique circumstances that may arise at the grass-roots level, facilitating continuous improvement through ongoing learning processes. In the work of grass-roots party building, it is necessary to note the various policies of the country, especially the policies related to vocational education. grass-roots party members must develop strong comprehension and learning capabilities, ensuring swift implementation of policies and directives from higher authorities, while also tailoring them to the specific conditions of their respective grass-roots environments. Furthermore, according to the change of specific grass-roots situation, timely response and adjustments must be made in response to changing local conditions to ensure seamless alignment between internal operations and external circumstances. For party branches focused on vocational education, both current party cadres and prospective young members possess distinct advantages. These individuals not only bring technical expertise but also demonstrate a strong foundation in educational theory and practice, enabling them to effectively coordinate and address matters concerning faculty and student affairs. This unique combination of skills allows them to navigate the complexities of university environments more effectively, ensuring that the grass-roots party organization remains responsive to both educational and administrative challenges.

3. Research on Innovative Work Mechanisms of Grass-Roots Party Organizations in Universities from the Perspective of Dynamic Capabilities

In the new era of building socialism with Chinese characteristics, the Third Plenary Session of the 18th The Communist Party of China Central Committee has proposed the new requirements that are "all-dimensional, multi-tiered and wide-ranging", signifying that the country has entered a new historical phase and is confronting significant challenges[7]. The nation now faces an increasingly complex and dynamic landscape. During this period, grass-roots party organizations are expected to adeptly harness favorable factors and conditions to foster development. Effective resource allocation in such a complex work environment stands as a crucial indicator of evaluating the capabilities of these Grass-roots organizations. This requires these organizations to accurately assess situations, capitalize on their strengths, avoid weaknesses, and leverage opportunities. By stimulating the active involvement of grass-roots party members and leveraging the high-quality human resources of higher education institutions, these groups aim to advance a talent training model that integrates industry and education in vocational training[8]. Grass-roots party organizations should innovate in their work mechanisms by guiding and encouraging the participation of diverse entities in grass-roots party building, thus driving the innovative development of grass-roots organizations and highlighting the unique characteristics of their vocational education faculties. To date, this case study has demonstrated effectiveness in leveraging professional expertise and serving as a pivotal link in supporting the development of students, with a robust foundation in grass-roots party building. The innovative practices for enhancing the mechanisms of grass-roots party organizations include the following key aspects:

3.1. Strengthening Learning to Solidify the Foundation of Grass-Roots Party Organizations in Universities

To build "learning-oriented" grass-roots party organizations and create an environment rich in learning and creativity, it is essential to promote the sustainable development of grass-roots party organizations. Enhancing the comprehensive management level of grass-roots party construction necessitates organized learning. During their capability evolution and development, organizations can easily develop "path dependence" or "organizational inertia," which reduces the costs associated with organizational structure construction. The Party Committee of the Vocational and Technical Teachers College places great importance on the grass-roots party building work for students, establishing a university party building work system led by the party committee and guided by grass-roots party branches, and integrating the construction of student grass-roots party organizations with university party building efforts effectively.

University grass-roots party organizations should enhance management to broaden their influence. Recently, as part of the informatization efforts in higher education in China, universities have increasingly emphasized the use of online social media platforms[9]. It is essential to establish a professional team and allocate special funds for the development of communication platforms such as WeChat official accounts. The reliance on solely young party workers and student members can lead to a homogenous personnel structure and insufficient professional skills, hindering effective communication. It is advisable to form a specialized team composed of teachers from the Party Committee Organization Department, Propaganda Department, and Student Affairs Office. These professionals should use their expertise to edit, organize, and analyze WeChat content, manage online messages promptly, and promote the healthy development of party organization propaganda platforms. In terms of content delivery, content quality and originality should be prioritized; both experienced party cadres and

enthusiastic students should be encouraged to contribute, ensuring articles reflect both highly political insight and practical relevance. Additionally, the timing of posts should be correctly chosen to maximize readership. Considering that students have their own study and work plans, appropriate times for notifications can be chosen, such as during breaks or meal times. Publishing during summer and winter breaks can also increase readership, enhancing the impact and loyalty of platforms like Douyin and WeChat official accounts.

In schools, the party committee is the core leadership force directing student affairs. During this period, the college has convened multiple educational and teaching conferences, establishing a regular communication mechanism. The grass-roots party building work for graduate students within the college has been a key agenda item. Detailed discussions on professional knowledge in vocational education were conducted, and students were arranged to present reports on their understanding and insights into the education sector and party member responsibilities. Grass-roots party building efforts among students should be integrated into the Party Committee's Agenda, ensuring effective work deployment and problem-solving. Over time, the management perceptions of Party organization members have continuously evolved. Under new circumstances, most college grass-roots party members and student members have come to fully recognize the importance and urgency of strengthening grass-roots party building work. Through continuous learning and improvement, they promote the normalization of learning to enhance governance levels and performance, adapting to the ever-changing environment and the needs of faculty and students. Currently, social media platforms like Douyin and WeChat at the school and college levels are managed by dedicated personnel, with a comprehensive evaluation system established. However, relying solely on platforms like Douyin and WeChat is still insufficient to achieve desired outcomes. Continuous operation and content innovation remain focal points for the party organization's propaganda efforts.

3.2. Improving the System and Innovating the Work System of Grass-Roots Party Organizations in Universities

To ensure the systematic, standardized, and procedural management of grass-roots student party-building activities, the college party committee has established a robust set of regulations. First, an organizer system needs to be built, where the secretary of the college party committee also serves as the organizer, primarily handling the liaison for grass-roots student party building activities and responsible for managing and maintaining the organizational data and archives of party members[10]. Second, a situational reporting system should be implemented. Through regular meetings, major issues related to teaching, research, stipend distribution, and internal management of organizations are communicated to all party members promptly, inviting feedback from students and faculty to foster their contributions towards the school's reforms and development. Third, a communication mechanism needs to be set up. Grass-roots party organizations in the school and party-member teachers holding intermediate or higher professional titles are encouraged to engage in thorough exchanges with one or two student party members and joining party activists. This is aimed at developing deep connections and ensuring students have a clear understanding of their own ideas, study, and personal lives, building close and supportive relationships in the process. Fourth, a system for selecting and training student party member cadres should be introduced. There is a strong focus on nurturing and selecting young cadres, preparing a talent pool for the organization's long-term development. Grass-roots party organizations are encouraged to utilize their strengths and promote the exemplary role of party members effectively when the efforts are being carried out. It is important to stimulate the enthusiasm and creativity of party members, guiding them to promote a spirit of unity and collaboration in their work. This collective effort aims to

address challenges and create a new framework integrating grass-roots party building, teaching, research, and management at universities.

Grass-roots party organizations should strengthen personnel exchanges and interactions to enhance the centripetal force of the party organization. For the grass-roots party organizations in institution of higher learning, they should organize regular study and exchange activities, improve the political quality and business ability of party members, and enhance the cohesion and combat effectiveness of the party members by carrying out the "Three Meetings and One Lesson" and organizing weekly party classes[11].By organizing the files of current college teachers and students party members and establishing contact cards, so that party members and students can get timely help and treatment when they encounter problems, and by means of party members' mutual aid groups and other means, the contact between party members can be strengthened to form a good atmosphere of learning and exchange. At the same time, it is necessary to innovate the way of communication, use modern technology to establish party members' study and exchange group, which is convenient for the party members to exchange their learning experience and share their work experience at any time. Through the construction of the party building WeChat public number and learning strong number, the implementation of fine management, timely convey to the party members and students the spirit of major meetings, current affairs and policies, group dynamics, etc., the timely release of the meeting and work arrangements, and the regular release of the research results of the party building work, make full use of the functions and features of the interactive exchange to guide the majority of party members and college students, so that they are aware of the current hot issues. Teachers and students in colleges and universities should make good use of the new media to deliver party building information in a timely manner, strengthen interactive exchanges and solve problems. For example, we can hold "micro lectures" and "micro vocational education" to enable trainees to conduct "online teaching" on the platform of "Strong Country"[12].The party branch should establish a WeChat group, and every time the organizational life is carried out, the branch secretary or organizer will release the theme, and each party member will exchange speeches on WeChat, using simulated chats to achieve one-to-many and many-to-many organizational life, and take the initiative to guide party members, enrich the content of the organizational life, and improve the degree of participation. The new media environment puts forward new requirements for party building work in the institution of higher learning, and also makes party building work in them face new challenges. Therefore, party building work in colleges and universities must keep pace with the times, strengthen the concept of new media, analyze the advantages and shortcomings of WeChat public platforms in colleges and universities, efficiently utilize the new media, combine traditional teaching methods with new media, build a diversified mode of party building education, and improve the cohesion and centripetal force of party members.

3.3. Building a Platform to Enrich the Work Form of Grass-Roots Party Organizations in Colleges and Universities

College party committees should strive to build an excellent resource-sharing system for party organizations, and learn to fully explore and utilize the various resources of the platform and accurately screen[13]. By regularly inviting outstanding teachers and party representatives from universities across the country to give lectures and hold academic salons, and organizing teachers and party students of the college to attend studies and start exchanges, in order to enhance their academic horizons and expand their knowledge circles. The establishment of the party organization grass-roots sinking volunteer service team, weekly arrangements for student party members and students who intend to approach the party organization in-depth school around the grass-roots community, volunteer service activities, more understanding of the people's living conditions, and in the process of improving their own ability to learn from

the outstanding members of the party in the process of doing the learning[14]. Resource integration capability is an important dimension in the theory of dynamic capability, and building a platform to enhance the learning power of party organizations is an essential link. For grass-roots party organizations, the resources they have are not rich enough compared to the top level, and they face the situation of small volume and dispersion, therefore, the rational allocation of limited resources is a very critical ability[15]. The ability to reasonably configure and integrate internal and external resources in the face of a complex external environment is the most important feature of dynamic ability, which grass-roots party organizations must master to enhance the adaptability of the organization to environmental changes. In order to maintain a certain degree of vitality and sustainable development, grass-roots party organizations need to acquire and integrate all kinds of high-quality resources in the field of vocational education, and to improve the mechanism of guaranteeing the sustainable development of professional groups with the cooperation of many parties[16]. At the internal level, various professional resources within the organization are integrated, including human resources, organizational resources and policy resources, as well as various organizational resources such as condition policies, financial resources and management authority given by each party branch on campus, to play the role of open sharing and mutual support.

In the case of Hubei University of Technology, it gives full play to the role of digital media in the college by arranging a study section on the college's webpage and releasing new information regularly, ensuring that the ideological construction of party members is updated in a timely manner. With the changing times and shifts in the external environment, the grass-roots party organizations of this school continuously adapt to the new situation. They pay attention to the latest dynamic policies of the central party building work, adopting dynamic perspectives and ideas, mastering the fundamental trends of ideological education, and keeping abreast of the latest dynamic thoughts and needs of the grass-roots party members, as well as the teachers and students at school. The college also develops the potential of party members and students by engaging them in practical activities, such as writing conference press releases, handling important photography, and managing the publicity website. Through these activities, party members accumulate valuable experience, improving their own qualities and becoming comprehensive members of the college's grass-roots party organization. Under the inspiration of exemplary party members, it enhances the cohesion and centripetal force of the postgraduate party branches, fostering mutual learning, and actively exploring and constructing new forms of party organization work. Additionally, the school promotes the precise deployment of resources through internal and external coordination and coupling. Externally, it integrates various resources within all levels of party organizations, primarily involving talent exchange, technology exchange, and information exchange. Regional university party organizations should adopt a 'competition and cooperation' mindset and the concept of grassroots collaboration, working together to overcome challenges, finding their own niches, playing to their strengths, and achieving differentiated development. Furthermore, teaching resources are being integrated. The construction of grass-roots party organizations should incorporate the new policies, ideas, and norms issued by the central government into the learning system promptly, digesting and absorbing them. By organizing collective learning and conducting relevant practices, the work and policies can be implemented effectively. This also involves fully mobilizing existing high-quality resources and actively leveraging the superior conditions of the university's faculty and technical teams, continually expanding the scope of cooperation. This leads to a situation of shared risks and mutual benefits, enabling a joint response to the diverse needs of party building, ideological education, and vocational training, thus establishing an excellent party organization resource sharing system[17]. Under the modern education system, alongside the rapid advancement of informationization, digitalization, and internet technologies, we can utilize the intensified information

characteristics of network platforms to effectively integrate traditional teaching methods with online resources, thereby fully leveraging the resource advantages of each platform and actively exploring and constructing a new type of learning and management model for the party organization.

3.4. Changing the Approach to Find the Coordinates of Development for Grass-Roots Party Organizations in Colleges and Universities

Good perception of information is the beginning of the absorption and use of information, dynamic perception ability for the grass-roots party organizations has a very important role, can ensure that the grass-roots party organizations in the retrieval, screening and access to important information to reduce the interference of external non-essential information. Grass-roots party organizations should strengthen the sensitivity of party members to the situation and the concept of change, and identify the direction of their own improvement. Using the platforms provided by universities and other organizations, network digital media and other means, they can perceive and grasp the current development ideas, and make real-time responses and needed changes in the thinking and behavior of college students. When dealing with the hot issues of vocational education, they should be good at picking out the noteworthy places from them, determining their own position and conducting deeper research and understanding, as well as taking the initiative to communicate with teachers, deeply understanding the essence of the problem and finding corresponding countermeasures, so as to enable them to better respond to the changes in the external environment, thus enhancing their ability to achieve long-term sustainable development.

The grass-roots party organizations should constantly change and innovate in the process of development, and carry out change and reconstruction, in order to consolidate the innovative power of the party organization and improve its own organizational coordination mechanism and guiding concepts. At present, the grass-roots party organizations in colleges and universities lack the ability to change in the process of practice, the absorption and analysis of new knowledge is not complete and systematic, lack of certain integration thinking, lack of internalization ability. In the face of the ever-changing situation, the grass-roots party organizations must keenly perceive the environmental changes and new ideas and make greater adjustments. In order to achieve this goal, internal members of the VET teachers' party branch need to continuously improve their ability to acquire information. This involves the latest dynamic policies of the central education party building work, the basic trends of civic education, and the dynamic needs of grass-roots party members and students, as well as noting China's policies on the development of industry-education integration[18]. The only way to have a deep understanding of the external development situation and theoretical concepts is to have a constant revision of one's way of thinking and work direction, thus ensuring that the work of the grass-roots organizations meets the requirements of the times.

Teachers of the college and the party organization have a clear understanding of their own orientation and high professional sensitivity; on the one hand, the college pays close attention to the policies and development of vocational education, and the members of the branch regularly give guidance to the students, so that the students can build up a sense of the problem, so that they can have an understanding of certain long-standing unsolved problems in the field, grasp the pain points of the field and use their professional knowledge to continuously solve these problems. their own professional knowledge to go on solving these problems. Higher vocational colleges and universities should start from reality and conduct research on the new situation of higher vocational colleges and universities. The grass-roots party members of the college party organization also always keep the external communication channels open, such as paying attention to the latest development of the integration of industry and education, etc. Only by mastering the latest situation can we better guide the sustainable development of the

grass-roots party organization and provide better services for the majority of party members and the people. At the same time, it constantly improves the cognitive level of the organization and the innovation ability of theory and work[19]. With the changes of the times and the external environment, grass-roots party members are able to examine the latest policies and development results of the central party building work from a dynamic perspective, pay attention to the latest hot issues in the field of their specialties, clarify their thoughts, and grasp the basic trends of the Civic and Political Education. In addition, grass-roots party organizations have actively taken a variety of measures. For example, by regularly organizing internal members to study central policy documents and theoretical works, such as Xi Jinping's important discourse on education and other documents, they have improved their members' policy level and theoretical literacy. At the same time, it obtains more information and experience by strengthening exchanges and cooperation with other party organizations. In addition, grass-roots party organizations also understand the latest dynamic thoughts and dynamic needs of grass-roots party members and current teachers and students in vocational colleges and universities by strengthening surveys and research on them. By going deep into the grass-roots and the masses, and having face-to-face exchanges and communication with them, they can better understand their needs and problems, and then take targeted measures to solve them, and improve their innovation ability in practical research.

4. Conclusion

The integration of dynamic capability theory in party building in colleges and universities is mainly reflected in the dynamic, pioneering, and spiral characteristics of the development of grass-roots party organizations. The grass-roots party organization is continuously developing, and the dynamism emphasizes that it is a constantly evolving process, which requires the party organization to be able to adapt to changes in the environment and maintain vitality and competitiveness. Pioneering implies that grass-roots party organizations need to be innovative, encouraging party members to come up with novel ideas and strategies, and enhancing the adaptability and problem-solving abilities of the party organization through creative practices and institutional innovations. Finally, spirality describes the process of self-transcendence and infinite development of party organizations through concrete analysis of specific problems and lessons learned in the face of challenges.

In summary, the innovative development of grass-roots party organizations can not only strengthen the ruling foundation of the party and enhance the level of social governance but also promote the high-quality development of industries, as well as provide a solid organizational guarantee for the cultivation of talents in the field of higher education. Therefore, its importance cannot be ignored and should be fully emphasized and continuously explored in innovation.

Acknowledgement

School-level research project of Hubei University of Technology "Research on innovative working mechanism of grass-roots party building in colleges and universities - taking the special student branch of teacher training as an example" (Project No. 2023Y6).

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