

Theoretical summary and Practical Exploration of Hospital Party Building Management Work

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Abstract: This article analyzes the theoretical connotation and practical characteristics of hospital Party building management in the new era, and proposes four practical strategies: building a modern hospital governance system, establishing a professional Party affairs cadre team, innovating activity carriers and working methods, and improving the assessment and evaluation mechanism. It is hoped that this can provide theoretical guidance and practical reference for the construction of Party organizations in medical and health institutions. Promote the positive interaction between the Party building work in hospitals and the development of medical services.

Keywords: Hospital Party building Management work; Theoretical summary; Practical exploration

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1. Introduction

Hospital Party building management refers to the systematic practical activities carried out by the Party organizations of medical institutions in applying scientific theories and methods to coordinate all aspects of Party building work and play a political core role. Deepening the research on hospital Party building management has significant theoretical value and practical significance, which is conducive to improving the modern hospital management system, enhancing the quality of medical services, and safeguarding the health rights and interests of the people. To promote the high-quality development of the medical and health care industry, it is hoped that this will provide reference for relevant personnel.

2. Theoretical Summary of the Party Building Management Work in Hospitals

The Party building and management work in hospitals shoulders the dual mission of political guidance and organizational guarantee in the development process of the medical and health care industry in the new era. Its theoretical connotation is reflected in the combination of Marxist Party building theory and modern hospital management system. Through the establishment of the core governance structure of the hospital director responsibility system under the leadership of the Party committee, it effectively transforms the political advantages of the Party into the development advantages of the hospital. At the same time, a Party building work model with the characteristics of the medical industry has been formed in multiple dimensions such as decision-making mechanisms, supervision systems, and cultural construction ^[1]. As an

important support for the hospital's Party building work, the construction of grassroots Party organizations has established an organizational network covering various fields such as clinical practice, medical technology, and administration at the departmental level. Meanwhile, through the implementation of the "Dual Leader" cultivation project for Party branch secretaries and the creation activities of Party member vanguard posts, the Party building work has been deeply integrated with the improvement of medical service quality, the construction of medical ethics and style, and the cultivation of talent teams and other business work. A virtuous cycle mechanism has been formed where Party building promotes business and business strengthens Party building. The Party building and management work in hospitals must closely revolve around the fundamental goal of people's health. In the specific practices of serving patients, caring for staff, and promoting development, it should demonstrate the role of the Party organization as a fighting fortress and the vanguard and exemplary role of Party members. This can be achieved by establishing and improving the responsibility system for Party building work, perfecting the assessment and evaluation system, innovating activity carriers and working methods. Constantly enhance the institutionalization, standardization and scientific level of Party building work.

3. Practical Paths for Hospital Party Building Management Work

3.1. Build a modern hospital governance system under the leadership of the Party committee

The hospital director responsibility system under the leadership of the Party committee, as the core institutional arrangement of modern hospital governance, establishes a pre-review mechanism of the Party committee in the process of making major hospital decisions, sets up a cross-appointment and regular communication and coordination system for members of the Party and government leadership teams, and improves the collective decision-making procedures of the Party committee for important personnel appointments and removals and major project investments. The organic unity of the Party's political leadership and the professional management of the hospital has been achieved. At the same time, the Party organization has played a guiding role in key links such as the formulation of the hospital's charter, the planning of development strategies, and the formulation of annual work plans, ensuring that the hospital's reform and development always advance along the correct path of serving people's health, practicing public welfare nature, and reflecting the superiority of the socialist system. The modernization of the governance system requires the establishment of a diversified governance pattern at the institutional level, featuring the overall leadership of the Party committee, the specific responsibility of the hospital director, the democratic participation of the staff, and the effective supervision of the society. The Party committee can transform the organizational advantages of the Party into the governance effectiveness of the hospital by participating in management activities such as the design of the hospital's internal control system, the construction of the risk prevention and control system, and the formulation of performance assessment indicators. Under the leadership of the Party committee, the president is specifically responsible for the daily operation and management of the hospital, medical quality and safety, discipline construction and development, and other business work, forming a working mechanism of division of labor and cooperation between the Party and the government, mutual support and shared responsibility^[2].

3.2. Build a high-quality team of Party affairs cadres in hospitals

The professional construction of the Party affairs cadre team in hospitals requires the implementation of the "Dual Leader" cultivation project to select those compound talents who not only have a solid theoretical foundation in Party building but also are proficient in medical business skills to serve as the secretaries of grassroots Party organizations. A two-way exchange and appointment system for Party affairs cadres and business cadres should be established to enrich the Party affairs work team with outstanding clinical, medical technology and management backbones. At the same time, Party affairs cadres should be assigned to business departments for on-the-job training to enhance their understanding and grasp of the hospital's operation and management laws through practice, thus creating a favorable situation where Party affairs work and business work promote each other and develop in a coordinated manner^[3]. The construction of a team

capacity improvement system requires the establishment of a hierarchical, categorized and phased training and education mechanism. Differentiated training plans should be formulated for different levels of Party affairs staff such as members of the Party committee, secretaries of Party branches and Party affairs officers. Through various means such as theoretical study, practical training, job rotation and exchange, and study and investigation, The system aims to enhance the political theory level, organizational coordination ability, mass work skills and innovative development thinking of Party affairs cadres. At the same time, it should establish career development channels and incentive guarantee mechanisms for Party affairs cadres, and provide policy preferences in terms of job promotion, treatment guarantee and honor recognition, so as to increase the attractiveness of Party affairs positions and the professional identity of Party affairs cadres^[4-8].

3.3. Innovate the carriers and working methods of Party organizations' activities

Innovation in the carriers of Party organization activities needs to be closely integrated with the characteristics of the medical and health industry and the actual work of hospitals. By carrying out theme practical activities with hospital characteristics such as "Party Member Pioneer Posts", "Party Member Responsibility Zones", and "Party Member Volunteer Service Teams", Party building work can be integrated into specific business work such as improving medical service quality, enhancing patient satisfaction, building medical ethics and style, and promoting scientific research and innovative development^[9-12]. Let the majority of Party members play a vanguard and exemplary role in the practice of serving patients, delving into business, and overcoming difficulties. At the same time, through establishing a system for Party members to connect with and serve the people, setting up model departments and positions for Party members, and organizing Party member skills competitions and business contests, create a strong atmosphere where Party members strive for excellence and learn from each other. The modern transformation of working methods is reflected in the full application of information technology means to build a smart Party building platform, develop a comprehensive Party building information system integrating Party member education, organizational management, activity organization, and assessment and evaluation, and carry out Party lessons and theoretical learning through forms such as live streaming, online learning, and cloud meetings^[13-14]. By leveraging mobile applications such as wechat groups, DingTalk, and Xuexi Qiangguo, we can enhance daily communication and coordination, break through the limitations of traditional Party building work in terms of time and space, and increase the coverage and participation of Party building work. At the same time, based on the work characteristics and time arrangements of Party members in different departments and positions, we can adopt flexible and diverse forms of organizational life Ensure that Party building work and business work promote each other rather than conflict with each other^[15].

3.4. Improve the assessment and evaluation mechanism for Party building work

The scientific construction of the assessment and evaluation system for Party building work requires the establishment of a comprehensive evaluation index framework covering multiple dimensions such as the intensity of organizational construction, the implementation of systems, the validity of activities, the degree of role play, and the satisfaction of the masses. It is necessary to transform the soft indicators of Party building work into quantifiable, comparable and operable hard indicators. By setting specific indicators such as the compliance rate of standardized construction of grassroots organizations, the coverage of Party member education and training, the participation in theme activities, the number of Party member vanguard posts created, and the satisfaction of the masses with the work of Party organizations, the actual effectiveness and quality level of Party building work can be objectively reflected. At the same time, a diversified assessment mechanism should be established that combines regular assessment with daily supervision, self-evaluation with external assessment, and quantitative analysis with qualitative judgment. The improvement of the mechanism for applying assessment results requires closely linking the assessment results of Party building work with the selection and commendation of Party organizations and members, the selection and appointment of cadres, and the distribution of performance rewards. A system for notifying assessment results and implementing rectification measures should be established. Problems and deficiencies identified during the assessment should be promptly urged to be rectified.

Party organizations and individuals with remarkable achievements in Party building work should be commended and rewarded. For those who fail to implement the responsibility for Party building work properly and whose work results are not obvious, they will be summoned for talks and held accountable, creating a favorable atmosphere of rewarding the excellent and punishing the poor, encouraging the advanced and urging the lagging behind, so as to promote the sustained and healthy development of the Party building work in the hospital on the track of institutionalization, standardization and scientification.

4. Conclusion

Through in-depth analysis of the theoretical connotation of hospital Party building management and systematic review of practical paths, this article has constructed a comprehensive research framework covering four dimensions: governance system, team building, carrier innovation, and evaluation mechanism, providing theoretical support and practical guidance for the construction of Party organizations in medical institutions. With the rapid development of the medical and health care industry and the continuous improvement of the requirements for Party building work, The Party building management work in hospitals still needs to seek new breakthroughs in theoretical innovation and practical exploration. Future research should pay more attention to the transformation and upgrading of hospital Party building work in the digital age, explore the application prospects of technologies such as artificial intelligence and big data in Party building work, and at the same time deepen the understanding of the regularity of hospital Party building work and strengthen cross-disciplinary research cooperation. Establish and improve the assessment system and standardized construction indicators for hospital Party building work, promote a virtuous cycle of theoretical research and practical innovation in hospital Party building, and contribute wisdom and strength to building a more scientific and complete hospital Party building management system.

Disclosure statement

The author declares no conflict of interest.

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