

Exploration of Enterprise Economic Management Models from the Perspective of Flexible Management

Shibo Wang

University of the East, Metro Manila 1008, Manilain, Philippines

Keywords: Flexible management; economic performance; economic management; enterprise development

Abstract: With the accelerating development of society, the competition among enterprises is no longer the competition of economic strength at the beginning. The management methods and corporate culture of enterprises have also become important factors affecting their development. Facing the increasingly complex market competition environment, how to improve the operational efficiency of enterprises, innovate business strategies, and adapt to the needs of social and economic development has become a key direction for enterprises to carry out economic management reform. On this basis, flexible management, as a new type of enterprise economic management method, has entered the view of managers. It can not only improve employee work efficiency and quality, but also effectively enhance the competitiveness of the enterprise, condense corporate culture, and achieve the maximization of enterprise management benefits. From the perspective of flexible management, the economic management model of enterprises should achieve a transformation of the concept of "people-oriented", with promoting employee development as the center, paying attention to the internal needs of employees, thereby improving their work enthusiasm, and ultimately achieving the goal of maximizing the economic benefits of the enterprise. However, many enterprises do not recognize the importance of flexible management when carrying out economic management, and cannot meet the requirements of the market economy for enterprises. This is also an important factor that leads to a lack of innovative spirit and vitality within enterprises. In this situation, promoting the transformation of enterprise economic management methods has become an important direction for optimizing management work in modern enterprises.

1. Introduction

Compared to rigid management, flexible management focuses more on the personalized development of employees, aiming to mobilize their work enthusiasm through reasonable methods and meet the needs of enterprises in the transformation and development of the market economy. Flexible management is also a trend in the development of enterprise economic management in the new socialist era. It stimulates employees' creativity with a people-oriented approach, and the management concept centered on corporate culture, values, and spiritual pursuit has strong adaptability and flexibility. In essence, flexible management is a rational analysis of the development laws of enterprises based on their internal changes, providing more reference basis for

management decision-making, and formulating effective management measures to avoid the impact of market economy development on enterprises. [1]

2. Problems in the Construction of Enterprise Economic Management

In the era of rapid development of market economy, enterprises are facing increasingly fierce competition and increasing labor costs. In order to achieve maximum benefits, enterprises must optimize their economic management work mode based on their own management mode. Incorporating flexible management into an enterprise's economic management model can promote a more mature management system and motivate employees. However, some enterprises have not recognized the importance of flexible management in the reform of economic management.

2.1 Unreasonable Organizational Structure

In the traditional economic management model of enterprises, the organizational structure of the enterprise is mainly pyramid shaped, with clear hierarchical relationships, and clear boundaries between managers and employees. Senior managers often rarely communicate with grassroots employees, and employees' demands are difficult to convey to managers, reducing the efficiency of enterprise operation. With the gradual acceleration of China's internationalization process, the demand for market information is constantly changing. The traditional organizational structure of enterprises not only restricts the channels for employee promotion, but also reduces employee motivation. It also prevents decision-makers from timely understanding the needs of grassroots employees, making the flow of enterprise information difficult and reducing the production efficiency of the enterprise. In addition, the vertical enterprise architecture is not conducive to the decision-making of the enterprise, and senior managers often need to listen to the opinions of various parties and take comprehensive consideration when making decisions. Employees who want to present their ideas and viewpoints must go through layers of upward communication, which can also delay decision-making time. Employees are the fundamental driving force behind the development of the enterprise. Only by fully mobilizing their enthusiasm and creativity can new vitality be injected into the sustainable development of the enterprise. However, the development time of China's market economy is relatively short, and many enterprises have not truly realized the importance of flexible management for enterprise development. The self-development of employees is also constrained to some extent, and the relevant incentive methods and guarantee systems are not reasonable. This is also one of the important reasons for frequent employee turnover and low enterprise efficiency.

2.2 Lack of Corporate Cultural Atmosphere

Creating a corporate cultural atmosphere is an important link in enhancing the core competitiveness and cohesion of enterprises. However, most small and medium-sized enterprises in China lack awareness of corporate culture and do not provide effective training and guidance to employees before they start working, creating a relaxed and comfortable working atmosphere for them. The pressure placed on employees by enterprises is too great, and employees cannot properly relieve and relieve their mental distress, which naturally reduces work efficiency. At the same time, corporate culture is an important manifestation of a company's competitive soft power, and is also one of the needs that employees value in job hunting. It is also an important manifestation of the company's spiritual outlook. A good corporate culture can invisibly attract more potential high-quality job seekers, and will also improve the overall centripetal force force of internal employees. From the perspective of flexible management, improving the competitiveness of

enterprises not only requires enhancing their hard power in various aspects, but also focuses on enhancing their internal soft power, creating a positive and upward corporate culture atmosphere, and paying attention to the internal needs of enterprise management. By creating a cultural atmosphere through flexible management, it can effectively motivate employees and provide them with a sense of spiritual gain and satisfaction, thereby creating greater economic benefits for the enterprise. [2]

2.3 Neglecting the Internal Needs of Employees

From the perspective of flexible management, enterprises should take the fundamental needs of employees as the starting point, and effectively ensure the internal and spiritual needs of employees in their work. With the continuous improvement of China's economic modernization level and the continuous improvement of talent quality, employees in enterprises no longer pursue simple material needs in their work environment, but pay more attention to spiritual and cultural needs. With the development of the market economy, competition among various industries is more intense, which has caused more pressure on employees' physical and mental health. How to balance the pressure of enterprises and the inner needs of employees has become an important issue in the implementation of flexible management in enterprises. However, due to the small scale of most enterprises in China, there is no more time and funds available for their cultural construction, and it is natural that they cannot fully consider the internal needs of employees. In addition to material rewards, respect, care, trust, and spiritual rewards for employees are also one of their internal needs. Under the market economy environment, some enterprises lack the construction of humanistic care, and cannot pay close attention to the pressure and ideological trends of employees. Employees have more negative emotions, which reduces work efficiency. In addition, employees' work enthusiasm decreases, and they do not pay high attention to the company's development plan. Naturally, they do not propose more plans for the company's development, which invisibly affects the scientific decision-making of the enterprise. The formation of a gap between the management and employees of the enterprise has led to a gradual decrease in communication efficiency, which has also hindered the further improvement of the economic benefits of the enterprise.

3. Effective Ways to Innovate Flexible Management

In terms of modern enterprise management, incorporating flexible management into the enterprise economic management model has become an important trend in the development of enterprise economic management. A multi-level flexible management system is an important way to adapt to the development of market economy, optimize enterprise management level, and improve work efficiency of enterprises.

3.1 To Build a Corporate Cultural Environment

By building a good corporate culture environment, employees' enthusiasm for work can be effectively improved, and corporate culture can be used to nurture employees to gradually recognize the development direction of the enterprise, starting from the fundamental interests of the enterprise. Building a corporate cultural environment requires companies to regularly organize and carry out corresponding cultural activities, effectively pay attention to the spiritual needs of employees, and help them form a positive and optimistic mindset. Meanwhile, it is necessary to deeply explore the goals and core of enterprise development, establish corresponding goals for each stage of enterprise development, use common goals to achieve cohesion, and guide employees to form correct work and life attitudes. At the same time, it is necessary to actively pay attention to the work status of

employees, timely understand their ideological trends, stimulate their work enthusiasm, and inject a continuous stream of vitality into the development of the enterprise. [3]

3.2 To Build the Incentive System Based on Flexible Management Principle

Under the flexible management model, the incentive system of enterprises is particularly crucial. Enterprise development cannot do without employee support, but it is essential to build a sound and reasonable incentive system, in order to fundamentally mobilize employee enthusiasm. In addition to material incentives and various living security systems for employees, attention should also be paid to spiritual incentives for employees. Providing long-term and effective incentives to employees from both material and spiritual perspectives is one of the key factors in ensuring smooth internal operation of the enterprise. With the modernization of Chinese enterprises, employees no longer only focus on economic incentives, and the corresponding corporate culture, development prospects, and upward space have gradually become one of the important standards for employees to choose a company. Enterprises must relax the channels for employee growth, focus on cultivating employees with ideas and potential, establish open and transparent promotion mechanisms, so that employees have a clear understanding of their own development direction and work goals, and mobilize their work enthusiasm. The incentive system based on flexible management principles should effectively integrate the spiritual needs of employees with the corporate system, and improve the practicality of the system from the perspective of employees. [4] Enterprises should also respect the subjective feelings of employees, highlight humanistic care, and create a good environment for their development.

3.3 To Build the Flat Organizational Management Model

The flat economic management model can reconstruct the economic structure of enterprises. This is one of the important assessment criteria for the flexible management mode of enterprises. The flat organizational management model can provide more flexible management for employees, timely grasp the development trends of grassroots employees, and obtain corresponding market information. In the traditional organizational management model, there are too many levels of management, which restricts the efficiency of information dissemination and affects the efficiency and scientificity of decision-making by senior managers. A flat organizational management model can enable employees to actively participate in corporate decision-making, enhance their sense of participation and presence, strengthen communication and cooperation among departments, and thus enhance corporate cohesion. The flat organizational management model can fully utilize the human resources of enterprises and enhance the scientific decision-making. The flat organizational management model can better leverage the advantages of flexible management, enhance the connection between managers and grassroots employees, and enhance employees' sense of belonging, further promoting the growth of the enterprise economy.

3.4 To Increase Enterprise Training

Increasing enterprise training for employees is an important step in building a good corporate culture atmosphere, improving employee quality, promoting internal environmental harmony, and stimulating employee creativity. Increasing enterprise training can enhance employees' interdisciplinary development capabilities, enhance collaboration among various departments of the enterprise, and provide an endless source of motivation and vitality for the future development of the enterprise. Providing corresponding organizational training to employees can effectively improve their comprehensive abilities, meet their own development needs, and create a positive and

upward corporate culture atmosphere. [5] Employees have more professional abilities and work experience, and can also provide constructive suggestions for the future development of the enterprise, increasing the cohesion within the enterprise.

4. Conclusion

To sum up, when conducting economic management, enterprises should properly integrate the concept of flexible management, which can not only effectively stimulate employees' enthusiasm for work, enhance their sense of belonging and self-worth, enhance the cohesion and centripetal force within the enterprise, and then make greater contributions to improving the economic effect of the enterprise. Enterprises themselves should also strive to create a sound enterprise management system based on employees, using both rigid and flexible management, and developing open and transparent promotion channels based on the development of employees and the enterprise. Only in this way can flexible management fundamentally play its role in promoting enterprise economic development and ultimately achieve the fundamental goal of maximizing enterprise benefits.

References

- [1] Li Tinggui. *The Application of Flexible Management in Enterprise Economic Management* [J]. *Market Modernization*, 2023 (02): 58-60
- [2] Fang Wei. *Innovative Research on Enterprise Economic Management from the Perspective of Flexible Management* [J]. *Auditing and Finance*, 2023(01): 51-52
- [3] Chen Shiyuan. *Reflection on the Application of Flexible Management in Enterprise Economic Management* [J]. *Market Modernization*, 2022(24): 104-106
- [4] Su Qin. *Exploring the Application Path of Flexible Management in Enterprise Management* [J]. *Enterprise Reform and Management*, 2022 (24): 30-32
- [5] Ai Leihua. *The Utility of Flexible Management in Enterprise Economic Management* [J]. *Fortune Today*, 2022 (22): 61-63