

# A Preliminary Study on the Innovative Work Thinking of Branch Discipline Inspection Committee Members

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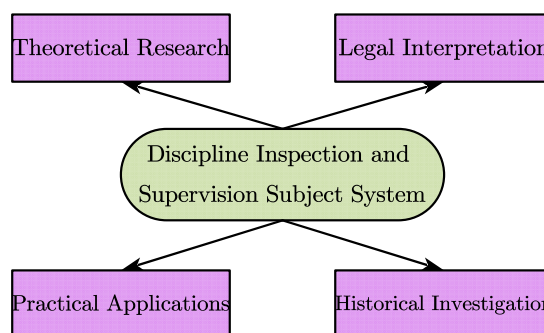
**Abstract:** This paper explores the innovative work thinking of members of branch disciplinary inspection committees to improve the effectiveness and efficiency of disciplinary inspection and supervision. Through a literature review on innovative work thinking, incorporating insights from disciplines such as innovation management, design thinking, and leadership, the paper proposes a framework for cultivating innovative work thinking within disciplinary inspection committees. Drawing on theoretical perspectives and practical experiences, the proposed methodology emphasizes the importance of political resilience, internal reform struggles, and talent cultivation in disciplinary inspection and supervision. Furthermore, the paper advocates the integration of innovative labor thinking into disciplinary inspection practices to promote organizational progress and comprehensive Party governance. By combining theoretical analysis with practical recommendations, this paper provides valuable insights into fostering innovative work thinking among members of branch disciplinary inspection committees.

**Keywords:** Preliminary Study, Innovative Work Thinking, Branch Discipline, Inspection Committee.

## 1. Introduction

In the process of building a discipline system for discipline inspection and supervision, it is not only necessary to reasonably classify the disciplines, but also to pay attention to the interrelationship and cross-integration between disciplines. For example, there is a close connection between theoretical research and interpretive research, and the results of theoretical research can provide theoretical support for the interpretation of laws and regulations; practical research plays a connecting role between interpretive research and historical research, linking theory and practice. Combining it with others, we explore the practical approaches to discipline inspection and supervision work; while historical research provides a historical background and development context for theoretical research and interpretive research by examining the historical changes of the discipline inspection and supervision system. Therefore, a close interactive relationship has been formed between these research fields, which jointly promote the continuous improvement and development of the discipline system of discipline inspection and supervision. In addition, to build the discipline system of discipline inspection and supervision, it is necessary to fully draw on domestic and foreign academic resources and absorb and learn from advanced research results and methods. By integrating with international standards, the discipline system of discipline inspection and supervision can better broaden its horizons, expand its ideas, and enhance the international level of disciplinary research. At the same time, attention should also be paid to maintaining the independence and autonomy in the process of reference, and ensuring that theoretical perspectives and research results are in line with China's national conditions and actual needs. Constructing a discipline system for the discipline inspection and supervision requires not only a reasonable classification of disciplines, but also a focus on the interrelationships and cross-integration between disciplines, making full use of the domestic and foreign academic resources, and maintaining the independence and autonomy of disciplinary research. Such efforts will lay a solid foundation for the development of

discipline inspection and supervision and promote its prosperity and growth in the discipline system of philosophy and social sciences with Chinese characteristics. In the Figure 1, the discipline inspection and supervision subject system is demonstrated.



**Figure 1.** The Discipline Inspection and Supervision Subject System

To construct a formidable force in disciplinary inspection and supervision, it is imperative to ignite an internal drive for self-renewal. It's crucial to deeply grasp the fact that disciplinary inspection agencies are political entities. Thus, their foremost attribute must be political resilience, as faithfulness is an inherent political trait. Focus should be on refining ideologies, solidifying and broadening the outcomes of educational reforms, and consistently promoting political enlightenment and party ethos to ensure unwavering allegiance, dependability, and purity. Adhering to the principles of "three necessities," practicing the ethos of "three stricts and three earnest," implementing the strategy of "four grassroots-level penetrations," and heeding the populace's aspirations will showcase a rejuvenated appearance of the disciplinary inspection team. Strengthening stringent oversight while fostering deep compassion will inspire personnel to become proactive and assume responsibilities,

relying on relentless struggles to continually pioneer new frontiers in organizational advancement.

To cultivate a disciplined and vigilant force in disciplinary inspection, it's vital to elevate the aptitude for internal reform struggles. The caliber and proficiency of personnel directly impact the efficacy of upholding ethical governance and anti-corruption endeavors. This, in turn, influences the caliber and efficacy of comprehensive and rigorous party governance. Thus, efforts must concentrate on nurturing a cadre corps characterized by high competence and specialization. Continuously enhancing skill sets, persistently conducting comprehensive training and practical simulations, and honing hands-on expertise are indispensable. Strengthening the recruitment and training pipeline for younger cadres, establishing reservoirs of talent for casework and adjudication, and fostering exemplary figures of probity will contribute to shaping a disciplined and vigilant corps. Instituting and refining mechanisms for performance-based assessments, fostering a culture that esteems tangible accomplishments and responsibilities, and actively fostering specialized talents in disciplinary inspection will further fortify the corps' capabilities and sense of duty. In the rest of the paper, the details will be discussed.

## **2. Literature Review on Innovative Work Thinking**

The literature survey encompassed a broad array of research endeavors focusing on how innovation management, design thinking, and leadership influence organizational innovation. [1] Roberts et al. (2016) introduced how the design thinking framework is applied in medical management and innovation, emphasizing its utilization of human-centered research, collaborative teamwork, and rapid prototyping to address intricate issues within the medical system. This method advocates for a user-centric design approach, enhancing comprehension and fulfillment of user needs, thereby advancing innovative developments within medical systems. [2] Aslam et al. (2020) introduced the "Absolute Innovation Management (AIM)" framework, integrating design thinking and corporate strategy to integrate innovation into the daily operations of organizations, resulting in competitive advantages and economic growth. This framework stresses comprehensive participation and continuous innovation promotion, fostering a favorable innovative atmosphere and culture within organizations. [3] Liedtka (2015) underscored how design thinking can refine innovation outcomes by mitigating individual cognitive biases, advocating for increased exploration into the nexus between design thinking and innovation outcomes. This viewpoint underscores the pivotal role of design thinking in the innovation process, offering novel perspectives on innovative methodologies and outcomes. [4] Afsar and Badir (2017) delved into the interplay among workplace spirituality, organizational support, and innovative work behavior, revealing that organizational support and workplace spirituality partially mediate the positive impact on innovative work behavior through person-organization

alignment. This study probes the intrinsic motivational factors underpinning innovative behavior from psychological and organizational standpoints, offering novel insights and approaches for organizational incentivization and innovation management. [5] Afsar and Umrani (2020) demonstrated how transformational leadership fosters innovative work behavior by influencing employees' motivational learning, task complexity, and the innovative climate. This finding highlights leadership's pivotal role in the innovation continuum and provides actionable guidance for organizations to nurture and identify innovative leaders. [6] Javed et al. (2019) explored the influence of inclusive leadership on innovative work behavior, with psychological safety emerging as a mediating factor. This study underscores organizational culture's significant impact on innovation, offering crucial insights for cultivating inclusive work environments conducive to innovation. [7] Haefner et al. (2021) conducted a comprehensive review of the intersection between artificial intelligence and innovation management, charting future research directions. They identified the prospective application of artificial intelligence in innovation management, offering novel avenues for leveraging technology to drive innovation. [8] Crosby et al. (2017) underscored the pivotal role of collaborative innovation in public value creation, emphasizing the centrality of design logic and practice in this process. Their findings furnish practical guidance for interdisciplinary collaboration and innovation, providing innovative approaches for addressing complex societal challenges. [9] Hon and Lui (2016) advanced a multi-tiered innovation model, considering the impact of individual and team-level uncertainty on innovation outcomes. This model furnishes valuable insights into risk management and innovation facilitation, guiding organizations to achieve breakthrough innovations in uncertain environments. [10] Khalili (2016) examined the relationship between transformational leadership, creativity, innovation, and innovation-supportive climates, highlighting employees' perception of innovation climate as a regulatory factor in the relationship between transformational leadership, creativity, and innovation. This research introduces fresh theoretical and practical perspectives on the organizational development and leadership, serving as a beacon for unlocking employees' innovative capacities. Based on the background information, the ways to better demonstrate the innovative work thinking can be shown in the Table 1.

## **3. The Proposed Methodology**

### **3.1. The Working Suggestions for the Branch Discipline Inspection Committee Members**

Discipline examination and oversight studies encapsulate a methodical grasp of governance practices regarding party and national matters, serving as the cornerstone of an independent academic field. Conceptually, this realm embodies pivotal and central ideas within the logical framework of discipline examination studies, forming its fundamental structure.

**Table 1.** The Ways to Better Demonstrate the Innovative Work Thinking

<b>Ways</b>	<b>Discussions of details</b>
<b>The impact of culture and organizational structure on innovation</b>	Research can explore the role of different cultural backgrounds and organizational structures in promoting or hindering innovation. For example, is a flat organizational structure more conducive to innovation? Do the cultures of different countries or regions have a significant impact on the formation of innovation climate?
<b>Integration of technology and innovation management</b>	With the continuous development of technology, how do new technologies such as artificial intelligence and blockchain affect the innovation management of organizations? How have these technologies changed the speed, scope, and style of innovation?
<b>Sustainability and innovation</b>	How to combine innovation and sustainable development? Research can explore the impact of sustainable development on innovation strategies and practices, and how innovation can provide solutions for sustainable development.
<b>Education and innovation</b>	How does the education system foster innovative thinking? In education, how can curricula and training be designed to promote innovation among students and teachers?

In alignment with Lenin's assertion that "categories function as incremental phases in the process of differentiation, aiding in the disentanglement of the intricate network underlying understanding and grasping of natural phenomena," discipline examination and oversight studies function as cognitive instruments propelling theoretical advancement and practical innovation in this area. They display functional characteristics: firstly, a harmonization of objectivity and subjectivity. Stemming from practical experiences, the proliferation and refinement of categories in discipline examination and oversight correspond to the enrichment and elevation of examination practices. This fosters a profound insight into the examination phenomena and principles, advancing both theoretical and practical standards. Secondly, a fusion of stability and relativity. All scientific endeavors depend on the demarcation of fundamental categories, delineating the extent and boundaries of disciplinary evolution. For discipline examination and oversight studies, categorization is crucial in outlining its distinct and cohesive domain. Methodologically, deductive and inductive reasoning methods take the precedence, facilitating a nuanced understanding of the examination phenomena through categorization. General Secretary Xi Jinping has articulated the practical demands of the Party's self-renewal through the "Nine Necessities," which encompass strategic arrangements and operational deployments, as well as epistemological and methodological considerations. This constitutes an interconnected, logically rigorous, and systematically comprehensive organic whole. The work report of the Third Plenary Session accurately delineates the role and responsibilities of disciplinary inspection agencies in the Party's self-renewal. It provides an in-depth analysis of the new situations and tasks facing comprehensive and stringent Party governance, party conduct and integrity building, and the anti-corruption struggle. The imperative to sustain efforts and deepen initiatives is consistently emphasized, aiming to continuously deepen the Party's self-renewal through scientific approaches, concrete measures, and effective strategies. As the Party's theoretical innovation advances, so must the theoretical armament. The eight-point deployment made by the Plenary Session places particular emphasis on consolidating and expanding the achievements of themed education, emphasizing the need to deeply comprehend Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era. It underscores the

importance of persistent efforts in deepening understanding, internalization, and application, which are not only essential for effectively grasping and applying Xi Jinping's Thought but also for implementing the spirit of the Third Plenary Session. To ensure the implementation of the tasks outlined in the work report, it is crucial to continuously deepen the study and implementation of Xi Jinping's Thought, adhere to the Party's innovative theories, and unify thoughts, wills, and actions to refine the sharp ideological weapons of self-renewal. The integration of learning, thinking, and application, along with firm adherence to Xi Jinping's guidance, is essential to transforming steadfast support for the "two establishes" into conscious actions to uphold the "two safeguards."

Advancing the Party's self-renewal requires placing guiding the great social revolution as the fundamental goal. The comprehensive promotion of the modernization drive and national rejuvenation with Chinese characteristics constitutes the central task of the Party and the country in the new era. The work report of the Plenary Session implements the idea of planning and advancing self-renewal around the central task of the Party and the country, and deepening self-renewal in the development of the Party and the country's cause in the new journey. It emphasizes the need to adhere to the Party Central Committee's major decisions and arrangements and closely follow the General Secretary Xi Jinping's important instructions. This involves strengthening political supervision, conducting regular "look backs" to assess implementation, improving coordinated supervision mechanisms for major strategies across regions and departments, and ensuring thorough implementation. Emphasizing the importance of placing strict Party political discipline and rules in a prominent position, the report clarifies the supervision priorities focused on political loyalty, security, responsibility, stance, and internal political life. It staunchly rectifies political deviations, timely addresses political risks, and urges the entire Party to unite in thought, will, and action, advancing in unison. As an important field of philosophy and social science research in my country, the discipline of discipline inspection and supervision takes the organic unity of the leadership of the party, the people as masters of the country, and the rule of law, especially the rule of law as its research direction. Its research goal is to promote the common development of law-based governance, law-based governance, and law-based administration. The research

content covers intra-party supervision, state supervision and mass supervision, aiming to enrich and improve it by improving the party and state supervision system, promoting the standardization, legalization and formalization of discipline inspection and supervision work, and realizing the integration of discipline and law and the connection between law and law. Inner-party regulations, legal norms, rule of law implementation, rule of law supervision and rule of law guarantee systems. This provides important content support and institutional practice guarantee for improving the socialist legal system with Chinese characteristics.

### 3.2. The Combination Studies with the Innovative Work Thinking

"Horse-looking" and "horse-racing" thinking will be applied in the framework proposed in this article. "Horse Xiang" and "horse racing" are both derived from the ancient allusion of "Bole Xiangma", and respectively represent two different methods of selecting and employing people. In ancient times, "Bole" was known as the expert in identifying thousands of miles of horses for his excellent horse identification ability. His ability symbolized the discovery, selection and training of talents. "Horse racing" puts horses on the same starting line and uses competition to highlight the characteristics of the best. This concept has been extended to a fair competition employment mechanism in modern corporate management. However, "horse racing" and "horse racing" each have their own unique advantages and disadvantages. In the "Xiagnma" method, the key lies in "Bole's" ability to recognize people and his employment style. However, "Horse" is subject to subjective factors and is easily affected by individual preferences and experience, so there is a certain degree of subjectivity and limitations. In contrast, "horse racing" emphasizes a scientific and reasonable selection and employment mechanism and a fair competitive environment, and its results are more objective and fair. Therefore, managers should comprehensively use the methods of "horse racing" and "horse racing" to ensure the quality and fairness of talent selection. Moreover, it is necessary to continuously improve the combination of these two methods to improve the scientific nature and efficiency of talent management to adapt to the changing market and organizational environment. A "thousand-mile horse" needs to run across a vast area to show its outstanding abilities. Likewise, talents vary widely, affected by their natural differences and their upbringing environment, and possess a variety of personality traits and skills. In different jobs, they display different abilities and qualities. If leaders can adopt different management methods according to individual situations and provide talents with opportunities to show their strengths, every talent will have a chance to perform.

## 4. Conclusion

In conclusion, this paper has provided a preliminary study on the innovative work thinking of branch discipline inspection committee members. By examining insights from

various disciplines such as innovation management and leadership, the paper has proposed a framework for cultivating innovative work thinking within discipline inspection committees. Through a combination of theoretical analysis and practical recommendations, the paper highlights the importance of political resilience, internal reform struggles, and talent cultivation in enhancing the effectiveness of disciplinary inspection and supervision. Going forward, it is essential for branch disciplinary inspection committees to integrate innovative work thinking into their practices in order to promote organizational progress and comprehensive party governance. This paper lays the foundation for further research and practical application in the field of disciplinary inspection and supervision.

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