

Reform of the Construction of Industrial Workers under the Craftsman Spirit

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ABSTRACT. *The spirit of craftsmanship is not only a person's attitude towards life, but also embodied in the workers' lofty work quality concept and value pursuit. The enterprise needs master craftsmen who are dedicated, down-to-earth, diligent, hardworking and innovative, so the enterprise worker team the cultivation of the craftsmanship spirit of construction is particularly important. It is not only related to the healthy and orderly development of the enterprise, but also related to the sustainable development of the national economy and the overall development of the individual workers. It has far-reaching significance. The purpose of this article is to study the reform of the construction of quality industrial workers under the "craftsman spirit". This article interprets the value foundation of the cultivation of the enterprise craftsman spirit from the value connotation of the craftsman spirit, the value meaning of the craftsman spirit cultivation and the contemporary value of the enterprise craftsman spirit cultivation. From the perspective of the cultivation of craftsman spirit and culture, this article puts forward the strategies of cultivating enterprise craftsman spirit management culture, cultivating enterprise worker craftsman spirit behavior culture, and cultivating enterprise worker craftsman spirit value culture. This article analyzes the status quo of the cultivation of the craftsman spirit of the enterprise workers, including the positive results of the enterprise's practice of the craftsman spirit and the problems in the cultivation of the craftsman spirit of the enterprise, and find out the reasons for the problems. Survey research shows that 74% of workers do not understand the spirit of craftsman at all. It can be seen that in random sample surveys, workers' understanding of the spirit of craftsman is not optimistic.*

KEYWORDS: *Craftsman Spirit, Industrial Workers, Team Building, Realization Path*

1. Introduction

Studying the value foundation and realization path of the cultivation of the craftsman spirit of enterprises is conducive to further correct understanding of the

connotation and value of the craftsman spirit, and lays a solid foundation for promoting the craftsman spirit [1-2]. The research on the construction of a qualified industrial worker team has injected fresh blood into the content of the Chinese spirit [3-4]. The theoretical research on the enrichment of the Chinese spirit is the development and improvement of the Chinese spiritual theory and is helpful to promote the socialist spiritual civilization with Chinese characteristics [5-6].

In the research on the reform of the industrial worker team under the "craftsman spirit", many scholars have studied it and achieved good results [7-8]. For example, Tuere A divided the craftsman spirit into a broad sense and a narrow sense. There are different meanings. They think that craftsmen are "people who make utensils". The craftsman spirit in a narrow sense is the craftsmen themselves, and in a broad sense, everyone has the attitude and quality of pursuing excellence in the production or work process [9]. Liu Jiayu believes that the greatest value of craftsmanship should be released in ordinary people. It should not only be embodied in personal heroism, but should be injected into all cells of society to achieve a better quality of public life. Let the craftsman spirit become the work attitude and value belief of ordinary people is the contemporary value of craftsman spirit [10].

This article collects a large amount of literature about the spirit of craftsman by consulting books, dissertations, newspapers and magazines, website information, etc., and fully understands the current research status of scholars through sorting and analysis, and provides a theoretical reference for the article. This article compares and analyzes the research on craftsmanship between tradition and the present, domestic and foreign, and various enterprises, learns and draws on some excellent theoretical results, and forms their own views.

2. Reform Strategy of the Construction of Industrial Workers under the Craftsman Spirit

2.1 Adhere to the Main Principles of Craftsmanship Cultivation

(1) The principle of seeking truth

The cultivation of the craftsman spirit should be based on the reality of the enterprise, starting from the actual ideological status of the workers, fully mobilizing the enthusiasm of the workers, giving full play to the role of the correct guidance of the enterprise, and believing that the workers have the awareness of self-cultivation, actively improving their professional qualities, and taking practical actions to increase the reputation of the enterprise. Cultivation of craftsman spirit brings practical results.

(2) The principle of combining enterprise cultivation and individual cultivation

The spontaneous development of workers is the ultimate guarantee for the continuous and long-lasting cultivation of the craftsman spirit of the enterprise. Therefore, enterprises must adhere to the principle of combining cultivation with individual cultivation, attach importance to the correct cultivation of craftsmanship

spirit, but also not ignore the spontaneous role of workers, pay attention to the daily work and life of workers, so that workers can learn, cultivate, and exercise. Let works invisible and intangible improvement of personal cultivation in the examples around them, naturally revealing the spirit of craftsman, instead of deliberately and spontaneously developing the habit of craftsman, naturally revealing the spirit of craftsman.

(3) The principle of inheriting the essence and keeping up with the times

The craftsman spirit embodies excellent traditional spiritual thoughts. The spirit of earnestness and rigor, persistent focus, excellence, pursuit of excellence, persistence in technology, focus on craftsmanship, and the pursuit of perfection are what the company must inherit and carry forward. At the same time, the spirit of craftsmanship under the characteristics of social progress and economic development is constantly improving and sublimating, and its spiritual characteristics have also been continuously enriched and developed.

2.2 Clarify the Main Content of Craftsmanship Cultivation

(1) Strengthen professional ability training

Cultivating outstanding craftsmen in the enterprise and carrying forward the craftsman spirit of the enterprise must not only improve the professional skills of workers but also cultivate their corresponding theoretical knowledge and scientific literacy. Only in this way can the enterprise realize the craftsman spirit of excellence and excellence while ensuring quality and pursuing perfection.

(2) Cultivate correct professional values

Guide workers to strive to achieve professional value. Because everyone's education status and work ability are different, and the responsibilities they undertake are different, the degree of realization of professional value is different. Enterprises should help workers realize that value is realized in work. No matter what position, as long as they work hard, pay silently, and carry forward the spirit of conscientiousness and excellence, they can benefit themselves, others and the enterprise and achieve better Professional value.

(3) Strengthen professional ethics education

The professional ethics of an enterprise is the requirements for the obligations of workers and the ethics of workers, so that workers can truly love and persevere in their work, overcome the impetuous mentality of quick success and opportunism, meticulously build fine products, and pursue excellence and perfection. Enterprises should further deepen the education of workers' professional ethics, so that workers can truly have professional attitudes of dedication, love and joy, carry forward and enhance the craftsmanship of workers, cultivate more ethical and skilled craftsmen, and lay a solid foundation for the development of the enterprise.

(4) Establish and improve the cultivation mechanism of craftsman spirit

Improve the incentive mechanism to provide power support for the cultivation of craftsman spirit. The incentive mechanism of enterprises in the cultivation of craftsman spirit should include at least two kinds of material incentives and spiritual incentives. Workers who actively practice the spirit of craftsmanship are rewarded in material aspects, such as processing capital, raising salaries, and giving bonuses. However, material incentives have limitations and need to be compensated by internal spiritual incentives such as honor, emotion, and example.

3. Investigation and Research on the Construction of Industrial Workers under the Craftsman Spirit

3.1 Experimental Subjects and Data Collection

Conduct on-site inspections of enterprises, make questionnaires, and find out the bottleneck of the current enterprise craftsmanship training. Through field inspections of enterprises with high technical refinement and high worker professionalism, and conduct in-depth interviews, combined with this article Cultivation of the craftsman spirit in the construction of the worker team of the company where he works, and summarize relevant training strategies.

3.2 Experimental Method

(1) Literature research method

Reading a large number of literature about craftsman spirit through library access to materials, collecting relevant papers online, etc., analyzing the content of research on craftsman spirit by domestic and foreign scholars, and drawing on relevant research results, clarifying the development context of craftsman spirit, and exploring craftsmen The innovation of spirit in the new situation lays the theoretical foundation for the research of this article.

(2) Case analysis method

This article analyzes the working conditions and professional attitudes of enterprise workers through case studies, finds out their existing problems, and proposes corresponding solutions in accordance with the requirements of the times, so as to provide reference for the cultivation of craftsman spirit from the perspective of cultural soft power.

4. Investigation and Analysis of the Construction of Industrial Workers under the Craftsman Spirit

4.1 Lack of Innovation in the Ways to Cultivate the Spirit of Large Workers and Craftsmen

This article investigates the ways of cultivating the craftsman spirit of enterprise workers. The experimental results are shown in Table 1.

Table 1. Workers' perception of the ways to cultivate craftsman spirit

Teaching method	20-35 years old	36-50 years old
Unified teaching on site	58	52
Lecture	25	21
E-learning	16	13
other	1	14

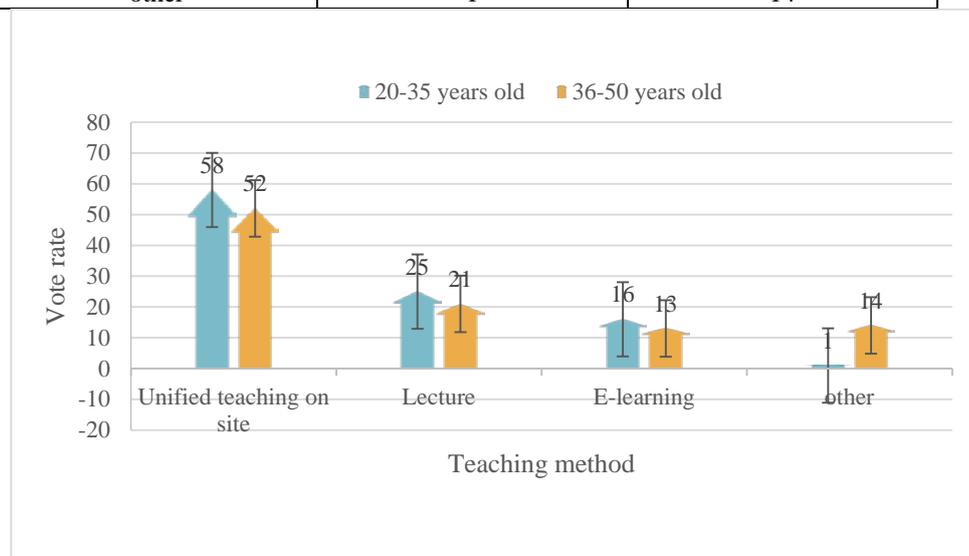


Figure 1. Workers' perception of the ways to cultivate craftsman spirit

According to the results of the questionnaire survey, as shown in Figure 1, the cultivation path of the craftsmanship of most companies is relatively simple and outdated, lacking new ideas. At present, the methods of cultivating the craftsman spirit of big workers are more concentrated teaching methods, such as lectures and theoretical teaching. However, the practicality of the craftsman spirit is more obvious, and the way to cultivate the craftsman spirit includes two aspects: theory

teaching and practical teaching. If workers can participate more in activities such as practice, it may make workers better understand the connotation of craftsmanship.

4.2 Lack of Cultivating Ideas and Insufficient Awareness

It is necessary to cultivate the craftsman spirit of workers in the enterprise and form a good atmosphere for the cultivation of craftsman spirit. The concept of cultivation is very important. According to the survey, there is a gap in the cultivation of ideas and awareness of the craftsman spirit. In the research process of this article, it is found that although companies have a certain understanding of the cultivation of craftsmanship, there are deviations in the cultivation of ideas and insufficient training awareness, showing a trend of gradual decline in the importance of management and workers. The specific situation is shown in Table 2.

Table 2. Managers and workers' understanding of craftsmanship

Personnel/Proportion	Manager(%)	Worker(%)
Understanding of craftsman spirit	10	3
General understanding of craftsman spirit	11	23
Don't understand the craftsman spirit	79	74

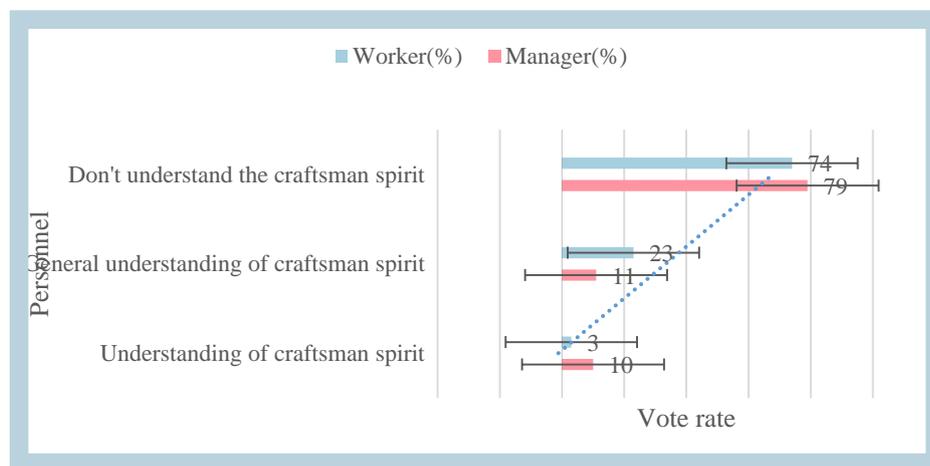


Figure 2. Managers and workers' understanding of craftsmanship

Taking the level of understanding of craftsmanship as an example, in interviews with manager and worker departments of various enterprises, they found that they

have a relatively high degree of understanding of the craftsman spirit. In addition to being able to accurately grasp the concept, it is generally believed that the craftsman spirit can effectively promoting the development of enterprises is of great significance to national industrial development. Have a positive and optimistic attitude towards the cultivation of craftsmanship. In terms of random sampling surveys, workers' understanding of craftsmanship is not optimistic. 3% of workers understand, 23% of workers generally understand generally, and 74% of workers do not understand at all.

5. Conclusions

Starting from the concept of craftsman spirit, the connotation and meaning of craftsman spirit are explained in detail, and the concept of craftsman spirit is clarified theoretically. At the same time, several important stages of craftsman spirit experience are explained. On the one hand, the cultivation of craftsman spirit Attach importance to the cultivation of the concept of craftsman awareness, on the other hand, combine professions to integrate the spirit of craftsmanship into all aspects of the enterprise; second, there are many problems in the cultivation of craftsmanship spirit. This article uses survey reports and face-to-face interviews to address craftsmen the current situation of spiritual training and existing bottlenecks are sorted out. Under the background of "Made in China", the training of artisan spirit has not achieved the expected results. In view of the existing problems, this article tries to solve the problem of artisan spirit training through multi-dimensional analysis.

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