

# The Significance of Ideological Education to the Construction of Enterprise Safety Culture

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**Abstract:** Enterprise safety culture construction and ideological education are two different concepts, with their own different functions, but the two have internal relevance. Ideological education and enterprise safety culture have a high degree of conformance with the construction, ideological education can play a positive role in the construction of enterprise safety culture. The increasing improvement of the construction of enterprise safety culture has also enriched the connotation of ideological education, expanded the activity space of ideological education, made the ideological education more modern, more in line with the requirements of the development of the times, and become more adaptable. Ideological education and the construction of enterprise safety culture are gradually improved in mutual reference, mutual integration and mutual expansion, and jointly serve the safety development of enterprises. Only through the extensive education of employees through ideological education work can we further promote the construction of enterprise safety culture. To build an enterprise safety culture, we should put ideological education in the first place. The combination of enterprise culture construction and ideological education is not only an innovation of enterprise management, but also a successful way of ideological education work with enterprise characteristics.

**Keywords:** Enterprise Safety Culture Construction, Ideological Education, Ideological Education Work

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## 1. Introduction

With the rapid development of China's modernization, the safety culture of enterprises has attracted more and more attention. Safety culture is in the course of human survival, reproduction and development, in all fields of production, life and practice, to ensure the safety of human physical and mental safety (including health) and make it safe, comfortable, efficient engaged in all activities, prevention, avoid, control and eliminate accidents and disasters (natural, man-made or natural or man-made disasters). To establish a safe, reliable, harmonious and coordinated environment and matching operation of the safety system. The sum of safe material and spiritual wealth created to make mankind safer, recreation, longevity, and the world into fraternity, peace, and prosperity [1]. Ideological education work is the enterprise on the road to achieve reform and development, is "the lifeline of economic work and all other work", is the historical experience of the Communist Party of China, is an effective method, can help enterprises clear development direction and development

goals, in order to adapt to the development trend of market economy.

Safety culture as an important part of enterprise safety management, is crucial to enterprise sustainable and healthy development, how to use advanced safety concept, with practical safety quality standardization system support safety production, with advanced technology to improve production safety, with high-quality staff to ensure the production safety, give safety culture connotation, play the role of safety culture and function is worth every enterprise to explore.

From the perspective of safety culture and ideological education direction objectives, both are to improve the economic benefits of enterprises as the ultimate goal, committed to serving the operation and development of enterprises, so as to improve the competitiveness of enterprises in the market environment. From the point of safety culture and ideological education work, both are to carry out a variety of recreational activities to realize the staff ideological, spiritual guidance, by creating a good enterprise atmosphere, make the employees in the correct ideological

value, establish safety culture consciousness, master the necessary safety knowledge and skills, and then realize the unity of employees in psychological, thought and behavior. Thus, ideological education work and enterprise safety culture are not contradictory, and the same direction and the same goal.

## **2. Ideological Education and Enterprise Safety Culture Construction Goal of the Same Orientation**

### ***2.1. Mutual Integration of Ideological Education and Enterprise Safety Culture Construction Content***

In the long-s long construction and development of China, ideological education has always occupied a very important position. The construction of safety culture, as a new management theory of enterprises, must also follow the Party's line, principles and policies, and take the path of modern development in accordance with the Party's advanced ideas. The status of coal enterprises is relatively special, and the working environment is also very difficult, which more reflects the important role of ideological education work and safety culture construction in the process of production and management of enterprises [2]. Therefore, in the new era, coal enterprises must give full play to their advantages, organically integrate ideological education with safety culture construction, and then jointly promote the sustainable and stable development of coal enterprises.

Conducive to improving the scientific nature and vividness of safety culture. It is an important measures and ways to build ideological education and safety culture to give full play to the distinctive cultural brand construction, make full use of the traditional cultural resources, and the new media advantages such as mobile phones, WeChat, TikTok and QQ [3].

Only by integrating ideological education into the construction of enterprise safety culture, can the construction of enterprise safety culture be better deeply rooted in people's hearts, guide and affect the behavior of employees [4]. Needs ideological education to strengthen the supervision of the management personnel at all levels of enterprises and the supervision of the masses, give full play to the guidance role of various public opinion and the supervision and incentive role, and maintain the right to know, to participate and supervision in production safety. Therefore, ideological education work and safety culture are the relationship of mutual integration and mutual promotion.

### ***2.2. Consistency Between Ideological Education and Enterprise Safety Culture Construction***

Enterprise ideological education work must have positive cooperation to proceed smoothly, and safety culture construction also requires the inner identity and follow all employees to build, because both objects are the ideas of employees, so in the implementation must adhere to the people-centered, attach importance to human value, cultivate

the main role of employees and enterprise values, employee thought and enterprise thought unity, employee behavior and enterprise behavior, the unity of employee interests and enterprise interests.

Ideological education adhere to the principle of "respect, understanding, care about people", emphasize "people" as the center, pay attention to human potential, mobilize the enthusiasm, creativity and subjective initiative, and the construction of corporate culture of "people-oriented" ideas, both safeguard employees in the ideological education, theme status and role in the construction of corporate culture. Chinese enterprise construction is to adhere to the corporate culture of socialism with Chinese characteristics, which requires economic construction must reflect the characteristics of the socialist market economy, reflect the consistency of the interests of the country, enterprises, employees, reflect the employee is the director of the enterprise, is the main body of production and business activities, must respect and maintain employee status, rights and dignity as the premise, both depends on the guarantee function of enterprise ideological education work.

Ideological education is to use the most advanced and scientific world outlook and methodology in human history to educate and inspire people [5]. It can constantly improve employees' ability to understand and transform the world.

### ***2.3. Complementary of Ideological Education and Enterprise Safety Culture Construction Methods***

Ideological education is a fine tradition of the Communist Party of the Communist Party. Due to the special position of the coal industry and the hard working environment, it shows the advantages of ideological education and plays a great role in the safe production and operation. Ideological education work has been recognized and familiar by the staff from the content to the way and method, playing an effective function of good guidance, and there is no reason to abandon excellence without use. If the abandonment of the ideological education of understanding and emotion will become frequent assessment and punishment or corporal punishment management, there may be an effect in the short term, a long time will make employees have resistance or rebellious psychology, seriously affect the work efficiency and production safety results. In the same way, if the leave the wind into the night, silent safety management of the enterprise will become mechanical, often illegal punishment, accident assessment beat and scold type simple and brutal safety management. In the long run, enterprises have lost their cohesion and centripetal force. This brings about frequent enterprise safety accidents, production and operation are seriously affected [6].

First of all, safety culture is the best combination of material civilization and spiritual civilization. It focuses on the goal, guides employees to carry forward the professional dedication and responsibility of ownership, and strive to achieve the material interests of the enterprise. At the same time, in the process of realizing the enterprise goals, more attention should be paid to educating the employees to realize the values and

moral outlook of life, and to arouse the strong spiritual strength. In this way, the ideological, politics, education and other spiritual activities are intertwined; the cultivation of employees' ideals, beliefs and morality with the overall tasks and goals of the new period, so as to effectively change the past material civilization construction and spiritual civilization construction from the phenomenon, and promote both hands, two hands.

Secondly, safety culture is rooted in production and operation activities, and needs to be ideological and political oriented, economy and politics, enterprise and society, collective and individual, micro and macro, all kinds of complex contradictions need to be dealt with by ideological education. Ideological education work also needs to be implemented and improved through propaganda concepts, behavior norms, science and technology, education and other means and cultural forces.

To sum up, it can be said that enterprise safety culture is the best form and breakthrough point of ideological education work, and ideological education is the indicator light of enterprise safety culture. The two promote the other, both play political advantages and cultural potential; effectively improve the ideological and political consciousness of employees and optimize the cultural quality, so as to ensure the healthy development of the enterprise.

### **3. Ideological Education Is an Important Means to Solve Personal Unsafe Behavior**

People are the most fundamental elements of production safety and safety management. The most important cause of coal mine safety accidents is personal unsafe behavior. Some scholars point out that the occurrence of the accident is caused by personal unsafe behavior, material and environmental unsafe factors. Personal unsafe behavior can not only become the direct cause of safety accidents, but also lead to the transformation of the safety state to the unsafe state or the deterioration of the unsafe state of the environment, and thus bury the hidden accident danger [7]. It can be seen that the personal unsafe behavior and the occurrence of the accident has an inevitable connection. Relevant scholars have proved through further research that more than 90% of the safety accidents are the consequences of the superposition of individual unsafe behavior with the unsafe state of objects, and that the unsafe state of most objects is also induced by the negligent behavior of the individual. In 2012, statistics on coal mine safety accidents in major coal producing countries at home and abroad showed that safety accidents due to personal insecurity in the US accounted for 82% in the country; 88% in Australia in the same year; 92% in South Africa; the proportion in China was 95% in the same year.

In order to curb the unsafe thoughts of individuals, and then eliminate the individual unsafe behavior, it is especially necessary to strengthen ideological education for the employees of coal enterprises, strengthen safety awareness, correct

working attitude, eliminate negative psychological effects, and then promote the construction of enterprise safety culture.

#### ***3.1. Improve the Ideological and Moral Quality of the Employees of Coal Enterprises Through Ideological Education***

Ideological education can improve the ideological and moral quality of coal enterprise employees, and help enterprise employees to overcome unsafe thoughts. Ideological education has always been an important means to guide and correct individual thoughts. It is generally to exert ideological influence of clear purpose, clear levels and clear organizational plan on individuals or groups based on certain political concepts, ideas, ideas, morality or norms of behavior [5]. For coal enterprises, production safety is the first lifeline of enterprises. From the above analysis, it is not difficult to see that the biggest factor hindering the safety production of enterprises is personal unsafe behavior, and its essence is the unsafe thought of coal workers. Therefore, the safety ideological quality of coal enterprise workers is the basis to guarantee the safety production of enterprises. And the coal enterprise staff unsafe thought and its ideological and moral quality is not closely linked. Due to the special hard working environment of coal mines, coal enterprise workers need to establish a danger awareness from the thought and improve the ideological quality of safety more than other enterprise workers. In essence, the core of the safety culture of coal enterprises is safety thought education, to help coal enterprises fundamentally put an end to unsafe thinking, correct working attitude, cultivate good working style, improve the independent learning consciousness of actively learning safety knowledge, so as to ensure the safety production of the mine. Especially for new coal workers, safety ideological education is the most direct and effective and important means to improve their safety awareness, increase safety knowledge and be familiar with safety management [8]. At present, large high-yield and high-efficiency mines in China have been completed successively, and the interest pattern of coal enterprises, the organizational form in the industry, and the post setting of mine workers are gradually developing to a diversified and comprehensive development. All kinds of ideas, cultures and values quickly converge, exchange or integrate, and the ideological state of workers in coal enterprises is also changing.

#### ***3.2. Cultivate the Professional Dedication and Safety Awareness of Coal Enterprise Employees Through Ideological Education***

Professional dedication refers to the cultural spirit of positive investment and dedication to their career with a high sense of responsibility and mission. As a special social consciousness phenomenon, it is a concentrated reflection of a certain social and cultural spirit in the field of social professional ethics, and is closely related to the specific social productivity level, the status of production relations and the cultural tradition. The successful experience of

modernization around the world shows that a professional dedication in line with the needs of The Times and their national conditions is the internal driving force for social progress. Especially in today's world, with the rapid development of science and technology and the accelerating pace of globalization, a nation cannot win the initiative in the fierce international competition if it lacks the support of a sound professional dedication. China is now in a critical period of reform and modernization. In particular, it needs a spirit of professional dedication that meets the basic national conditions in the primary stage of socialism, reflects the characteristics of The Times, and can promote social development and human own development [9]. Safety awareness is the ability that coal enterprise workers must have. The safety issues of coal enterprises should be personally considered, and constantly improve the awareness of self-protection. Safety is the foundation of the development of enterprises, safety awareness is the basis of doing a good job in safety management, how to do a good job in safety management, first of all, enterprises must start from improving the safety awareness of employees, as long as their safety awareness is improved, the safety management of coal enterprises has taken a key step. How to improve employee safety awareness, in what way to improve employee safety awareness, through this paper for coal enterprises to improve employee safety awareness to provide a path.

### ***3.3. Provide a Guarantee for the Safe Production and Management of Coal Enterprises Through Ideological Education***

Through carrying out ideological education, to provide a guarantee for the safety of production of coal enterprises. Coal enterprise thousands of work, involving all aspects, in addition to grasp the center of economic development, such as the implementation of national policies, relevant laws and regulations and safety rules publicity and implementation, the implementation of the enterprise reform strategy, coal workers spiritual and cultural life construction, the production safety, etc., among them, safety in production work is the top priority of enterprise development. All these need both strong organizational guarantee and close cooperation from various departments, but also the joint efforts of all staff. To achieve the goal of enterprise development and ensure the smooth progress of the work, it is inseparable from the ideological education work to ensure. Such as every day of the pre-class meeting, safety work publicity, work mobilization, staff technical training and so on, these are inseparable from the ideological education work.

Ideological education is an important way to improve the safety management level of coal enterprises. The basic object of the management of coal enterprises is people, and the core is to fully mobilize the work enthusiasm and enthusiasm of coal workers, and fully explore and make use of the strengths and potential of enterprise workers. The most important part of the safety management mode of modern coal enterprises is the ideological education work. Through the ideological

education work, the ideological and political consciousness and ideological education work level of the coal enterprise managers can be improved. Therefore, improving the safety management level of coal enterprises cannot be separated from ideological education.

## **4. Ideological Education Plays a Special Role in the Construction of Safety Culture of Coal Enterprises**

Ideological education not only has a high degree of conformity with the construction of safety culture of coal enterprises, but also is an important means to solve personal unsafe behavior. In addition, ideological education also plays a special role in the construction of safety culture of coal enterprises.

### ***4.1. Ideological Education Is the Internal Demand of the Safety Culture Construction of Coal Enterprises***

#### ***4.1.1. Requirements for Cultural Construction***

China is an ancient civilization with a long history of five thousand years, and its culture is extensive and profound, with a long history. Chinese culture has accumulated profound skills and wisdom, cultivating one's morality, governing the country and leveling the world. The introduction of Confucianism, Buddhism and Taoism and Tonghua have become a part of the essence of Oriental cultural philosophy. However, with the development of the market economy, people's values and ideas have also changed greatly accordingly, and the employees of coal enterprises are no exception. In China, in the process of rapid economic and social changes, the essence of traditional Chinese culture has been greatly impacted [10]. Coal enterprises in the process of learning to western corporate culture, coal enterprises should pay attention to their own corporate environment, take its essence, for our use, seek corporate culture truth from facts, and adapt to the environment of China's socialist market economy. How to make the enterprise employees establish their own corporate culture belief, how to let the ideological education to guide the smooth development of corporate culture construction, is an urgent problem for the whole coal enterprise to solve [10]. To this end, coal enterprises must attach importance to their own internal cultural construction, especially the construction of safety culture, integrate western corporate culture with Chinese traditional culture, combine ideological education with modern management methods, and lay a solid belief foundation for the healthy and long-term development of enterprises.

#### ***4.1.2. Requirements for Safety Production***

The mining and management of coal resources, especially the safety of coal mine, has been the national attention and wide attention from all walks of society. Although the serious and major safety accidents in China's coal mine industry are decreasing year by year, the frequency of safety accidents is still high, and the situation of China's coal mine safety production is still grim. Coal mine safety accidents cause a

large number of casualties every year, but also cause huge economic losses to the state and enterprises [11]. As mentioned above, there are many reasons for the frequent coal mine safety accidents in China, and they involve a wide range of levels. In addition to some irresistible natural factors, there are more enterprise management, enterprise safety culture construction and other factors. The frequency of safety accidents in coal enterprises is high, directly or indirectly affected by these factors. The managers of some coal enterprises have relatively backward ideas, and pay too much attention to the immediate economic interests, knowing little about the ideological changes of employees and the implementation of safety regulations. For example, although there may be relatively complete safety rules and regulations within the enterprise, it is shelved because no one is strictly enforced. In addition, the publicity of the safety culture of coal enterprises is not in place, the ideological paralysis of employees, it is easy to happen safety accidents. Coal enterprises update the concept, people-oriented ideological education, to create a good safe and cultural environment for enterprises, so that coal enterprises workers work at ease.

#### ***4.1.3. Requirements for Social Responsibility***

Coal enterprises objectively undertake part of their social responsibilities, such as solving the employment problem of some labor force and bringing certain economic benefits to the country, but there are also some urgent problems to be solved. Coal enterprises have a certain social responsibility: first, efficient mining, improve the utilization rate of effective resources. China's coal resources is lower than that of developed countries, and improper resource exploitation causes this waste of non-renewable resources. Coal enterprises should cite advanced equipment and technology, pay attention to the cultivation of high-quality talents, constantly improve the utilization rate of resources, and maximize the mining and utilization of coal resources. Second, green mining, to protect the environment. The relationship between man and nature is interdependent and inseparable. Human beings should protect the environment and live along peacefully with nature. Coal enterprises in the process of coal mining and production should pay attention to protect the living environment from destroying and polluting the environment. We need to prevent the work in advance to ensure minimizing environmental pollution and strengthen environmental protection. Third, safe mining, to ensure social stability. Coal enterprises should constantly improve their own safety ability, enhance the safety awareness of employees, reduce the incidence of coal mine accidents, with strong safeguard measures to ensure the production safety of enterprises, to safeguard the fundamental interests of employees, so as to ensure social stability.

#### ***4.2. Ideological Education Expands the Connotation and Space for the Safety Culture Construction of Coal Enterprises***

There are many differences in the content between China's enterprise security culture and the enterprise security culture

in western countries, which is the result of a variety of factors, such as different social systems, different national systems, different social environments, different enterprise value pursuit and so on. In western enterprises, cultural construction pays special emphasis on competition and cooperation ideas, team consciousness, etc. In the construction of Chinese enterprise safety culture, in addition to emphasizing these aspects, it also pays great attention to safety ideological education, political quality education and moral formation education for employees. These constitute a unique content different from the western corporate culture, and these content are the excellent educational content added by ideological education to the construction of the safety culture of Chinese coal enterprises. Ideological education work has the advantages of educating people and improving their quality. Giving full play to these advantages can not only supplement and enrich the content of the safety culture construction of domestic coal enterprises, but also promote the development and improvement of the enterprise culture construction. Therefore, in the process of safety culture construction of coal enterprises, we should give full play to the advantages of ideological education work, constantly enrich the connotation of the construction of safety culture, and improve the structure, content and method of enterprise safety culture.

#### ***4.3. Ideological Education Plays a Leading Role in the Safety Culture Construction of Coal Enterprises***

Only by integrating the ideological education of coal enterprises and the enterprise safety culture construction can we give full play to our greater advantages and promote the safe development of coal enterprises. Ideological education is guiding to the construction of safety culture of coal enterprises, and guiding the continuous expansion and improvement of enterprise safety culture construction is a new attraction for the development of safety culture of coal enterprises.

##### ***4.3.1. Escort the Construction of Safety Culture of Coal Enterprises***

China is a country with the socialist system, which is fundamentally different from the capitalist system country, which determines the socialist nature of China's enterprise development in terms of cultural concept, management mode and final goal. Ideological education is the way of education that our Party always adheres to and an important way to ensure the socialist direction. The correct direction of enterprise safety culture construction cannot be separated from the direction and guidance of ideological education work. In order to ensure the socialist direction of enterprise safety culture construction, we must give full play to the advantages of ideological education [12]. Therefore, the construction of enterprise safety culture needs the guidance of ideological education, which ensures the correct socialist direction for the construction of safety culture. Although coal enterprises emphasize economic benefits and the pursuit of profit maximization, they need to conduct ideological education, so that enterprises can form a coal mine safety culture in line with their own reality.

#### 4.3.2. Cultivate the Common Language of Enterprises

The so-called enterprise common language refers to the enterprise development concept, business concept, management concept, safety concept is highly summarized, it belongs to the spiritual and cultural content of enterprise culture, has a decisive role in the enterprise other culture, the most can represent the strategic requirements of enterprise development, it is cohesion, unified thought, encourage coal mining enterprise workers actively in the strong guarantee of the development of the enterprise [13]. Ideological education has a guiding role in the cultivation of enterprise common language, and should and can play a positive role. Coal enterprise staff degree and skills difference, ideological quality vary, mainly by labor salary and enterprise employment relationship, the identity of the enterprise is relatively low, and the enterprise common language, can be unified coal enterprise staff thought, improve the common cognition of the enterprise, make enterprise safety culture propaganda, promote the development of enterprises to a good direction. The cultivation of common language in enterprises needs to effectively use the role of ideological education. First of all, ideological education should influence the thoughts of employees in coal enterprises, improve the ideological level of employees, change the situation of uneven good and bad thoughts on the whole, and form a good ideological and cultural atmosphere. Secondly, ideological education should help employees to form a sense of belonging to coal mining enterprises by increasing the indoctrination of enterprise knowledge and enterprise concept, so that employees can form a preliminary language about the enterprise in this education and publicity. Finally, ideological education uses the carrier of corporate culture, through the network information dissemination, various media publicity and reports, various mass sports and sports activities and ideological education, to cultivate the common language of the enterprise, so as to realize the enterprise concept deeply rooted in the hearts of the people and the establishment of the enterprise concept image.

#### 4.3.3. Cultivate Team Spirit

"Team theory" is an important theory in corporate culture, "team" refers to in order to complete the common work goals and gathered together, within the group has common values, outlook on life, honest with each other, encourage each other, with strong cohesion, this group is often can produce great creativity, bring unexpected surprises for enterprise development and work innovation. In the process of corporate culture construction, coal enterprises should fully learn the team theory, strive to cultivate the team spirit, form the core team force, and create a steady stream of power for the development of enterprises [14]. Coal enterprises need ideological education support for the development of team learning. In internal team building, ideological education is promising, first to establish a capable, responsible and creative team core person; second, assist team leaders to unify the team thinking, form common values and strengthen the team members to integrate their own development with the development of the coal mining enterprise on the basis,

so that the team members can fully realize that only the enterprise develops, one can realize their own value.

#### 4.3.4. Realize Self-transcendence

According to the five levels of needs of American psychologist Maslow, attach full importance to the needs of different levels of employees, so that each employees' different needs in different periods can be met, and constantly achieve self-transcendence, is an important way to mobilize the enthusiasm of employees and enhance the cohesion of the enterprise [15]. The personal ideological quality and basic ability of employees of coal enterprises are different, and the positioning and planning of each employee in the enterprise are also very different. Due to these differences of employees, the needs of employees of coal enterprises are also different, which eventually leads to the different development trajectory of employees in the enterprise. Coal enterprises in the process of ideological education, to fully understand the different needs of different employees, according to the change of demand level to gain insight into the change of employees' thoughts, in constantly meet the reasonable needs of employees, level one level from low level needs to high level needs, to guide them to achieve self beyond, and promote the progress of the enterprise. Therefore, ideological education to go deep into workers, fully understand and understand the psychological needs of enterprise employees level, establish psychological demand files, as far as possible to meet the different psychological needs of different workers, targeted to carry out ideological work, make the enterprise form a positive, hardworking spirit, improve the enterprise centripetal force and cohesion.

## 5. Conclusion

In short, ideological education is the new attraction of the development of coal enterprise culture. Ideological education help coal enterprises cultivate enterprise common language, use the "team theory" team learning, according to the demand theory to meet the needs of different employees at different levels, improve the quality of various enterprise employees on the basis of condensed enterprise core strength, enhance the overall strength, really for the coal enterprise safety culture construction.

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