

Research on the Construction of Enterprise Employees' Community of Interest Index

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Abstract: Enterprises are an important force in promoting common prosperity, and the community of interests of enterprise employees plays a powerful supporting role in the construction of common prosperity and the expansion of middle-income groups. By systematically reviewing the existing studies on the theory of harmonious labour relations and the community of interest of enterprise employees, this paper constructs the three dimensions of "corporate governance", "employee development" and "social responsibility". The three dimensions of the community of interest of enterprise employees are constructed, and the index system of the community of interest of enterprise employees is formed, which contains 3 first-level indicators, 9 second-level indicators, and 27 third-level indicators, and the weights of the indicators are assigned by the index weight ratio scale method. The proposed index system of the community of interests of enterprise employees helps to build the community of interests of enterprise employees, evaluate the progress of enterprises in promoting common prosperity, and lead the new journey of enterprise Organization construction.

Keywords: Community of Interest Measurement for Corporate Employees; Common Wealth; Indices; Harmonious Labor Relations; Social Responsibility

1. Community of Interest Measurement for Corporate Employees

Community of interest of enterprise employees is a community of interest of enterprise employees who create, share and share responsibility together. In modern enterprise management, a reward and recognition system is usually set up to motivate employees to perform actively.^[1]

Community of interests of enterprise employees is established on the basis of equality of enterprise employees, enterprises and employees are the main body of wealth co-creators, employees and enterprises together to create high-quality development of enterprises^[2]. The community of interests of enterprise employees is the community of employees' practice to increase skills, employment and income, employment and love of the cause of the community. Employees in helping enterprises to produce products, value creation and high-quality development at the same time, active innovation, increase skills, improve labour productivity^[3]. Enterprises let the fruits of development more benefit all employees, improve the rate of income growth of employees, so that they can achieve stable employment and income. The community of interest of enterprise employees is the value community of enterprises contributing to society, giving back to society and caring for society. Enterprises in high-quality development to create wealth, but also to fulfil the public welfare and charity and other social responsibilities.

Therefore, the measurement of the community of interests of enterprise employees becomes more necessary. At present, the academic community has not yet reached a consensus on the standard-setting and level of measurement of the community of interests of enterprise employees, but a lot of literature has explored the harmonious labour relations and the community of interests of enterprise employees. Zhu Zheng points out that building harmonious labour relations is the basis for safeguarding and improving people's livelihood and maintaining social stability and harmony.^[4] Zhang Tingfa, from the relationship between harmonious labour relations and employee incentive system, builds harmonious labour relations through

material incentives, honour incentives, scientific setting of work content, creating a harmonious working atmosphere, improving teamwork and other scientific and effective employee incentive system. [5] Yu Fanxiu and others believe that the new era of "community of interest" focuses on the long-term benefits of employees, the participation of employees in management, and the right to information of employees.[6]

Generally speaking, domestic evaluation studies on harmonious labour relations and the community of interests of enterprise employees have deepened the understanding of the meaning of the community of interests of enterprise employees and enriched the index system of the community of interests of enterprise employees. However, the evaluation of harmonious labour relations and the community of interests of enterprise employees still needs to overcome the following limitations: firstly, in terms of the evaluation content, the current evaluation system is relatively traditional in terms of perspective, and fails to fully demonstrate the important decision-making value of promoting the process of building common prosperity in the context of the new era. This lack of innovative evaluation content limits our comprehensive understanding and in-depth assessment of the process of building common prosperity to a certain extent. Secondly, from the aspect of evaluation subjects, too many evaluation subjects will not only increase the consumption of human resources, but also bring heavy cost pressure. However, if there are too few evaluation subjects, it may lead to a decrease in the accuracy of measurement due to the lack of objectivity and universality. Therefore, we need to find a balance between ensuring the diversity and breadth of evaluation subjects and avoiding the resulting problems of excessive cost and inaccuracy.

2. Three Measure of Enterprise Employees' Community of Interest Index

The sustainable development of enterprises is the premise of harmonious labour relations, and harmonious labour relations are the guarantee for the sustainable development of enterprises. [7] At present, there are numerous researches on how to build harmonious labour relations and play a key role in the process of common prosperity, but the relevant literature

is not very operable and lacks a standard judgment system for reference. This paper starts from the "community of interests of enterprises and employees", and follows the requirements for corporate social responsibility in the winning period of common prosperity development, and reconstructs three major judgement dimensions with corporate governance, employee development and social responsibility as the three major starting points.

The community of interests of employees actively creates a "dual-creation platform" for employees to start businesses and generate income, motivates employees to create value, share risks, success and responsibility with the enterprise, and helps employees to realize their aspirations for improvement of their abilities, growth of their income and a better life. The basic feature of the community of interests of employees is the integration and co-rule of enterprise, family and society, and the joint promotion of common wealth.

The foundation of the community of interests of enterprise employees is to make the "cake" bigger through corporate governance, and to build a solid foundation for common wealth. High-quality development is the first and foremost task of realising common wealth and Chinese-style modernisation, and it is an inevitable requirement for solving the problem of unbalanced and insufficient development. It is the natural mission of entrepreneurs to make enterprises stronger, better and more sophisticated, and it is also the endogenous driving force to help promote common wealth. Corporate governance focuses on implementing the new development concept, promoting enterprise quality and efficiency through co-creation and co-management by employees, promoting common prosperity in high-quality development, and building a solid material foundation for common prosperity. Scientific development means that enterprises and employees work together to create more wealth and increase more jobs, thereby achieving a substantial increase in employee income under the first distribution. The community of interests of enterprise employees is a community of enterprise employees with high standards of common governance, and a community of all parties with autonomous power, unified rights and

responsibilities. Corporate governance not only means aggregating and exerting the power of enterprise employees to promote the high-quality development of enterprises, but also means that enterprise employees have high standards of common governance, and jointly share the responsibilities and risks. Corporate governance can contain three meanings: value leadership, employee governance, employee co-creation.

The root of the community of interest of enterprise employees is to promote the development of employees to share the "cake", and to consolidate the basis of common wealth. Common wealth is the wealth of all the people, is the people's material life and spiritual life are rich. Sharing at a high level is the fundamental task of realising common wealth. High-level sharing requires people-centred, through the optimization of the distribution system reform to expand the middle-income employee groups, enhance the low-income employee protection level and other initiatives to achieve the distribution of wealth to the employees of the enterprise, so that each employee can share the fruits of enterprise reform and development, and continuously enhance the sense of acquisition, happiness and security of employees. At the same time, a higher level of spiritual civilisation has to be achieved on the basis of material civilisation. Employee development requires enterprises to share the "cake" at a high level to consolidate the fundamentals of common wealth. Employee development consists of three levels: firstly, to improve the system to achieve higher income; secondly, to emphasise employee value-added and skill enhancement on the basis of higher income; and thirdly, to improve the quality of life and show the enterprise's employee care.

The development of the community of interest of the enterprise employees is oriented to assume social responsibility to share the "cake", and to share the responsibility of the common wealth is to achieve the common wealth of all the people, which is one of the essential requirements of the Chinese-style modernisation. Enterprises should undertake the social responsibility of creating social

value and promoting the common prosperity of all people, and then promote the common prosperity in the practice of social responsibility. Assuming social responsibility means that enterprises and employees should bear the responsibility of common wealth and share the "cake" with the society. Social responsibility emphasises that enterprises should actively lead their employees to participate in the third distribution represented by public welfare and charity, thus creating space for social value and promoting the common prosperity in the unity of business value and social value.

3. Index System for Enterprise Employees' Community of Interest Index

Along with the development of the country, promoting the development of enterprises and safeguarding the rights and interests of workers have become our new goals, and at the same time, we will continue to enrich and develop the harmonious labour relations in a wider scope, at a broader level, and with more content, and enhance the innovative practice of "community of interests of enterprise employees". Based on the three dimensions of community of interest measurement, we constructed the index system of "community of interest of enterprise employees" in this paper.

3.1 Collaborative Corporate Governance

Under the dimension of "Corporate Governance", there are three secondary indicators, namely "Organizational Leadership", "Collaborative Governance" and "Value Creation". Three secondary indicators are set under the dimension of "Corporate Governance". To achieve "corporate governance", it is necessary to take Organizational leadership as the cornerstone, collaborative governance as the guarantee, and value co-creation as the direction; under the overall leadership of the Organization, through the collaborative co-operation and joint governance of labour and enterprises, it is necessary to realize value co-creation to make the enterprise bigger, stronger, better and richer.

Table 1 Indicator System of "Community of Interests of the Employees of the Enterprise"

Indicators	Secondary indicators	Tertiary indicators	Description of indicators
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Stand on tiptoe deed wipe out (a pest) intrinsic order	Organizational leadership	1. Organizational integration	Funders as Organizational members scoring
		2. Organization of model pioneering degrees	Communist Pioneer Index
		3. Satisfaction with Organizational services	Percentage of satisfaction with Organizational services
	Collaborative governance	4. Establishment rate of staff councils	Proportion of seats held by employee representatives on boards of directors and supervisors
		5. Fairness	Geometric mean of the ratios of pay deviation, staffing changes and training costs
		6. Labour dispute conciliation rate	Number of disputes formally and informally resolved/number of disputes
	Value co-creation	7. Acceptance of Employee Opinions	Employee Suggestion Incentive / Average Employee Compensation
		8. The degree of staff's ability to be utilised	Number of skilled personnel/number of employees
		9. Organizational cultural influence	Geometric mean of employees' satisfaction with belongingness, achievement, and identity
Member work show (one's feeling) spread out	Revenue growth	10. Competitiveness of Employee Compensation	Average remuneration of employees in enterprises/average remuneration in regional industries
		11. Equity Incentive Benefits and Degrees	Amount of equity incentives per capita during the year
		12. Implementation rate of paid leave	Actual number of paid leave days for employees/number of statutory holiday days
	Skills upgrading	13. Employee Skills Motivation	Subsidies for various skilled personnel/remuneration payable to employees
		14. Employee training prevalence rate	Total annual training hours/number of employees
		15. Incentive margins for skills competitions	Amount of awards for various skill competitions/employee's salary
	Welfare Enhancement	16. Employee health check realization rate	Number of employee health checks realized/number of employees
		17. Employee child care	Amount of child benefits for each category of employees/number of employees' children of school age
		18. Evaluation of employee social relations	Geometric mean of employees' sense of occupational security, happiness, and sense of achievement
Society be sure to reproach take up a post	Social contribution	19. Enterprise tax contribution	Total tax revenue/operating income
		20. Ratio of new three types of employment to	Number of fresh college and university graduates, veterans, and special populations employed/number of newly hired employees
		21. Decrease in energy consumption per unit of product	Energy consumption per unit of product in the current year / energy consumption per unit of product in the previous year
	Social Giving Back	22. Intensity of business community co-investment	Corporate community co-construction inputs/overheads
		23. Rural revitalisation inputs	Rural revitalisation inputs/operating income
		24. Evaluation of business and entrepreneurial image	Positive media coverage of the enterprise (home) Number of times Level Score
	societies caring	25. Intensity of charitable giving inputs	Charitable donations/operating income
		26. Strength of empowerment of vulnerable groups	Number of people helped by vulnerable groups/number of employees in the enterprise
		27. Adolescent development and protection efforts	Per capita (staff) investment in youth development and protection / Regional per capita expenditure on education

3.1.1 Organizational leadership

Adhere to the overall leadership of the Organization, both political and ideological leadership of China Lianxin; also the full coverage of the Organization and Organizational work, polishing the socialist undertone; it is also the Organization and the group members in all aspects of the vanguard role, leading the enterprise labour and enterprises to collaborate in the common governance, value co-creation. It is measured by three three-level indicators: the degree of integration of Organizational construction,

which assesses the degree of integration of Organizational construction and business activities in the process of building a community of interests for employees in an enterprise based on the status of the contributors' positions in the organization; the degree of Organizational exemplary vanguardism, which embodies the power of Organizations and their members' vanguard role as role models in inspiring active participation by workers; and the degree of satisfaction with the Organization's services, which reflects the efficiency and effectiveness

of Organizations' service work for workers.

3.1.2 Collaborative governance

Adhering to the system of distribution based on labour as the mainstay, combined with distribution based on factors of production, reinforcing the active role of workers in enterprise governance activities, and constructing a model of collaborative joint governance between labour and enterprises that matches the distribution system. The three-level indicators include: the rate of establishment of workers' congresses, reflecting the degree of workers' participation in enterprise governance activities; the degree of fairness, measuring the fairness of treatment, rights and interests, and opportunities for workers to work in the enterprise; and the rate of mediation in labour disputes, measuring the importance attached by the enterprise to the occurrence of labour disputes as well as the efficiency and effectiveness of the handling of such disputes.

3.1.3 Co-creation of value

Strengthening employee management can enhance employee satisfaction and participation, and stimulate employees' motivation and enthusiasm.^[8] The important connotation of "corporate governance" is to change the employment relationship between employers and employees, to create a stage for employees to achieve self-worth through the enterprise, and to stimulate their passion for creativity through innovative incentive modes on the basis of enriching the material needs of the employees, so as to achieve the feedback to the enterprise, and ultimately to form a common growth of the labour and the enterprise. Three-level indicators include: acceptance of employee opinions, measuring the enterprise's encouragement and adoption of employees' suggestions; the degree of employees' ability to play, reflecting whether the employees' working ability is effectively played; Organizational culture influence, measuring the employees' sense of belonging to the enterprise, their sense of identity with the culture, and their sense of achievement in their work.^[9]

3.2 Human-Centered Employee Growth

Employees are an important factor in the development of enterprises and the basic factor of enterprise management.^[10] There are three secondary indicators under the

dimension of "Employee Development", namely: income growth, skill improvement and welfare enhancement. Income growth is aimed at innovating the salary management system, expanding the platform for employees to generate income, increasing income for employees and realising "rich pockets"; skill improvement is aimed at opening up the channels for employees' development, enhancing their human capital, adding value for employees and realising "rich heads"; welfare enhancement is aimed at upgrading employees' physical and mental health to life health, providing employees with a "secure home" and a "healthy life". The aim of welfare enhancement is to upgrade the physical and mental health of the employees to life health, so as to provide the employees with a secure home and help them to work happily.

3.2.1 Income growth

Build a remuneration management system with labour value as the core, create an income-generating platform for employees' entrepreneurship, and help employees achieve income growth, capacity enhancement and aspirations for a better life.^[11] The three-level indicators for evaluation include: the competitiveness of employee remuneration, reflecting the competitiveness of the enterprise's remuneration management system in the industry and the attractiveness of the region; the degree of benefit of equity incentives, measuring the scope and level of benefit of the platform for employees' entrepreneurship and income generation; and the rate of implementation of paid leave, measuring the strength of the enterprise's protection of employees' rights and interests.

3.2.2 Skill Improvement

Open up staff development channels, effectively enhance the comprehensive quality and ability of employees' academic qualifications, skills and other talents, and realize the value-added of employees' human capital^[12]. Three-level indicators include: staff skills incentives, reflecting the enterprise's investment in the comprehensive quality of employees; staff training prevalence rate, measuring the popularity of staff participation in training; skills competition incentive range, showing the staff's awareness of innovation and competing for the first to ensure that the staff's career development to increase skills and expand income.

3.2.3 Welfare enhancement

A peaceful home is the foundation of happy work, carry out staff care action, pay attention to staff life health, to ensure that employees have a peaceful, well-being, comfortable home, in order to achieve the staff's professionalism, dedication to work and enjoyment of work. The three-level indicators are constructed as follows: the realization rate of employee health check, which evaluates the degree of protection of employees' physical and mental health; the degree of care for employees' children, which reflects the degree of care for employees' families; and the evaluation of employees' social relationship, which reflects the strength of the enterprise's support for employees' life and health.

3.3 Society be sure to Reproach take up a Post

The three-level evaluation indexes of "social responsibility" are set as social contribution, social feedback and social care. Social contribution reflects the responsibility of the enterprise to take the initiative to assume social responsibility and realize the mission of corporate value; social feedback measures the enterprise's commitment to improve its own moral cultivation and promote the character of the enterprise's Organizational construction; and social care reflects that the enterprise's heart is tied to the country, Social care reflects the exemplary bearing of the enterprise's heart for the country and people, dedication to the region and love in all directions.

3.3.1 Social contribution

To evaluate the business activities of enterprises, social responsibility, to help local development of the responsibility to bear the main, the choice of three-level indicators include: enterprise tax contribution, measuring the enterprise's contribution to the local economic development: the proportion of new three types of employment, measuring the enterprise's contribution to the degree of regional employment; unit of product energy consumption reduction; measuring the enterprise's contribution to promote the local ecological green and sustainable development.^[13]

3.3.2 Social feedback

Aims to evaluate the enterprise will undertake their own social responsibility character, and enterprise Organizational construction of the unity of the initiative, the construction of the three-level indicators include: enterprise community co-construction input intensity, measure the intensity of the enterprise to contribute back to the community construction of the input intensity: rural revitalisation input intensity, measure the enterprise to respond to the call to actively engage in rural revitalisation of the input intensity; enterprise and entrepreneurial image evaluation, measure the enterprise and entrepreneurial Evaluation of the image of enterprises and entrepreneurs, measuring the exemplary role of enterprises and entrepreneurs and the degree of social recognition.

3.3.3 Social care

Focusing on evaluating the initiative of enterprises to actively and voluntarily participate in the third distribution within the scope of their capacity and help the common prosperity, three-level indicators are set, including: the intensity of charitable donations, reflecting the breadth of the enterprises' participation in the third distribution; the intensity of the empowerment of the disadvantaged groups, reflecting the strength of the enterprises' participation in the third distribution; and the intensity of the development and protection of the youth, reflecting the depth of the enterprises' participation in the third distribution.

4. Explanation of Indicator Calculation Method

4.1 Indicator weighting ratio scale rules

The weights of the indicators in Table 1 are determined, and a number of experts are invited to judge the relative importance of each evaluation indicator, using the 1-9 scale method as the basis for judging and scoring. If the importance of two indicators is the same, then the relative weight of these two indicators scores 1, and so on, the rules are shown in Table 2.

Table 2 Indicator Weighting Ratio Scale Rules

degree of importance	define	word description
1	equal importance	Two elements are equal in importance

3	slightly stronger	One element has a slightly stronger effect than the other
5	vigorous	One element is significantly stronger than the other
7	strong	One element is stronger than the other by a large margin
9	absolute strength	Maximum extent to which one element is stronger than the other element can be controlled
2, 4, 6, 8	The intermediate values of the above scales	The intermediate values of the above scales

Note: The top left corner of the table is a guideline for comparison, e.g., row i and column j indicate that under this guideline, the elements in row i are more important than those in row j ; i.e., how much more important are the elements in the left-hand side than those in the top row, e.g., if X_i is a little bit stronger than Y_j , row i and column j are 3, and then column j and row i are 1/3.

4.2 Description of the Calculation of Indicators

If the data collection method in the indicator system needs to be through questionnaire research, the value of the indicator will be calculated according to the results of the data after the questionnaire research; if other data are obtained through data submission, financial statement disclosure and other collection methods, they will be calculated according to the formula for calculating the indicator.

5. Conclusion

The community of interest index proposed in this paper is of practical significance in judging the effectiveness of the construction of harmonious labour relations in enterprises, effectively promoting the sharing of the fruits of development by all employees, and urging enterprises to take the initiative to assume the social and historical responsibility of realizing the common prosperity. Through the calculation of this index, the contribution of an enterprise in the construction of common prosperity can be assessed, so as to reflect more efficiently and accurately the problems and hidden dangers in the process of constructing harmonious labour relations. The results of the index can be applied in the following fields: Flexible monitoring of the effectiveness of the enterprise's employee community of interest by index indicators, such as the competitiveness of employee remuneration, the rate of mediation in labour disputes, the intensity of empowerment of vulnerable groups, etc., which can more accurately reflect the neglected aspects of labour relations in the development process of the enterprise. Measuring the effectiveness of the common wealth practice of enterprises

with the Community of Interest Index of Enterprise Employees can reflect the situation of enterprise development to help realize the common wealth, provide the basis for enterprises to improve the system, and provide the government with the direction of policy adjustment.

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