

# Construction of Evaluation Index System for Independent Innovation of Management Model of Enterprises

Yasha Duan

Management Engineering Department, Taiyuan City Vocational College, Taiyuan, 030031, China

**Abstract:** Enterprises are the most fundamental factor in the social economy and play an important role in promoting national economic development, social stability, employment and scientific and technological progress. There are still many shortcomings in the management model of enterprises, especially the weak sense of independent innovation, which reduces the competitiveness of the enterprises in market. By analyzing the main factors affecting the independent innovation ability of the enterprise management model, the evaluation index system for independent innovation is constructed to maximize the enterprise benefits.

**Keywords:** Enterprise; Management model; Independent innovation; Evaluation index; System; Construction

## 1. Introduction

Innovation is inseparable from any industry. It is the source and driving force of social development and a symbol of national development. Strengthening the ability of independent innovation is an inevitable demand for the development of the era. In order to improve the core competitiveness of enterprises, in the process of enterprise management, it is necessary to achieve independent innovation and establish a corresponding evaluation index system. The innovation ability of an enterprise represents its core competitiveness. Judging the independent innovation ability of enterprise management can meet the future development needs of the enterprise. During evaluation, it finds out the shortcomings and constantly updates and improves [1]. Only by evaluating the independent innovation of the enterprise management model can we truly find out the problems in the enterprise management and analyze them in depth. The emergence of evaluation system for independent innovation is very important for some enterprises that have just started, and positive innovation can be better developed. It can be seen that the establishment of evaluation index system for independent innovation is very necessary.

## 2. A Summary of Research on Evaluation of Independent Innovation of Enterprise Management Model

Independent innovation means that a certain technology or work is developed through study and research within the enterprise relying on its own strength and completing the follow-up work to achieve efficient management of the enterprise. In the enterprise management model, independent innovation includes many aspects, including

basic innovation, which is to innovate on the basis of the original to make the management model more specific and more targeted. In addition, system innovation is also included, which combines a variety of data and technologies and usually has good results [2]. Absorption innovation is to learn from the advanced management model of excellent enterprises, and on this basis, to innovate according to the specific conditions of their own enterprises. It can be seen that the scope of independent innovation is very broad. It does not start from scratch, but introduces relevant technologies and related models to achieve the goal of independent innovation. Some scholars have analyzed the enterprise management model through many different angles and guided the development of the independent innovation system. They believe that the innovation ability in the enterprise management model needs to be analyzed from many different angles and classified according to different dimensions. From the perspective of behaviorality, it can be found that the management ability in the enterprise is closely related to the organizational behavior and innovation ability of managers. Combine these capabilities to achieve better management results. Some scholars believe that the establishment of independent innovation system should start from the dimension of resources, achieve innovation in the process of enterprise management with advanced science and technology, and make rational use of innovative resources. In the process of independent innovation, the cost input should also take into consideration, including the funding of technology research and development, and so on. In the process of enterprise management, it is necessary to pay attention to the support of society. From the technical level for independent innovation, some managers have put forward suggestions to divide the

independent innovation capability into multiple parts, which can manage the innovation ability, technological innovation ability and develop the selling ability [3]. Some other managers believe that after classifying independent innovation capabilities, the research capabilities and execution capabilities of the managers should also be focused. This is analyzed from a more macro perspective. In the evaluation index system of independent innovation, the environment that enterprise is in should be taken into consideration to make the evaluation index system more specific and complete. The establishment of the evaluation index system for independent innovation is a very complicated task, which has a crucial impact on the development of the enterprise and guides the future management direction of the enterprise. If the system is not clear enough, the enterprise management will have no idea about how to start, and independent innovation will not achieve the desired effect. If the evaluation index system of independent innovation is analyzed from a microscopic perspective, it will have totally different effects, and it will have a vital role in the establishment of the enterprise management model and the future development of the enterprise.

### **3. Main Factors Affecting the Independent Innovation Ability of Enterprise Management Model**

#### **3.1. Institutional factor**

Enterprises need big support from the government in the developing process, which is an inevitable trend of development. Based on this situation, enterprises must strengthen management to cater to the development direction of the market, relying on the help of the government to find a way to survive in the fierce market competition. Independent innovation should be carried out in the enterprise management process. Solve various problems encountered in the process of enterprise development. At present, most enterprises in China have problems in this aspect, their independent innovation ability is not strong, and management awareness cannot keep pace with the times. As a result, many enterprises have not been well managed in the development process, resulting in poor benefits [4]. In the process of independent innovation, it is easy to encounter some technical problems. If there is no good management mode to constrain, the technical problems will not be solved, and other aspects will be influenced.

#### **3.2. Funding factor**

Many enterprises in China are facing financial problems, especially small and medium-sized enterprises are often in trouble in terms of capital investment. According to relevant survey data, in the past 20 years, insufficient funds have been one of the most important reasons for

enterprises. In just 10 years, the probability of a bankruptcy due to insufficient funds has increased by 8%. Such enterprises have insufficient funds and have very low product value. With the continuation of the loan, the amount of money that can be obtained is also very weak. According to relevant data, it can be seen that the number of enterprises with shortage of funds in 2005 was more than 600. They all hoped to solve the problem of capital operation through loans, but less than 30 were eligible for loans [5]. This is very unfavorable for the development of Chinese enterprises. Under this circumstance, if enterprises do not want to change their own status, they need to carry out independent innovation with the help of the government's loans. Start with the management model and system, achieve the expected funding requirements, and ensure that the enterprise is well-run.

#### **3.3. Management factor**

Inadequate management model is one of the common problems for enterprises in China. In particular, some small and medium-sized enterprises do not have a clear system in the management model. They are too casual and lack of pertinence, which leads to problems in the operation of enterprises. Many managers in enterprises have not conducted by professional management training or their management methods are too old, and do not match enterprises development in contemporary society. It is impossible to combine the advanced science and technology to understand the market dynamics, so as to achieve independent innovation, and the eyes are not long-term, only can see the immediate interests, and lack of forward-looking for market development. In the process of independent innovation, the lack of a perfect evaluation index system leads to poor results of independent innovation and cannot solve the practical problems faced by enterprises.

### **4. Constructing an Evaluation Index System for Independent Innovation of Enterprise Management Model**

If the core competitiveness of the enterprise wants to be enhanced, the independent innovation capability of the enterprise should be strengthened from the perspective of enterprise management model, learn from the management methods of successful enterprises, and make appropriate adjustments according to their own situation. It is necessary to achieve innovation and not violate the laws of market development. Establish a corresponding evaluation index system for independent innovation, and combine the management model and national conditions in China and regional characteristics to ensure the steady development of enterprises.

#### **4.1. Construct an innovative environment**

Many enterprises have a problem that their management model does not match requirements of local government during the management process. The development of many enterprises in China needs to rely on the help of local governments, and it is easier to achieve results in the process of independent innovation. It can be seen that the importance of the innovation environment, the government needs to build a good environment for local enterprises, and make specific requirements for enterprise management models to make the enterprises' internal independent innovation work more directional. Strengthen the government's management and control of enterprises, actively carry out comprehensive application for enterprises, and formulate policies that are more conducive to corporate loans.

#### **4.2. Principles for constructing evaluation index system of enterprise independent innovation ability**

The establishment of an evaluation index system for independent innovation has an important impact on the development of enterprises. It can make the management model of the enterprise more perfect. Through the construction of the evaluation index system, the enterprises' internal awareness of its own independent innovation ability is strengthened. At the same time, it is also an important criterion for many enterprises' independent innovation ability, which guides the direction of the enterprise. The construction of evaluation index for independent innovation capability of enterprises needs to follow the rules and principles. Firstly, the evaluation index system is required to have a certain purpose. It can truly reflect the level of independent innovation of the enterprise, and understand the part that is lacking in the enterprise management process. The enterprise can be better developed by improving its management model according to the evaluation system. Secondly, the construction of evaluation index system for independent innovation needs to combine advanced science and technology, break the traditional law to make the system more reasonable, and can better reflect the level of independent innovation in the enterprise management model. The evaluation index system is a complete system and should be applied to all aspects of enterprise development. These include the enterprises' capital investment, product production, sales and internal management, etc., which will better reflect the overall level of the enterprises. Finally, in the enterprise, it is necessary to pay attention to the consistence of evaluation index for independent innovation, and there should be no comparison within the enterprise, so that the independent innovation capability of the enterprise can be comprehensively improved. The construction of evaluation index system for independent innovation should pay attention to its practicability. When selecting evaluation personnel, their professional level and comprehensive quality should be tak-

en into account. The evaluation indicators should not be too complicated but should be easy for enterprise staff to understand. In addition, in the process of constructing the evaluation index system of independent innovation, it is necessary to pay attention to the fact that there is no mutual exclusion or contradiction between the indicators. Make each evaluation indicator relatively independent and more accurate.

#### **4.3. Evaluation system**

Before the evaluation system is established, it is necessary to analyze the overall management level of the enterprise to form a relatively specific and perfect evaluation structure and independent innovation evaluation process. Combine with the successful experience of excellent enterprises, analyze and study the evaluation index system of independent innovation, and summarize the reasons for its success and the shortcomings. In this work, the accuracy of the analytical data should be guaranteed. In the process of enterprise management, people should broaden their mind, absorb the excellent experience from other enterprises and achieve further innovation. The construction of evaluation index system for independent innovation is inseparable from advanced science and technology, and the evaluation index is divided into several different levels. These factors should be considered in the process of determining indicators. The independent innovation is integrated into the enterprise management process, providing a continuous source of power for the development of the enterprise. Realize resource sharing between enterprises and improve the enterprise management model.

#### **5. Conclusion**

China attaches great importance to the innovation ability of enterprises, and the relevant government departments also give help and guidance to the greatest extent. The innovation of enterprises is the innovation of the country and it is a necessary condition for the development of social economy in China. There are many enterprises in China, especially small and medium-sized enterprises occupying more than the half number of enterprises in China. These enterprises have encountered many problems in the management process, and only through continuous independent innovation can the problem be solved. The development of these enterprises is related to the future development trend of China. Relevant managers need to pay attention to this aspect, strengthen training for enterprise employees, increase their awareness of independent innovation, and put forward higher requirements for the professional quality of employees, so that the innovation ability can be improved. The other enterprises should actively learn from the experience and lessons of independent innovation from other enterprises in the management model, and improve their own indepen-

dent evaluation index system. Communicate with local government departments and make some suggestions on corporate assistance. Appropriately set up a reward and punishment system in the process of independent innovation, thereby enhancing the enthusiasm of employees for independent innovation, which is conducive to the improvement of enterprise management model and the improvement of enterprise efficiency.

## References

- [1] Yu Hongyu. Evaluation of Independent Innovation Ability of Xinjiang Production and Construction Corps [J]. Farm Economic management, 2017, 15(10): 39-44.
- [2] Zhang Hui. Research on the Evaluation and Improvement of the Innovation Ability of Chinese Cultural and Creative Enterprises [J]. China Economist, 2017, 19(12): 8-9.
- [3] Chen Cong. The important role of enterprise standardization construction in independent innovation and management [J]. Chemical Enterprise Management, 2018, 17(2): 21-21.
- [4] Wang Wenxiao. The important role of enterprise standardization construction in independent innovation and management [J]. Engineering Technology, 2017, 13(2): 00063-00063.
- [5] Cao Hongqiang. Update management concept, innovative management mode, and strive to create a new situation in Tianjin Port's measurement management[J]. China measurement, 2017, 11(8): 23-25.