

Analysis on the Innovation of Community Management and Service System

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Abstract: Community management is an important part of social management, so we should pay attention to the innovation of community management and service system. In the innovation of community management services, we should clear the drawbacks of the original community management, and need to find the focus of modern community management and services. We must start from the aspects of community management planning, and analyze the management service system under the innovation mechanism.

Keywords: Community management; System innovation; Path analysis

1. Introduction

Community management is an important module of social management, and the community is the living place of modern residents. Community management can enrich the life of the residents, but also to provide a variety of community services for residents to promote social harmony and social stability. In the development of socialist modernization, community management and service become the key of social management. With the development of urban and rural construction, community management and community service has become the main content of urban and rural construction. Good community management and service can create a comfortable living environment for residents. Therefore, we should attach importance to the community management and service, and innovate the community system in practice.

2. Analysis on the Innovation of Community Management and Service System

2.1. Planning and implementation of construction goals in advance

In the community management, according to the requirements of urban and rural community planning, the living conditions of residents and the surrounding environment and other factors in advance planning and arrangement. Community management should set the goals of management and service, and to achieve the objectives of the plan, while refining the objectives. For example, many provinces and cities have introduced the implementation of community management advice. In community planning, we can refer to such documents. Such as "Zhejiang province city community construction guidelines", "Shanghai Municipal People's Government on the improvement of community service to promote community building", "Jiangsu province implementation opinions on strengthening urban and rural community

construction under the new situation of the opinions" and so on. In the construction of urban and rural communities, we must first put forward the goal of building. The objectives include: the degree of community autonomy, community system innovation, community service innovation and community management model, etc.. At the same time, it is necessary to refer to the provincial community building guidance, and strengthen the supervision and management of community management services planning. We also need to arrange regular supervision and inspection of community development goals, and promote the implementation of community planning. In the community building, we should compare the planning and the actual situation, and appropriate modifications and adjustments, while soliciting opinions. To develop a more scientific and rational supervision and assessment mechanism, and strive to set the goal more reasonable. For example, Jiangsu province launched the "Jiangsu harmonious community construction standards" and "Jiangsu demonstration community evaluation standards" in 2008. Firstly, the system of community management and service is expounded, and the related factors are analyzed. Next, you must plan ahead, and the introduction of the evaluation scheme of community construction, which is starting from the main contents of construction and the construction of community management services, including community education, environment, health, employment, public services and other modules. This provides reference standards and assessment criteria for modern community construction, but also provides a targeted guidance for community management and service building. This promotes the construction of the domestic modern community, while improving the level of community management objectives. Community management and service should be combined with the local economic development level, policy conditions, the needs of the population and demographic characteristics, cultural factors

and other conditions. Community management and services should also be based on local community building guidance to establish feasible and reliable community management and service planning. Community management and service must also clear the direction of management as well as the main content, which in the next step to help the community building work, but also to promote the construction and development of a harmonious community.

2.2. Improve service and innovation community building

After the completion of the goal of community construction, we should pay more attention to strengthen the construction of community service system, and improve the community service function. This can provide residents with a more comprehensive and diverse functions, but also allow residents to feel the advantages of community building. In the past, some of the community construction is relatively backward, and there is no function of the residents to achieve autonomy. This results in the lag of community service and the decline of community residents' satisfaction. With the development of modern science and technology, community construction should tend to build a service-oriented community with the needs of the people's livelihood, but also need to innovate from the service concept, service equipment, service model, etc..For example, Jiangsu's community service functions include: community health, community care, community assistance, community employment, community culture, community planning, community education, community sports, community security, etc..Another example of Shanghai's community services, including community culture, community sports, community education, community science, community legal advocacy, community entertainment, etc..In the process of improving social services, we can refer to the success of key provinces and cities, we can also seek help from relevant social organizations and industry associations. We can provide residents with irregular life, legal advocacy, policy interpretation and other sexual services, which can make the community residents feel the benefits and convenience of community service to improve. In addition, in the construction of community services, we should focus on the improvement of home care services, while strengthening the function of community care and care function, medical function. We should gradually respond to the requirements of the country, and based on the urban and rural community building guidance to build a home-based care for the elderly, to provide institutional support for the elderly, community service based community service model. This can achieve a variety of services and services, and to build a harmonious community atmosphere. Therefore, based on the promotion of community hardware facilities, but also

from the reality of the community to build community intangible services, while providing service resources. This can promote the construction of community services for the benefit of the people, while meeting the needs of the residents of a diversified culture and services. We can also use community services to enhance the quality of life and well-being of residents, while reducing the contradictions of community residents.

2.3. Establishment of funding guarantee mechanism and promotion of community construction

Community management and service construction need to spend relative funds, manpower and material resources, so in the process of community construction should establish a community funding mechanism, but also to ensure that the community construction funds are very abundant. The construction of modern community should actively expand the sources of funds for construction and increase the financial income. Community construction can be supported by the government and help to promote the construction of community innovation mechanism. For example, the construction of a harmonious community in Jiangsu Province, Jiangsu provincial government invested one hundred million yuan each year to reward outstanding local community construction, which provides a strong support for community building. Some communities in Zhejiang are also often invested millions of dollars in the construction, which can be used to create community functional activities, while providing professional services to the community. On this basis, the community can get help from government agencies, but also actively expand funding sources. The community can cooperate with the relevant public welfare institutions, through the welfare lottery and welfare funds to introduce community cultural activities, community cultural facilities and community public community construction and management. Of course, the community should also control the financial, which can ensure that the community service construction funds used accurately and reliably. In the budget, we should take into account the factors such as the funding of community workers, the maintenance of community service facilities and the construction of community information. Therefore, in the community construction, we should strictly control the source of funds and financial security, and build a smooth, reasonable and legitimate community building mechanism. Community construction can introduce the funds of public welfare institutions, which can develop the community welfare, and promote the innovation of community cultural services.

2.4. Innovating community mechanism and enhancing community profit

We should pay attention to the innovation of community management system in the construction of community management. In the community construction and management, we need to grasp the shortcomings of the original system, and through innovation to break through the double barrier. For example, some communities in the management mechanism of the implementation of a clear plan. The community does not deal with matters within the scope of government duties. If you are involved in community management, the community can request the appropriate funding and work subsidies. In addition, part of the community must be based on the actual situation to establish a new service management system, so that you can achieve a one-stop management model, and optimize the allocation of resources, people and things in the community. In addition, there are many communities in promoting the construction of sharing mechanisms. To combine the resources of the community, and to organize community liaison activities, such as community culture, community education and community health. Actively invite residents to participate, which can promote the harmonious coexistence of community residents, and promote community service resources sharing. On this basis, the residents can clear the principles of community management, and promote community innovation management system and mechanism. To promote the external management of the community, and ultimately to promote cooperation between the community and social management.

2.5. Construction of talent team and lay the foundation for construction

To maintain the innovation and development of community construction, we must actively introduce the talent team when the community provides management. In the construction of community talents, we can start from the aspects of community work strength matching, community innovation talent mechanism, and the quality of community practitioners. For example, some provinces and cities of the community management mechanism, they control the number of community service personnel, and to monitor the quality of community service personnel to meet the standard needs. In addition, community talent can be introduced by way of talent. For example, the introduction of talent from the community management professional colleges, or select the accumulation of experienced personnel. After the introduction of talent, the community should establish a good incentive mechanism to promote innovation and development of talent, which can ensure that talent can play a special. In addition, the community should improve the level of compensation, and to ensure that staff can obtain a reasonable, fair pay. Enhance the sense of belonging and achievement, and avoid the brain drain. At the same time, there are many communities through the establishment of

personnel screening mechanism, and the use of qualification examination methods to hire staff. The community should give full play to the basic services, and strengthen the role of college graduates in community service, which can provide a new way for community innovation. In the community talent management, the community should be based on their own characteristics and local resources to form a unique talent management mechanism, so as to attract talent into the community. Therefore, the key to realize innovation is to strengthen the construction of team talent. We should encourage professionals to enter the community and improve the incentive mechanism and training mechanism. Enhance the development of talent, while strengthening the community service and talent skills matching. Cooperate with professional organizations to carry out community service experience activities, and the rational use of talent, motivate talent, retain talent. This can form an effective personnel training system, while providing a source for community management and service mechanism innovation.

3. Conclusions

Community is an important element of modern social management, which is closely related to the construction of harmonious society. With the renewal of social concept, community management should be people-oriented. Community service system needs to improve the community public education, health, culture, health and sports, etc.. Community management and service system innovation can ensure the progress of community management. By learning from the successful experience of community management in some provinces and cities, it can provide effective suggestions for the modernization of the community and promote the improvement of community management.

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