

Practical Paths for Building a Digital Smart Organizational Building Platform to Empower High-Quality Development of Enterprises

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Keywords: Organizational Building Platform; High Quality Development; Technical Problems; Management Mechanism; Personnel Capacity

Abstract: In the digital age, enterprise organizational building is facing new challenges and opportunities, and it is very important to build a digital intelligent organizational building platform for the high-quality development of enterprises. The purpose of this article is to explore the practical path of building a digital wisdom organizational building platform to empower enterprises to develop with high quality. Through theoretical analysis, this article analyzes the theoretical basis of digital intelligence organizational building platform and high-quality development of enterprises, and clarifies their concepts, connotations and interaction mechanisms. It is found that the platform is faced with key problems in technology, management and personnel, such as technical data security and system compatibility problems, digital transformation of organizational building process and departmental coordination dilemma in management, uneven digital literacy among personnel and difficulty in thinking transformation. Based on this, this article puts forward some path strategies, such as strengthening technical support, perfecting management mechanism, and improving personnel's ability, in order to promote the construction of digital intelligence organizational building platform and realize its effective empowerment for the high-quality development of enterprises.

1. Introduction

Under the background of digital wave sweeping the world, information technology has penetrated into all fields of society at an unprecedented speed, profoundly changing people's production and lifestyle [1]. As the main body of market economy, enterprises are also facing the urgent need of digital transformation. For enterprise organizational building, this is not only an unprecedented challenge, but also a great opportunity for innovation and development [2]. For a long time, the organizational building of enterprises has played an important role in promoting the development of enterprises and condensing the strength of employees [3]. However, the traditional organizational building model has some limitations in information dissemination, member participation and activity organization, and it is difficult to adapt to the rapidly changing internal and external environment of enterprises [4]. In this case, building a digital wisdom organizational building platform has become an inevitable choice for enterprise organizational building to adapt to the development of the times.

With the help of modern information technology, such as big data, cloud computing, artificial intelligence, etc., digital wisdom organizational building Platform realizes the intelligentization, informationization and digitalization of organizational building [5]. This can not only effectively improve the efficiency and quality of organizational building, but also enhance the cohesion and combat effectiveness of the organization [6]. Furthermore, the high-quality development of enterprises has become an important goal pursued by enterprises in the new era, which requires enterprises to achieve comprehensive improvement in economic benefits, social benefits, innovation capabilities and other dimensions.

Building a digital wisdom organizational building platform is of great significance to the

high-quality development of enterprises [7]. On the one hand, through the digital wisdom organizational building platform, it can promote the deep integration of organizational building work and enterprise business, and provide strong political and organizational guarantee for enterprise development [8]. On the other hand, with the help of the intelligent means of the platform, we can better stimulate the vanguard and exemplary role of members and drive all employees to actively participate in enterprise construction, thus promoting the enterprise to achieve high-quality development.

Based on this, it is of great theoretical and practical value to study the practical path of building a digital wisdom organizational building platform to empower enterprises to develop with high quality. The purpose of this article is to systematically discuss the relevant key issues and practical strategies through theoretical analysis, so as to provide useful reference for the innovative development and high-quality development of enterprise organizational building.

2. Theoretical basis

Digital wisdom organizational building Platform is the product of deep integration of information technology and organizational building. Its concept covers a comprehensive platform built by using modern information technology, which integrates the functions of organizational building information dissemination, member education management and organization activities [9]. The platform is intelligent, convenient and personalized. Intelligence is embodied in the intelligent analysis of members' learning situation with the help of artificial intelligence technology, and provides accurate learning suggestions for members; Convenience shows that members can participate in organizational building activities and learn organizational building knowledge anytime and anywhere through mobile terminals; Personalization is to push customized organizational building content according to the different needs and characteristics of members [10]. The high-quality development of enterprises means that enterprises pay attention to the improvement of innovation ability, the fulfillment of social responsibility and sustainable development while pursuing economic benefits. The measure of high-quality development includes not only the growth of financial indicators, but also the improvement of product and service quality, the optimization of innovation input and output, and the improvement of employee satisfaction.

There is a close internal relationship and interaction mechanism between the digital wisdom organizational building platform and the high-quality development of enterprises. From the perspective of promoting the high-quality development of enterprises, the digital wisdom organizational building platform can strengthen the organization's guidance to the development direction of enterprises and ensure that the enterprise strategy meets the needs of national policies and social development. Furthermore, members' education activities carried out through the platform can improve the comprehensive quality of members, thus promoting the improvement of the quality of the overall talent team of enterprises and providing intellectual support for the innovation and development of enterprises. Judging from the reaction of the high-quality development of enterprises to the organizational building Platform, the high-quality development of enterprises provides more sufficient resources and broader application scenarios for the construction of the organizational building Platform, promotes the continuous optimization and upgrading of the digital wisdom organizational building Platform, and realizes the continuous innovation and development of the organizational building work.

3. Problems in building organizational building platform

(1) Technical level

Digital Intelligence organizational building Platform relies on advanced information technology, but there are many technical problems. The first problem is data security. organizational building platform involves a large number of sensitive data such as member information and internal information of the organization. Once it is leaked, the consequences will be unimaginable. According to relevant statistics, in recent years, information leakage incidents caused by data

security vulnerabilities have occurred frequently, causing serious losses to organizations and individuals. Secondly, there are compatibility issues with the system. There may be many different business systems and office software in an enterprise, and the digital intelligence organizational building platform needs to be effectively compatible with these systems in order to realize data sharing and business collaboration. However, different systems are often designed by different developers and adopt different technical standards, which undoubtedly increases the compatibility difficulty. Furthermore, with the rapid upgrading of technology, the digital intelligence organizational building platform needs to keep up with new technologies, such as the application of blockchain in data storage and certification, and the improvement of information transmission efficiency by 5G technology, so as to maintain the advanced nature and competitiveness of the platform. If the technology cannot be updated in time, the platform may gradually fall behind in function and performance. Figure 1 presents the key technical issues more intuitively:

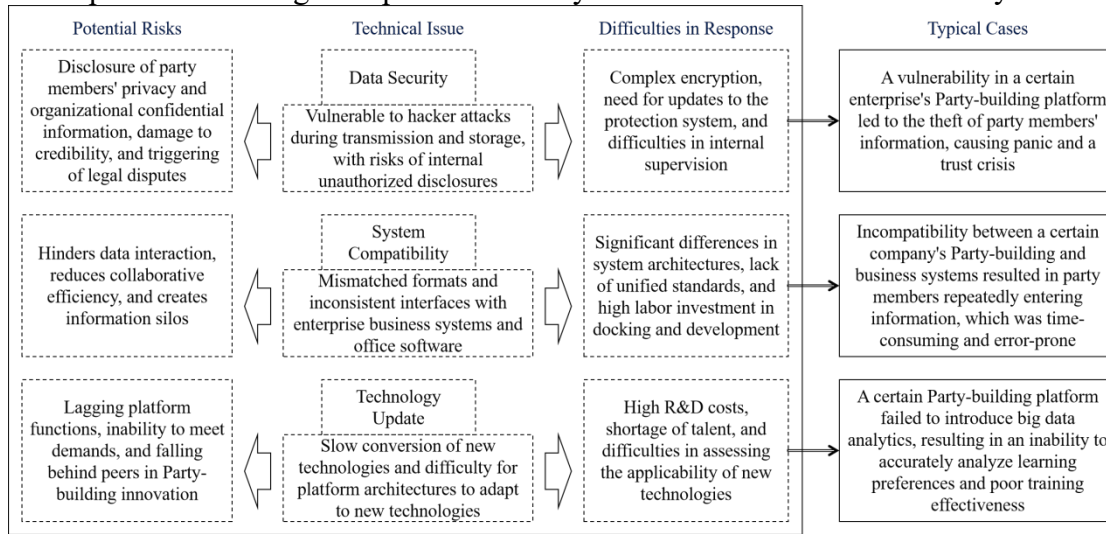


Figure 1 Technical problems of digital wisdom organizational building platform

(2) Management level

Digital transformation of organizational building process is a key challenge at the management level. The traditional organizational building workflow is relatively solidified, and it is difficult to adapt to the rapid changes in the digital age. Moving the offline organizational building process to online and optimizing it digitally involves many changes in the existing work mode and approval process, which requires comprehensive planning and coordination of the organization. Furthermore, the dilemma of departmental coordination is also more prominent. The construction and operation of digital intelligence organizational building platform is a systematic project, involving the cooperation of many departments. It is an important guarantee to ensure the smooth progress of the platform to establish an inter-departmental communication and coordination mechanism and clarify the division of responsibilities of various departments in the platform construction and operation. On the one hand, it is necessary to break down departmental barriers and strengthen information sharing and exchange. By holding regular coordination meetings and establishing working groups, problems and contradictions arising in the process of cooperation between departments can be solved in time. On the other hand, it is necessary to establish an effective assessment and incentive mechanism, incorporate departmental cooperation into the performance appraisal system, commend and reward departments and individuals who have made outstanding achievements in cross-departmental cooperation, stimulate the enthusiasm and initiative of various departments, and form a strong work force.

Scientific supervision and assessment mechanism is an important means to promote the high-quality development of digital wisdom organizational building. By constructing a multi-dimensional evaluation index system covering the participation of organizational building activities, the learning effectiveness of members and the completion of work tasks, the effectiveness of organizational building can be comprehensively and objectively evaluated. The platform can

automatically collect relevant data and provide accurate basis for assessment. Furthermore, it is necessary to link the assessment results with members' evaluation and promotion, so as to form an effective incentive and restraint mechanism, and urge members and organizations to pay more attention to the construction of digital intelligence organizations and continuously improve the quality and level of work.

(3) Personnel level

The uneven digital literacy of members can not be ignored. Some members, especially the older members, have limited knowledge of information technology, and there are operational difficulties in using the digital intelligence organizational building platform, which affects the promotion and application effect of the platform. In addition, the change of thinking is also a big challenge. The traditional thinking pattern of organizational building formed for a long time makes some members and cadres have insufficient understanding of the importance of digital wisdom organizational building platform and lack the awareness of active participation and innovative application platform. The lag of this kind of thinking will restrict the full play of the platform function, and can't really realize the deep integration of organizational building work and information technology.

Digital culture is the soul of digital wisdom organizational building, which can stimulate the enthusiasm and creativity of members and organization cadres and promote the deep integration of organizational building work and digital technology. Through publicity and guidance, members and organization cadres should deeply understand the importance of digital wisdom organizational building Platform and enhance their digital awareness and innovative thinking. Improving personnel ability is an important support to promote the development of digital intelligence organizational building platform. Only by constantly improving personnel's ability, carrying out targeted training and cultivating digital culture can we stimulate the internal motivation of the platform and give full play to its effectiveness.

4. Digital platform empowers enterprises to develop with high quality

(1) Strengthen technical support

On the technical level, we should actively adopt emerging technologies to ensure the safe and efficient operation of the platform. Aiming at the problem of data security, the platform data is encrypted by using encryption technology to ensure the security of data during transmission and storage. Furthermore, identity authentication technologies, such as fingerprint recognition and facial recognition, are introduced to improve the threshold of identity authentication for accessing the platform. For the problem of system compatibility, a unified data interface standard can be formulated, so that the organizational building Platform can be smoothly connected with other business systems of the enterprise. In addition, we will continue to pay attention to the development of cutting-edge technologies and regularly upgrade the platform. For example, using big data analysis technology to dig deep into member behavior data provides a basis for personalized organizational building services. Figure 2 lists the technical strategies and their expected effects in detail:

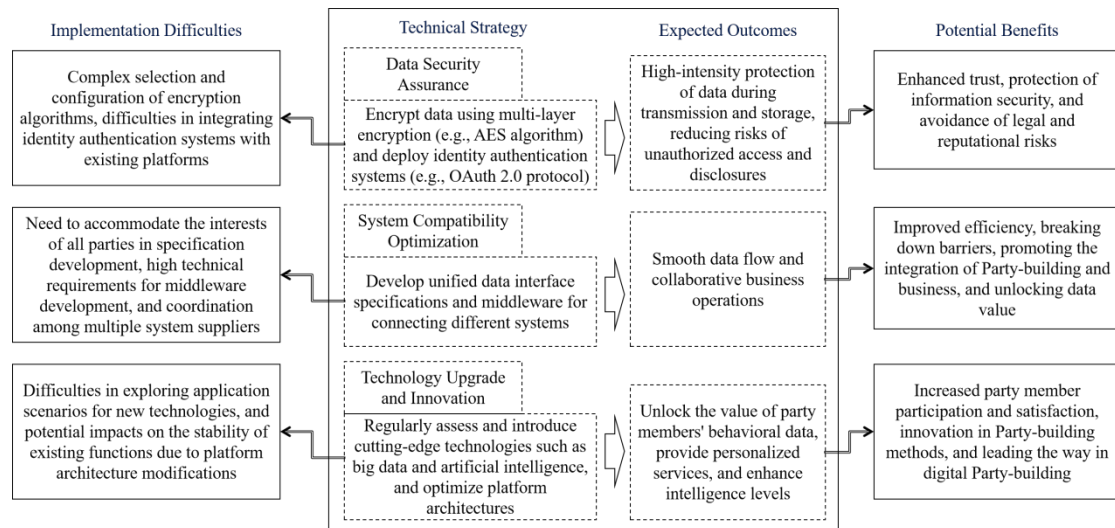


Figure 2 Technical support strategy for organizing the construction platform

(2) Improve the management mechanism

Perfecting the management mechanism is the key to promote the effective operation of digital intelligence organizational building platform. On the one hand, optimize the organizational building process. The traditional organizational building process is combed and rebuilt, and the complicated links are simplified by digital means to realize the automation and intelligence of organizational building workflow. For example, the approval and recording of the processes of member development and organizational life can be completed online to improve work efficiency. On the other hand, strengthen departmental coordination. Schools should establish cross departmental communication and coordination mechanisms, clarify the division of responsibilities among departments in platform construction and operation, and resolve cooperation issues through regular coordination meetings. At the same time, it is necessary to establish a scientific digital supervision and evaluation mechanism, develop a multi-dimensional evaluation index system covering participation in organizational construction activities, member learning effectiveness, and completion of work tasks, and use the platform to automatically collect data to achieve accurate evaluation of organizational construction work.

(3) Improve personnel ability

Enhancing personnel capabilities is the fundamental guarantee for fully leveraging the effectiveness of the digital intelligence organization construction platform. The training department should conduct targeted training and design tiered training courses based on the differences in digital literacy among organizational members. For members with weak digital technology foundation, basic training such as computer operation and the use of basic functions of the platform is carried out; For members with a certain foundation, advanced training such as data analysis and platform innovation and application will be carried out. Organizations should focus on cultivating digital culture, and through propaganda and education, enable members and cadres to fully understand the important significance of the digital intelligence organization construction platform, and create a digital cultural atmosphere of active participation and courage to innovate. At the same time, it is necessary to encourage platform users to share practical experience and innovative insights, form a good situation of mutual learning and progress, promote the deep integration of organizational construction work and digital technology, and provide solid support for the high-quality development of enterprises.

5. Conclusions

This article discusses the important topic of building a digital wisdom organizational building platform to empower enterprises to develop with high quality. Through the research on the relevant theoretical basis, the concept, characteristics and internal relationship between digital intelligence

organizational building platform and high-quality development of enterprises are clarified, which lays a solid theoretical foundation for subsequent analysis.

In the process of research, the key problems in building digital wisdom organizational building platform are analyzed in detail. On the technical level, problems such as data security, system compatibility and technical update threaten the stable operation and functional expansion of the platform; On the management level, the difficulty of digital transformation of organizational building process, the difficulty of departmental coordination and the difficulty of building assessment mechanism hinder the efficient construction and application of the platform; At the personnel level, the difference of digital literacy among members and the lag of thinking change limit the full play of the platform. Aiming at these problems, the targeted path strategy is put forward. The technical department should strengthen data security measures, adopt encryption technology and identity authentication mechanisms, and improve system compatibility through unified technical standards, while continuously introducing cutting-edge technologies to promote platform iteration and upgrading. The management department needs to improve the operational mechanism, optimize the organizational construction workflow, strengthen cross departmental collaboration, and establish a scientific performance evaluation system. The human resources department should carry out professional training on hierarchical classification and actively cultivate a digital organizational culture.

To sum up, to build a digital intelligent organizational building platform to empower enterprises to develop with high quality, we need to comprehensively consider many factors such as technology, management and personnel, and implement practical strategies to realize the deep integration and synergy between organizational building and enterprise development, thus providing a strong guarantee for the high-quality development of enterprises in the digital age.

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