

Analysis of Young Pioneers' Organizational Sense of Belonging from the Perspective of Organizational Identity

Yue Zhang*, Ruolan Chen

School of Marxism, Tibet University, Tibet 850000, China

Abstract

Children are the future and hope of the country, and an important part of our party and country's realization of the Chinese dream of the great rejuvenation of socialism. The degree of organizational identity of children is closely related to cultivating children who have ideals, understand learning, love labor, understand politeness, and have innovative all-round development. This article discusses in detail through two aspects, namely the theoretical basis of organizational identity and how to effectively improve the Young Pioneers' emotion and sense of belonging to the organization. Children's socialization, while paying attention to academic performance, takes into account the development of children's ideological, moral and emotional development, so as to promote the overall and healthy development of children's body and mind.

Keywords

Organizational Identification; Young Pioneers Organization; Sense of Belonging.

1. Introduction

Children are the future and hope of the country, and an important part of our party and country's realization of the Chinese dream of the great rejuvenation of socialism. As a school for the Communist Party of China to cultivate reserve troops for the cause of communism, the Young Pioneers are the most important carrier of the party and the government's children's work, accompanying the growth and development of generations of children. As far as the characteristics of children's own age are concerned, they are in the initial stage of the budding ideological consciousness and are highly development. Therefore, we should attach importance to the education of children's ideological consciousness, cultivate the successors and builders of socialism with Chinese characteristics, and improve the identity of the political party. It is an inevitable requirement to enhance the centripetal force of the nation. In today's world, many Western political parties also attach great importance to cultivating their own power among young people, and adopt various effective methods to promote the continuation and development of their own political parties' vitality. The establishment of youth organizations and youth organizations that cultivate their own reserve forces is related to the continuation of the fate of the political party and the future of the nation, and is one of the most important propositions in party building. All of this shows that it is particularly important to implement ideological education among children, and the training of party successors should start with children, and the concentrated expression of good ideological and political education work is a high degree of identification with the Party and League organizations. Therefore, it is very necessary to investigate and study the identity and sense of belonging of the Young Pioneers of children. In essence, this is also an ideological education for children and the penetration of political ideology.

In addition, do a good job in the curriculum development and position construction of the Young Pioneers organization activities, enhance the Young Pioneers' sense of identity and belonging to the Young Pioneers organization, and let the children feel that it is a glorious and

meaningful thing to be a Young Pioneer, so as to effectively Give full play to the role model of the youth vanguard organization, and then implement positive and effective education for children, and cultivate children who have ideals, understand learning, love labor, understand politeness, and have innovative all-round development. If the Young Pioneers cannot handle themselves in the organization, and their interpersonal skills and communication skills are poor, it will greatly affect the Young Pioneers' recognition of the organization, thereby hindering the maximization of the functions and roles of the Young Pioneers organization. At the same time, it is not conducive to exert the team spirit and cooperation ability of the Young Pioneers organization, so that the Young Pioneers lose their interest and enthusiasm to participate in the activities of the Young Pioneers, which will greatly reduce the educational function of the Young Pioneers organization.

There have been some noticeable changes in the values of young children in recent decades. Compared with the past, primary school students' love for the Young Pioneers organization has been greatly reduced. By reviewing relevant literature, the author found that, whether it is children of different ages or grades, the current research generally shows a phenomenon: primary school students' sense of organizational identity and sense of belonging to the Young Pioneers is obviously declining. In order to clarify and explore the reasons, this study conducted questionnaires and data analysis on the senior young pioneers, aiming to provide effective basis and methods for the current school to carry out the ideological education of children, and to further improve the primary school students' awareness of it. Organizational recognition of the Young Pioneers, as well as enhancing the Young Pioneers' organization's influence and educating functions on children.

2. Theoretical Basis of Organizational Identity

2.1. Social Identity Theory

Turner's social identity theory is based on Tajfel's research. The theory of social identity believes that if society is regarded as a group, in this group, when the individuals in the group can actively participate in the group and can actively perceive the spiritual culture such as the values in the group, then the individuals in the group will respond to the group. The group generates a sense of identity and belonging, and then acquires and internalizes the group cultural group values, obtains a unique group identity, and produces a stable and consistent group emotion, which is group identity, that is, social identity [2]. Identification with a group or society also includes two states: group members' cognition of their own group and group members' internalization of self-concept and group values. For young children at a young age, it is more passive acceptance, that is, the Young Pioneers counselors carry out corresponding education to the children through the activities organized by the Young Pioneers, and guide the values. For older children, they have a certain degree of self-cognition and self-awareness, but they lack judgment and self-control, which may lead to the second state, especially for those who have gone astray. In the process of organizing activities and thematic education of the Young Pioneers, there may be conflicts of ideas or even disagreement with the values of the Young Pioneers organization. At this time, the patient guidance of the Young Pioneers counselors is needed to encourage children to continuously accept and internalize positive and correct values[3].

2.2. Difference Theory, Information Theory, and Resource Theory

The difference theory holds that the acquisition of organizational identity is a process of transformation from different directions to the same [4], that is to say, when the Young Pioneers in the Young Pioneers organization have a large degree of emotional difference in the sense of organizational identity and attachment, etc., Then, members' behaviors and attitudes

towards affairs also show obvious differences in organizational activities. At this time, through differentiated comparisons among Young Pioneers, they can recognize their own thoughts, perceive the degree of identification with the Young Pioneers organization, and gradually strengthen them. A sense of identity with the Young Pioneers organization.

Information theory believes that the timely and effective transmission and exchange of information can promote the identity of the Young Pioneers with the organization. In the activities of the Young Pioneers, when the Young Pioneers counselors accurately and evenly transmit information such as matters needing attention and activity procedures, children of the same age or different age groups will be better off. Through mutual exchange and cooperation activities, accept the spirit and culture of the organization's activities, and continuously improve the children's sense of organizational identity.

The resource theory believes that the resources in the organization include explicit resources and implicit resources, which will subtly affect the behaviors and attitudes and emotions of children towards the Young Pioneers organization. Explicit resources are material resources, such as the display facilities organized by the Young Pioneers, team emblems and national flags and other resources that are visualized and specific. The Young Pioneers can intuitively feel the material culture and spiritual culture of the Young Pioneers organization through hearing and seeing. Therefore, we must pay attention to it. The utilization and development of explicit resources are organically combined with the school's education and teaching methods and the activities of the Young Pioneers. The hidden resources include abstract resources such as the content of the team newspaper and team journal in the Young Pioneers organization, the reputation of the Young Pioneers organization, the image of the Young Pioneers organization, the organizational culture of the Young Pioneers and other abstract resources. Although these educational resources are invisible and intangible, they will also be subtle and subtle. The Young Pioneers had a huge impact. Therefore, in addition to the construction and optimization of the external form of the Young Pioneers organization, we must also make good use of the invisible organizational resources of the Young Pioneers.

2.3. Organizational Citizenship Behavior

In the field of organizational behavior and human resource management, organizational citizenship behavior (OCB, Organizational Citizenship Behavior) is one of the very important factors [5]. Organizational citizenship behavior refers to the spontaneous behavior of individual members, rather than the behavior produced in a passive state or under supervision. In a word, this kind of spontaneous organizational behavior has a positive effect on the development of the activities of the Young Pioneers, which to a certain extent indicates the orientation of the Young Pioneers to the organization of the Young Pioneers.

The theory of social exchange believes that, starting from the principle of mutual benefit, if the members of the organization and the organization through material exchanges (such as wages, bonuses, subsidies, etc.) and spiritual exchanges (such as support, trust, self-esteem and Prestige, good reputation, etc.), can achieve a balance of social exchange relationship, then the members of the organization will recognize the organization and reach agreement with the goals of the organization [6]. That is to say, after the Young Pioneers organize social exchanges with the Young Pioneers, the Young Pioneers organization satisfies some material or spiritual needs of the Young Pioneers, and the Young Pioneers will develop a sense of organizational identity and show an attitude of being proactive and active in activities. Efforts to maintain the reputation of the Young Pioneers organization, the sense of responsibility to take the initiative to undertake and manage internal affairs of the Young Pioneers organization, to ensure the sound and orderly development of the Young Pioneers organization, this kind of active and conscious organizational behavior is organizational citizenship behavior.

2.4. Organizational Justice Theory

In the field of organizational behavior, organizational justice theory has gradually developed into a relatively mature theoretical system, and its development has gone through three important stages: first, it originated from the fairness theory proposed by Adams (1965); The perceived fairness and rationality of obtaining material rewards is called the theory of outcome justice; the second stage is that John Thiber and Lawrence Walker (1975) put forward the theory of procedural justice based on Adams' research, emphasizing the distribution of results and operations. The fairness of the process, it is proposed that the distribution procedure should take into account the interests of all stakeholders, and should be accurate and correctable, in line with morality and ethics; the third stage is that Bis and Muge (1986) focus on the impact of interpersonal interaction on individuals in the process[7]. The influence of perception of fairness and fairness in the process of program operation is called interactive justice theory, and Greenback further subdivided it into interpersonal justice and information justice, emphasizing the importance of interpersonal relationships. Organizational justice includes the objective justice state achieved by the management systems, norms, procedures, and measures formulated by the organization, as well as the subjective justice feelings obtained by the organization members. To ensure the fairness of distribution procedures and results, the fairness of the operation process, and the fairness of interpersonal interactions, and to improve members' sense of justice in the organization, this is not only conducive to enhancing employees' trust in the organization, but also improving the sense of belonging of organizational members.

3. The Importance of Strengthening the Education of Young Pioneers' Sense of Identity and Belonging

3.1. The Core of Children's Ideological Education is Realized by Cultivating Organizational Consciousness

In the "Opinions of the Central Committee of the Communist Party of China on Comprehensively Strengthening the Work of the Young Pioneers in the New Era" issued in 2021, it is clearly pointed out that it is necessary to insist on enhancing the sense of honor of the Young Pioneers as the main line of work [8]. The cultivation of young pioneers' organizational awareness can effectively promote the education of young pioneers' ideological awareness and emotional attitude. By strengthening the common organization goals and concepts of all the members of the Young Pioneers and the counselors of the Young Pioneers, we can promote the overall physical and mental health of the children and the development of their knowledge, intentions and actions, attach importance to the emotional education of the children, and guide them to establish correct ideological concepts.

3.2. The Lack of Education of Children's Organizational Awareness is an Urgent Problem to be Solved

At present, with the globalization of social culture and economy, the social culture of various countries is also subtly affecting the ideology of Chinese children's organizations. Therefore, in order to spread and inherit the excellent traditional Chinese culture and maintain cultural self-confidence, it is necessary to strengthen the ideas of children and adolescents. consciousness. Social schools should attach importance to the education of children's organizational awareness, and enhance children's overall awareness and international competitiveness. In the current schools, there is a lack of educational concepts on the organizational awareness of the Young Pioneers, the team building of the Young Pioneers in primary and secondary schools is not sound, the goals of the Young Pioneers organization are not clear, the methods of the Young Pioneers' organization activities are single and boring, and the Young Pioneers' organizational

activities courses are not paid much attention, often Occupied or confused with other courses. This has also resulted in a significant weakening of organizational awareness education. Therefore, it is urgent to attach importance to the construction of the Young Pioneers team and to the ideological education of the Young Pioneers. It is necessary to continuously strengthen the transmission and construction of the internal rules and regulations of the organization and the goal concept, and promote the cultivation and establishment of the identity of the children's organization.

4. Analysis of the Factors Affecting the Young Pioneers' Organizational Identity and Sense of Belonging

Organizational identity originates from the theory of social identity, which refers to the sense of identity of members of an organization to their own organizational membership, and it is manifested in the general agreement between members and the organization's goals, values, etc. [9]. Based on the theory of social identity, the stronger the Young Pioneers' sense of identity with the Young Pioneers organization, the higher the degree of love and attachment, and the easier it is to form the concept of the Young Pioneers organization's community of shared destiny, thus generating emotional resonance with the Young Pioneers organization.

4.1. The Personal Level: The Self-cognition of the Pioneers

The self-perception of the Young Pioneers refers to the members' evaluation and positioning of their identities in the Young Pioneers organization [10]. If the Young Pioneers' self-awareness is more accurate and positive, the sense of self-efficacy will be stronger, they will be able to take the initiative to undertake internal affairs of the Young Pioneers organization, and show a confident and positive attitude. The stronger the sense of responsibility and responsibility, the easier it is for the Young Pioneers to obtain emotional belonging and political belief, and it can also effectively reduce the erosion and harm of bad information to children.

4.2. Role Level: The Role Identity of the Young Pioneers

Role identification refers to the process in which an individual recognizes and internalizes a certain role expectation, so as to achieve the mutual consistency of individual emotions, attitudes and behaviors [9]. When the Young Pioneers can accurately grasp their role positioning, they will have a strong sense of ownership in the organization, and internalize their feelings for the Young Pioneers organization, make their behavior consistent with it, and recognize and maintain the Young Pioneers organization to a great extent. plan and decide.

4.3. Interpersonal Level: Cooperative Competition of Young Pioneers

The quality of membership in an organization is also one of the important factors that affect its sense of belonging. In a harmonious, friendly, relaxed and pleasant organizational relationship, when the Young Pioneers meet the needs of their peers and get the approval of the members of the organization, their sense of identity and belonging to the Young Pioneers will also be greatly enhanced. Competition plays a positive role. The healthy development of interpersonal relationships among children will help to promote their ideological, moral and political socialization, and cultivate open-minded, ideal and aspirational socialist successors.

5. Countermeasures and Suggestions on Cultivating Young Pioneers' Organizational Sense of Belonging from the Perspective of Organizational Identity

5.1. Use the Young Pioneers to Organize Activities to Infiltrate Education

The cultivation of consciousness and feelings is a long process. The Young Pioneers counselors can comprehensively cultivate the Young Pioneers' organizational emotions and ideological awareness in the process of each activity. For example, select topics related to knowledge background, explain the purpose and content of the activity to the Young Pioneers before the activity, and listen to the ideas and suggestions of the Young Pioneers. According to Piaget's thinking development stage theory, there are differences in the thinking characteristics of primary school students of different grades. Therefore, in the course of the activity, the counselors and teachers of the Young Pioneers should pay attention to this. If the activity is held across grades, they should pay special attention to the understanding and thinking ability of the children in the lower grades, and answer the confusion and questions of the children patiently and meticulously. , explain the content of the activity in an easy-to-understand and interesting language and tone . In addition, before each activity is carried out, each child can be selected as a small class cadre, so that each student has his own responsibility, the young pioneers are the main players, and the counselors are supplemented. Over time, children's sense of responsibility and their belonging and love to the organization will gradually be established. Finally, after the event is over, a summary and evaluation of the event will be made. Effective evaluation and reflection can promote the growth of Young Pioneers and Young Pioneers counselors, optimize the content and process of activities, and improve the level and quality of activities. The internal members of the Young Pioneers organization and the counselors can discuss and exchange the problems existing in this activity and the advantages of continuing to maintain, and the members who perform well in the activity will be rewarded spiritually and materially, and the mistakes and deficiencies made by the members in the activity will be corrected. Effective use of positive and negative incentives, do not discourage members' enthusiasm, so as not to lose motivation and interest in participating in activities. Optimizing and perfecting the evaluation system and reasonable and scientific evaluation standards will convince children and gain the approval of members .

5.2. Utilize and Develop the Activity Positions of the Young Pioneers

The Young Pioneers Activity Position is an activity place for the Young Pioneers that integrates the functions of educating people, cohesion, and economics. The types of positional activities include experience-based positional activities, experimental positional activities, training-based positional activities, management-based positional activities, propaganda-based positions, and comprehensive activity-based positions. The Young Pioneers' active positions play the roles and functions of different active positions. Schools, communities and parents should pay attention to making full use of these activity positions. Do not let the resources inside and outside the school go to waste on the grounds of further education or learning classroom knowledge. You can also work with Young Pioneers counselors, schools, communities and parents to make full use of and play their roles. an effective resource.

5.3. Pay Attention to the Professional Quality and Team Building of Young Pioneers Counselors

The education and cultivation of consciousness and emotion is different from the presentation of structural knowledge. It is a long-term and repeated process. Therefore, the counselors of the Young Pioneers should have professional qualities. Have rich emotions, have a certain ability to empathize, love children, understand children, and have relatively rich experience in

social practice. Young Pioneers counselors and other teachers should convince people with reason, morality, and use scientific methods to carry out emotional education for children and adolescents. First of all, the Young Pioneers counselors should attach importance to the cultivation of the Young Pioneers' sense of belonging, accurately grasp its connotation, and give scientific education to children based on scientific and reasonable concepts. Secondly, in terms of emotional education, repeated phenomena are prone to occur. The counselors of the Young Pioneers should be patient and loving, and under the premise of understanding the physical and mental development characteristics of children at each stage, they should subtly give emotional education to children. Emotional education is a long-term process, Young Pioneers counselors must have the ability to self-regulate, and try their best to avoid job burnout caused by repeated work in organizational activities. Thirdly, Young Pioneers counselors should follow the physical and mental development characteristics of children and choose scientific and reasonable knowledge and content of Young Pioneers activities. For example, the weekly flag-raising ceremony and speeches, the wearing of red scarves, etc., should be done in every detail, so that children can cultivate a sense of belonging and attachment to the organization bit by bit. Before each activity, the Young Pioneers counselor should formulate detailed activity steps, clear activity goals, use scientific and interesting activity education methods, and carry out relevant themed activities in a targeted manner.

6. Conclusion

The young pioneers' sense of identity with the organization is the basis for cultivating the team members' sense of belonging. The emotional education of children is an important part of the mental health education in primary and secondary schools, and it is also an important content of quality education and lifelong education. In the process of field observation, it was found that the emphasis on the activities of the Young Pioneers in schools is gradually increasing, but the form of activities is relatively simple, and the content of the activities is relatively boring, which shows that children are not very motivated when participating in the activities of the Young Pioneers, and their sense of responsibility is relatively lacking. The sense of trust and attachment in the Young Pioneers organization is weak. Based on this, this paper actively seeks out ways to enhance the Young Pioneers' organizational identity and sense of belonging. And I sincerely hope that through this research, the emotional education of the Young Pioneers, such as organizational identity and sense of belonging, can be valued and paid attention by the society, parents and schools, so as to implement the activities of the Young Pioneers, effectively promote the comprehensive and healthy development of the Young Pioneers, and serve the Young Pioneers. The construction and development of the organization contributes little effort.

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