

The Growth Patterns and Cultivation Strategies of Chinese Characteristic State-owned Entrepreneurs

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Abstract

This research is based on a diverse set of data, including national surveys of state-owned entrepreneurs, interviews and symposiums, entrepreneurs' performance files, and enterprise internal archival data, to study the growth laws of Chinese characteristic state-owned entrepreneurs and explore the growth laws and cultivation strategies of state-owned entrepreneurs. The survey shows that state-owned enterprises have cultivated a group of state-owned entrepreneurs with distinctive Chinese characteristics, in line with the reality of state-owned enterprises and the trends of the times. The cultivation of state-owned entrepreneurs shows five trends, but their growth faces challenges in strict management constraints, encouragement and original innovation in the growth of state-owned entrepreneurs. Therefore, the cultivation of state-owned entrepreneurs should follow the growth laws of state-owned entrepreneurs, adhere to people-oriented incentives, treat the relationship between constraints and cultivation correctly, strengthen the construction of state-owned enterprise culture, and accelerate the cultivation of a professional, skilled, and forward-looking state-owned entrepreneur team.

Keywords

State-owned Entrepreneurs, Growth Law, Cultivation, Successors