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## **The Enlightenment of Incentives to People in China**

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### **Abstract**

Since the founding of China 70 years ago, we have carried out 40 years of reform. In the past 40 years, the lives of the Chinese people have undergone tremendous changes. One fifth of the world's population has moved from being short of food and clothing to being a moderately prosperous society, The Chinese economy ranks second in the world in terms of total economic output. China's overall national strength and international influence have made a historic leap and become the second largest economy in the world. In recent years, China's contribution to world economic growth has exceeded 30 %, and it has increasingly become a source of driving force and anchor of stability for world economic growth. We further deepened the reform of the economic system around the idea of making the market play a decisive role in the allocation of resources, and realized the maximization of benefits and efficiency. Although at the beginning of reform and opening up, the CPC Central Committee emphasized the strategic principle of the two civilizations working together to build material civilization and spiritual civilization, although China's material wealth has greatly developed, spiritual civilization is worrying, and not only has the core communist ideals of socialist spiritual civilization been diluted. Even the original fine traditions of the Chinese nation have been destroyed, and social morality has seriously declined. Faith crisis,

integrity crisis, loyalty crisis; The ugly phenomena such as money worship, everything looking at money, seeing profits and forgetting justice affect people's spiritual world and also affect our motivation in management. Based on the analysis of the achievements of China's 40 years of reform and opening up, the background of reform and opening up, and the process of reforming the dynamic mechanism of human beings, this paper discusses the socialist construction achievements in the 30 years before the China's reform, and the spiritual characteristics of the people in the period of socialist construction in the 30 years before the reform. This paper also points out that the reform needs to dematerialize the dynamic mechanism of human beings through advanced spirit in order to better stimulate peoples.

**Keywords:** Reform and opening up   Dynamic mechanism   Spirit   Incentive

Our great motherland has been established for 70 years, and the achievements of the past 70 years show the tremendous changes in China. It fully demonstrates the all-round and pioneering historical achievements made in the cause of the party and the country since the 18th National Congress of the Party, as well as the deep-seated and fundamental historical changes that have taken place, to encourage and mobilize the whole Party, the whole army, and the people of all ethnic groups in China to unite more closely around the Party Central Committee with Comrade Jinping Xi at its core, never forgetting our original intention, remembering our mission, and striving forever to make contributions based on our posts, we will translate our patriotic struggle into concrete actions and work tirelessly to secure a decisive victory in building the Xiaokang in all respects, strive for the great success of socialism with Chinese characteristics for a new era, and realize the Chinese dream of the Chinese Dream.

## **1 Achievements of China's reform and opening-up in the past 40 years**

In 1978, under Deng Xiaoping's leadership and with the Third Plenary Session of the 11th CPC Central Committee as its symbol, China embarked on a historic journey of reform and opening up. From rural areas to cities, from pilot projects to popularization, from economic restructuring to comprehensive deepening reform, the Chinese people have written

magnificent epics of national and national development with their hands over the past 40 years.

In 2018, China celebrated the 40th anniversary of its reform and opening-up policy, which was launched in 1978 and has continuously changed the course of Chinese and world history in terms of both scale and connotation. China's gross domestic product (GDP in nominal terms) was about \$13.2 trillion in 2018, more than \$12.8 trillion in 19 eurozone countries, and less than \$200 billion more than China's in 2017. A super-large-scale economy with a population of more than 1.3 billion, it has achieved the "amazing leap" from take-off to transition in the past 40 years of reform and opening-up, and has been called the "Chinese miracle" in the history of human society.

China's GDP has increased from 0.3645 trillion yuan in 1978 to 82.7 trillion yuan in 2017, and per capita GDP has increased from 385 yuan in 1978 to 59,660 yuan in 2017, with an average annual increase of 9.5% The disposable income and rural residents increased from 343.4 yuan and 133.6 yuan disposable income in 1978 to 36,396 yuan and 13,432 yuan respectively in 2017, and the incidence of rural poverty dropped sharply from 97.5% in 1978 to 3.1% in 2017, the gross enrollment rate in higher education reached 45.7 percent in 2017, nearly 10 percentage points higher than the world average. The health status of urban and rural residents has improved significantly, the average life expectancy of residents reached 76.7 years in 2017, higher than the world average.

China has built the world's largest expressway network, high-speed rail network and mobile broadband network. Statistics released in January 2018 showed that China has 127,000 kilometers of railways in operation, including 25,000 kilometers of high-speed rail, it accounts for more than 60 per cent of the world's total high-speed rail mileage and constitutes the world's largest high-speed rail network with four vertical and four horizontal lines. The largest middle-income group in the world, China has created the world's largest social safety net. It accounts for about 15 percent of the global economy and contributes to over 30 percent of global growth. It has become an important engine for the steady recovery of the world economy.

Throughout China's 40 years of reform and opening up, from the beginning of the great tide of reform in the Third Plenary Session of the 11th CPC Central Committee to the beginning of 1992, when Deng Xiaoping's southern talks began a historic breakthrough in deepening reform, then the third plenary session of the 18th Central Committee of the Communist Party of

China in 2013 will sound the clarion call of a new era of comprehensively deepening reform that will determine the victory of the Chinese Dream, until the Third Plenary Session of the 19th Central Committee of the Communist Party of China held in February 2018, when the profound changes required by the development of the new era in deepening the reform of the Party and state institutions and modernizing the system and capacity of governance, China's reform and opening up, under the impetus of the Party Central Committee's key meeting, which concentrates on the overall plan for reform, a magnificent sight of one tide rising above another and one tide prevailing over another is presented. <sup>11</sup>

## **2 The background of reform and opening up 40 years ago**

The Central Committee of the Communist Party of China's resolution on certain historical issues of the Party since the founding of the People's Republic of China (unanimously adopted at the Sixth Plenary Session of the 11th Central Committee of the Communist Party of China on June 27, 1981) recalls the 28 years prior to the founding of the People's Republic of China, this paper makes a basic estimate and evaluation of the seven years of completing the socialist transformation in the 30-year history of the founding of the People's Republic and the ten years of building socialism in an all-round way. From the founding of the People's Republic to 1978, China's economic GDP reached 362.4 billion yuan, more than double the 171.6 billion yuan in 1965, with an average annual growth rate of 6.8 percent, and an independent and diversified industrial system was established. But the people are still poor and technologically backward, and after the Cultural Revolution, the Communist Party had a crisis of governance and trust. Deng Xiaoping came to power for a third time, trying to overhaul the country's economic system and shift it from the planned economy to the market economy, Deng Xiaoping's comeback and his attempts at reform have been enthusiastically embraced.

After the founding of the People's Republic of China, we learned from the socialist planned economy model of the former Soviet Union to develop the national economy. The planned economy was once regarded as one of the economic symbols of socialism and Communism, although China's planned economy has once made a great contribution to China's early economic recovery and initial development since the 1950s, its disadvantages become more and more obvious as time goes on, the control of the domestic economy has reached an astonishing degree, the government and enterprises have no separation of duties, ignoring the laws of value and the role of the market in regulating it; all take planning as the guiding

principle, unable to meet the needs of the consumer groups, and restricting the development of the Commodity, to become the biggest bottleneck in China's economic development. Second, the quantity of goods produced is all in the plan, and the purchase of goods also requires corresponding commodity coupons. If food is purchased, corresponding food coupons are needed, causing consumers to be unable to buy the goods they need even if they have money. Third, industrial and agricultural production and commodity management are compulsory public Means of production, individuals are not allowed to hold private property, and all achievements of labor are divided equally, which leads producers to have no interest in expanding production, lost a lot of motivation to work. Relying only on the "big pot of rice" to live, lost the momentum of economic development. [2] at the end of the 1970s, China was faced with a slow development of the productive forces, a situation where people's basic needs were not being met, science and technology and education were lagging behind, and the only way out was reform.

Then came the development of a three-stage reform:

The first stage, from the Third Plenary Session of the 11th CPC Central Committee in 1978 to the 14th CPC National Congress in 1992, solved the problem of "untying development" . That is, to loosen the fetters of traditional socialist ideas and dogmatism. From the reform of the People's commune system, to the reform of the entire economic, political and cultural systems, from the establishment of special economic zones, to the all-round opening up to the outside world, and from the proposal to develop the planned Commodity, to making the historic decision to establish the Socialist market economy system, every historic progress in reform and opening up has greatly promoted the formation and development of the theoretical system of socialism with Chinese characteristics, theoretical innovation has greatly emancipated people's ideas and become a strong driving force for China's economic and social progress. In the process of mutual promotion of theory and practice, our country has successfully achieved a great historical transition from a highly centralized planned economy system to a dynamic Socialist market economy system, from a closed and semi-closed system to an all-round open system.

The second stage, from the 14th National Congress of the CPC to the eve of the 17th National Congress of the CPC, solved the problem of "development by dint of power" . Is To borrow from the 1990s booming economic globalization tide of power. The third generation of the party's central leadership, with Jiang Zemin at its core, made two important decisions. First, we will establish and improve the Socialist market economy system, which provides an

institutional platform for China to join the WTO and participate actively in the process of economic globalization. Second, to push forward the negotiation of WTO accession and make full preparations for adapting to the new situation of international competition. This round of development has made remarkable achievements. Today, China is the second largest economy in the world and the largest economy in the world. A modern-oriented, world-oriented and future-oriented socialist China stands firm in the east of the world.

The third stage starts from the 17th CPC National Congress to change the way of development, which is mainly to solve the problem of "transitional development" . That is, we need to shift from the traditional mode of development, which is characterized by high investment, high pollution and high energy consumption, and the goal is to double the total, to a development track that meets the requirements of the Scientific Outlook on Development, to achieve a sound and rapid development of the national economy. The mode, concept and mode of development are the strategic issues concerned by all countries in the world and will become the new commanding heights of international competition in the future. <sup>[3]</sup>

### **3 Thinking of the 40-year reform and opening-up in stimulating people**

#### **3.1 The reform begins with the motive mechanism of human beings**

In the 40 years since the reform and opening up, we have successfully achieved a great transformation from class struggle to economic development, from a highly centralized planned economy system to a dynamic Socialist market economy system, from a closed and semi-closed system to an all-round open system, it has greatly stimulated the creativity of the masses, liberated and developed the social productive forces, and strengthened the impetus and vitality of social development.

A review of the reform process shows that it is all about addressing the shortcomings of the previous dynamic mechanism and further stimulating the vitality of society. From rural reform to urban reform, from profit and bonus reform to wage reform, from contract responsibility system to decentralization, from joint-stock system to diversified ownership system, from price reform to finance, finance and taxation reform, from bankruptcy and lay-off to the flow of talents... in a sense, they are all looking for and constructing a new type of motivation mechanism, combining the behavior of each individual in each unit more closely with their interests, and at the same time using the power of spirit, to stimulate its internal power and vitality, so that it can automatically and permanently promote the improvement of labor productivity and economic efficiency, and promote the development of

other undertakings. <sup>{4}</sup>

### **3.2 Reform remoulds the motive mechanism of human beings**

Adam Smith (A. D. 1723-a. D. 1790) was the chief founder of economics. In his book, the wealth of Nations, he says that to get help, one must not only rely on the compassion or altruism of others, but also on the egoism of others. Self-interest, as an economic motive force, is also the basis of economic exchange. To get what he needs from others, he must give what he needs. Thus, there is a division of Labor, exchange, value, money, and so on. People do all kinds of labor under the domination of self-interest, which constitutes the source of private wealth and social wealth. <sup>{5}</sup>

In his view, the exchange of goods and services resulting from the division of Labor is essentially the economic "service" or mutual "service" that people provide to each other, this mutual "service" contains the basic moral value in the human economic life and has the indisputable moral legitimacy. He pointed out that the basic purpose and main motive force of all economic activities of individuals is to pursue their own interests, and their own interests and passions constitute the huge internal drive of their economic activities. This is the famous "economic man" hypothesis about self-interest. <sup>{6}</sup>

The desire and demand of individuals to pursue their own interests is a very powerful and irresistible force. The Industrious Habits and pleasure of human beings derive mainly from the remuneration for Labor and the amount of personal income, and the interest in labor is greater if it is in their own interest, self-interest is not on the Labor interest on the small. He regards the pursuit of personal interests as a universal motive force and law of people's economic behavior. He gives a general picture of the motivations of economic behavior in Commodity and market economy conditions, and in particular, the description of the capitalist's pursuit of private interests as the sole motivation for investment behavior is Seek truth from facts. In fact, under the condition of capitalist market economy, it is an inevitable requirement and result of capital appreciation and market competition to pay attention to one's own interests and pursue one's own profit maximization. Do not consider the return on investment, do not consider the capital profit, will be eliminated by market competition. Even Marxism does not deny the positive role of the pursuit of individual interests. Marxism holds that the first historical premise for the development of human society is the existence of living individuals, everything that people strive for, in the end, it's for their benefit. In fact, even under Socialist market economy conditions, the pursuit of personal interests is still a

major driving force in people's economic activities and an important lever for people's Labor enthusiasm and work enthusiasm.

The success of the reform and opening-up in our country started from the countryside first. The remolding of the motive mechanism of the people by the rural reform shows that since the reform and opening-up, china's rural areas have experienced three "waves" of reform and development: the first was the nationwide expansion of rural Household-responsibility system in the 1970s and early 1980s, breaking the problem of "eating rice from a big pot" in the past, and activating the "self-interest" of the peasants, this reform has greatly stimulated the production enthusiasm of the peasants, and the agricultural production has increased year after year, the second was the rise of the Township and Village Enterprises in the 1980s, the so-called "no peasant is unstable, no worker is not rich, " in order to solve the peasants' wealth, through the rural industrialization model of "leaving the land but not leaving the homeland. " It not only transfers more than 100 million rural surplus labor force, but also realizes rural industrialization. At present, China's rural areas are facing the third wave of reform and development, that is, the transformation of rural urbanization. All of these are based on the remolding and activation of human motivation mechanism.

### **3.3 It is an over-idealized assumption that self-interest and public welfare are guided to harmony and equilibrium by an invisible hand**

In the past 40 years of reform, opening up and the development of Socialist market economy in China, the behavior based on self-interest pursuit has not fully "naturally" promoted the realization of social interests, on the contrary, it has harmed the society under certain circumstances, in recent years, such as the repeated prohibition of counterfeiting, counterfeiting, cheating, cheating, fraud, tax evasion and other ugly phenomena aroused strong indignation of society. Even in the European and American capitalist countries where the market economy is highly developed, similar situations exist to a considerable extent, so the behavior of only considering one's own interests in market trading activities, will not naturally, automatically or necessarily benefit others and society, the "invisible hand" plays only a very limited role in guiding individual interests to the interests of society, and is by no means a decisive force, and not the only one. When the market "fails" , people's behavior will be more capricious, thus causing the bad consequence to the society. The complete market economic order should also include the legal order, the moral order and so on self-consciousness and the artificial system establishment.



Since Third Plenary Session of the 11th CPC Central Committee, China's reform and opening-up has made glorious achievements recognized by the world. At the same time, the reform has entered a critical stage, and various deep-seated contradictions have gradually emerged. With the deepening of the Chinese economic reform, various social problems have emerged, such as the polarization between the rich and the poor, and the disparity in regional development, the loss of state-owned assets, industrial monopoly, unemployment of laid-off workers, social security in urban and rural areas, education, health care reform, people's moral decline and so on. These contradictions, difficulties and problems that have arisen in the course of reform and opening-up have either been accumulated and latent under the old system, or have arisen from the alternation and friction between the old and new systems, others may be caused by the limitation of people's cognition and the reason of moral level. But I think it is mainly because some of US put too much emphasis on the "invisible hand" and the "economic man" hypothesis, although in recent years we have been strengthening the legal system, ethics, ideology, Party building and other supporting facilities reform and construction, but it is still a long way to go.

### **3.4 The phenomenon of "dedication cold winter" caused by simple material stimulation generally appears**

If People's initiative play mainly depends on that kind of simple material stimulation, it is difficult to receive long-term good effect. Material stimulation used to play a great role in activating people's internal drive in the early period of reform and opening up, but now people have left the era of working for the basic return, and the phenomenon of "dedication cold winter" is widespread in enterprises, more flexible factors at work are better drivers of employee engagement than pay, benefits, and resources. Chinese companies are experiencing a "cold winter of engagement" , according to the results of Beisen's engagement report for the past two years. Their analysis of 85,000 employee engagement data, which breaks down individual engagement into three categories -- challenge, retention and willingness to work hard, found that while employees'willingness to stay increased, their willingness to work declined by about 2 per cent in 2018. 2007-9-2415:00[ hide ] this is a somewhat worrying sign for employers. At a time when companies and talent are more dependent on each other, it's easy to imagine the consequences of passive retention, where the talent isn't fully activated to create value. Managers often talk about employee engagement, throwing around terms such as employee value, sense of alignment, and sense of connection with the organization. These words sound pretty generic, but when you go back to their roots, the first

thing they point to is the real needs of employees. In this regard, the motivation theory of management provides a set of ways to understand and meet the needs of employees, but for many enterprises, understanding and meeting the individual needs of employees and the Dynamic equilibrium of organizational development goals is relatively complex, it may also cost more. Instead of focusing solely on individual needs, think strategically about the relationship between talent and organization. Identity plays a key role. Whether the employee resonates with the values and culture of the enterprise will greatly influence the performance of engagement.

## **4 Inspiration of inspiring people with excellent spirit in the first 30 years of socialist construction**

After the founding ceremony of the People's Republic of China, the Party led the people in restoring the national economy and carrying out planned economic construction, implementing and completing the first five year plan ahead of schedule. After the establishment of the basic socialist system, the party has led the people to carry out all-round socialist construction. One of the most important achievements is the establishment of an independent and relatively complete industrial system and national economic system on the basis of "being completely destitute" , making the ancient China stand tall in the east of the world with a brand-new posture.

### **4.1 Achievements in socialist construction in the first 30 years of reform**

In the early days of the People's Republic, China had no industrial base to speak of, and even imported lamp oil. After twenty-eight + years of rapid industrialization, China has successfully established a sound industrial system. In 1952, industry accounted for 30% of GDP and agriculture for 64% ; by 1975, the ratio had been reversed, with industry accounting for 72% of the national economy and agriculture for only 28% . Under the leadership of the Communist Party, China's industrial output has increased thirty-fold. Between 1952 and the end of the Mao Zedong era, steel production rose from one million, four hundred thousand tons to thirty-one million, eight hundred thousand tons, and coal from sixty-six million to sixty-five million tons, cement production increased from three million tons to sixty-five million tons, timber from eleven million tons to fifty-one million tons, and electricity from seven billion kwh to two hundred and sixteen billion kwh, crude oil production went from a fundamental blank to one hundred and four million tons, and fertilizer production rose from thirty-nine thousand tons to eight million, six hundred and

ninety-three thousand tons. At the same time, from scratch, China has built up a large-scale aviation, aerospace, atomic energy and a wide range of military industrial system. And in these areas have made great achievements in establishing China's status as a major power. By the time of Mao Zedong's death, China had grown from an agricultural country to an industrial power capable of making everything from jets and launch vehicles to industrial kits and agricultural machinery.

In the area of infrastructure construction, more than one million kilometers of roads and more than 20,000 kilometers of railways have been completed, most of which run through mountains and the Gobi desert, so that the three southwestern provinces, Qinghai, Guangxi, Fujian, Xinjiang, Ningxia, Hetao and other end no railway history. In the field of water conservancy construction, we have completed the control of major rivers and built more than 50,000 reservoirs. In the area of culture, education and health, at the end of the "Cultural Revolution" , the basic realization of the compulsory education, the establishment of nearly 1,000 colleges and universities, thousands of various types of secondary schools and a sound basic education system. Health clinics have been set up in county towns and communes, and teams of Barefoot doctor have been trained throughout the countryside. Free medical care for urban residents. It is worth mentioning that all these achievements have been achieved through self-reliance in the face of a hostile international environment and constant wars.

Around the Eighth National Congress of the Party in 1956, Comrade Mao Zedong published the Ten Major Relationships and issues concerning the correct handling of contradictions among the people, the party has made a good start in its exploration of the socialist construction road suited to China's national conditions. Through practice and exploration, especially summing up the experience and lessons, the party has gradually formed some very important and long-term guiding ideas on this road. Mainly: The contradiction between productivity and Relations of production, Base and base and superstructure is the basic contradiction of socialist mode of production, the contradiction between the People's need for the rapid development of economy and culture and the current situation that the economy and culture can not meet the people's needs is the main contradiction in China, and the development of productive forces is the fundamental task; We must shift the focus of the party's and the country's work to technological revolution and socialist construction, insist on taking agriculture as the foundation and industry as the leading factor, prioritize agriculture in arranging the national economy, and take the road of China's industrialization The goal of socialist development is to build modern industry, modern agriculture, modern science and

technology, and Modern National Defense; socialism can be divided into two stages of "underdevelopment" and "relatively developed" ; socialist democracy must be expanded, we must adhere to the Democratic Centralism, strengthen the socialist legal system, oppose the bureaucratization and specialization of leading organs and cadres, and correctly distinguish and handle contradictions between ourselves and the enemy and between the people, and so on. The party has also put forward a series of important guidelines and policy propositions for building socialist economy, politics, culture, national defense, army building and diplomatic work. <sup>[8]</sup>

#### **4.2 The spiritual characteristics of the people in the 30 years of socialist construction before the reform**

The Yanan spirit of "forever maintaining" emphasized by Mao Zedong has become a powerful spiritual force for the Communists to lead the whole nation in socialist transformation and construction since the founding of the People's Republic of China. It was on this strength that the Communist Party of China overcame the imperialist blockade, quickly healed the wounds of the war, restored the national economy, and won a great victory in the socialist revolution and socialist construction. <sup>[9]</sup>

The "Yanan spirit" emphasized by Mao Zedong has five basic components: The "Military and Political University of Resistance Against Japan Spirit" : the spirit of heroic struggle for lofty ideals, which is the main thread and soul of the Yan 'an spirit constructed by Mao Zedong. The spirit of the Yanan rectification movement: it consists of the scientific spirit that is justified and the pragmatic spirit that is effective, that is, the spirit of combining theory with practice, and the spirit of Seek truth from facts that is consistent in word and deed. This is the ideological and theoretical basis and important content of Yanan spirit. Nanniwan spirit: that is, the spirit of independence, self-reliance, hard struggle of the main spirit and creative spirit. This is the fundamental feature of Mao Zedong's Yanan spirit. The spirit of Yanan county: that is, the spirit of the Marxism–Leninism and the spirit of the proletariat. In February 1941, Mao Zedong praised the work of Yanan county and gave a full account of the spirit of Yanan county comrades. The spirit of Norman Bethune and the spirit of Zhang Side: that is, the spirit of full and complete service to the people and the spirit of internationalism and communism with no self interest, patent holders.

By 1945, in his political report to the 7th National Congress of the Communist Party of China, Mao Zedong had summed up the Yan 'an spirit to a high degree, "The Communist Party of

China, armed with its Marxism–Leninism theory and ideology, has developed a new style of work among the Chinese people, mainly a style of work that combines theory with practice, a style of work that is closely linked to the people and a style of self-criticism, " he said. The Yan 'an spirit has become a valuable spiritual wealth of the Communist Party of China and a powerful spiritual weapon to overcome the enemy, it has also brought light, future and hope to the suffering Chinese people.

With the Communist Party of China in power and the continuation of the Yan 'an spirit, after the founding ceremony of the People's Republic of China, the establishment of a new type of socialist Relations of production, deeply educated by the Communist Party and turned over and became "masters" of the people burst into flame-like enthusiasm, fully devoted to the socialist construction, the formation of a variety of people's amazement, and even incredible great spirit of struggle. Such as the "spirit of Dazhai" in the 1960s, that is, the struggle between man and nature, governance of mountains and rivers, scientific farming spirit, in short, "fighting against heaven and earth" spirit. The Dazhai Brigade of Xiyang County Dazhai commune is an advanced example of relying on the collective strength of the commune to carry out agricultural construction and develop agricultural production. This brigade original production condition is very bad, is a poor mountain evil water land is thin, all cultivated land is scattered in seven gullies eight beams one side slope place. This brigade, under the leadership of the Party, fully mobilized the enthusiasm of the masses, centered on the processing and transformation of cultivated land, combined with the application of the eight-character constitution, carried out massive and arduous capital construction on farmland, transforming the previously 4,700 scattered plots of land into 900 terraced fields, it will be a stable and high-yielding field with drought and flood to ensure harvest. The per-mu grain yield increased from 287 Jin in 1952 to 772 Jin in 1962, and remained above 700 jin in 1963 after the great flood. December 1964, in his report on the work of the government, Premier Zhou Enlai summed up the spirit of Dazhai as follows: "The principle of political leadership and ideological leadership; the spirit of self-reliance and hard struggle; and the communist style of loving the country and the collective. " "Lei Feng Spirit" is a revolutionary spirit named after Lei Feng, whose basic connotation is the spirit of Lei Feng, which is constantly enriched and developed in practice. Its essence and core is to serve the people heart and soul, for the cause of the people selfless dedication, it has become a synonym of our times spiritual civilization, the symbol of advanced culture. Premier Zhou once summed up the spirit of Lei Feng comprehensively and incisively as "the class stand of

clear love and hatred, the revolutionary spirit of consistent words and deeds, the communist style of public but selfless, and the proletarian fighting spirit of recklessness". The Iron Man Spirit of the 1970s is a typical embodiment of the Daqing Spirit, which mainly includes the patriotic spirit of sharing worries for the country and striving for National Glory; The selfless spirit of preferring to live less than 20 years and striving to win the great oil fields; and the conditional need to work hard, without the conditions to create conditions on the spirit of hard work; work for the oilfield responsible for a lifetime, can stand the test of generations of serious responsible spirit; regardless of fame and fortune, hard work dedication; There is also the "Mengtai spirit" of Angang, the "eldest son of the Iron and steel industry of the republic" and the creation of the "constitution of Angang" , the most important principle of which is "two-participation, one reform and three combination" , that is, cadres participate in labor, workers participate in management, and constantly reform unreasonable rules and regulations, cadres, workers and engineering and technical personnel combined. This principle emphasizes the big problem of who runs the enterprise and how to do it. These are typical of the red-hot times rooted in the passion of the years of people's spiritual characteristics.

#### **4.3 The present reform needs the advanced spirit to carry on the non-materialization remolding to the human power mechanism**

From a philosophical point of view, Mao Zedong emphasized the Great Role of spiritual power. On the relationship between matter and spirit, he not only affirmed the primary nature of matter, that is, "people's social existence determines people's thoughts" , but also attached great importance to the reaction of spirit to matter, that is "on behalf of the advanced class of the correct thinking, once the masses grasp, it will be transformed into a social transformation, transformation of the material force of the world. ". He summed up this law as "matter can become spirit, spirit can become material" . To win the Chinese revolution, the Chinese Communists need not only to use "weapons of criticism" , but also to master "weapons of criticism" , both of which are indispensable. As Marxism said: "The weapon of criticism can not replace the weapon of criticism, the material force can only use material force to destroy; but once the theory has mastered the masses, it will become material force. ". Mao Zedong has always attached great importance to the use of the advanced world outlook and methodology of the Marxism–Leninism to tap the essence of the national spirit, so that it rose to a revolutionary spirit with national characteristics, as a spiritual weapon to defeat the enemy. From the Jinggang Mountains Spirit, the Long March spirit to the Yan 'an spirit of cultivation and development, all permeated with Mao Zedong's hard work. He repeatedly

stressed that people should have a little spirit, and pointed out that as a proletarian party, "mastering ideological education is a central link in uniting the whole Party in a great political struggle. If this task is not resolved, all the party's political tasks can not be accomplished, " he said, the day when the Chinese people are generally awakened is also the day when the reactionaries fall. <sup>191</sup>

It is simply impossible for us, an eastern power still in the primary stage of socialism, to carry out modernization without carrying forward the precious spiritual heritage that has worked so well in the past. The development of the Socialist market economy will have a serious impact on people's ideology and morality, and make it transmutation. This kind of transmutation will certainly promote people's idea renewal, the thought morals progress, also very easy to cause people to pursue the money fervently, all looks to the money, the money is supreme, then causes the money worship ideological trend to flood, erodes people's body and mind, cause the social morals corrupt, the morals degenerate, the spirit slide. The effective means to curb this negative phenomenon is to continue to maintain and carry forward our good spiritual heritage of the past.

General Secretary Xi Jinping pointed out that our Party leads the people in socialist construction, and there are two historical periods before and after the reform and opening-up. These are two interrelated periods with major differences, but in essence, it is the practical exploration of our Party leading the people in socialist construction. He stressed that a correct evaluation should be made of the historical period before reform and opening-up, and that the historical period after reform and opening-up should not be used to deny the historical period before reform and opening-up, we can not use the historical period before the reform and opening-up to deny the historical period after the reform and opening-up (hereinafter referred to as "two can not deny") . This important statement by General Secretary Xi Jinping embodies the fundamental position and clear-cut attitude of our party on this major issue. So we should not only not negate the past, but also inherit and carry forward the good traditions of the past.

In this era of rampant materialism, people in the pursuit of material goals in the environment have to accept the temptation and pressure from all sides, most of the three things in life is what? Make money, make money, make money! Most people pursue the dream is to buy a car to buy a house to do big business, in short, to make a lot of money, all kinds of organizations on people's drive sharp weapon is also material interests. Comrade Mao Zedong once said, "one should always have a little spirit. " Spirit can create miracles. Now

the reform needs the immaterialization of man's motive mechanism through the advanced spirit.

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