



**ANALYSIS OF HEILONGJIANG BAIYI FOOD COMPANY'S IMPLEMENTATION
OF MODERN ENTERPRISE SYSTEM**

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OF MODERN ENTERPRISE SYSTEM**

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ABSTRACT

Title: Analysis of Heilongjiang Baiyi Food Company's Implementation of
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The report of the *Seventeenth National Congress of the Communist Party of China* pointed out that "we must strengthen the basic position of agriculture and take the path of agricultural modernization with Chinese characteristics." The realization of agricultural modernization must not only develop China's agriculture in accordance with the requirements of high yield, high quality, high efficiency, ecology, and safety, but also accelerate the industrialization of food and focus on cultivating leading food processing companies. To develop and grow food processing companies, they must optimize the internal control system of the company in order to achieve the standardization and scientific management of food processing and improve the level of business management.

Therefore, the study the operating conditions of food processing companies and its own problems in operation and management have important practical significance. Based on the existing research results and practice, this article attempt to use Heilongjiang Baiyi Food Company as an example to explore the outstanding problems in the establishment and practice of the internal management system of food processing companies. The research put forward targeted and operable suggestions to improve the business and management levels of the enterprise and promote the sustainable and healthy development of Heilongjiang Baiyi Food Company.

Keywords: Heilongjiang Baiyi Food Company, Enterprise management, Sustainable development

摘要

题目： 黑龙江佰益食品公司推行现代企业制度分析

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24 / 5 / 2022

党的十七大报告指出“要加强农业基础地位,走中国特色农业现代化道路.”实现农业现代化不仅要按照高产,优质,高效,生态,安全的要求发展我国农业,而且要加快食品产业化经营,重点培育食品龙头加工企业.如果想要发展壮大食品加工企业,必须优化企业内部控制制度,以期实现食品加工企业的规范化,科学化管理,提高企业经营管理水平,因而研究食品加工公司的经营状况以及经营管理中的自身问题具有重要的现实意义。

因此,本文通过在目前已有研究成果和实践的基础上,以黑龙江佰益食品公司为例,探索食品加工公司内部管理制度的建立和实践中存在的突出问题,提出具有针对性和可操作性的建议,以期提高企业的经营和管理水平,促进黑龙江佰益食品公司的持续健康发展。

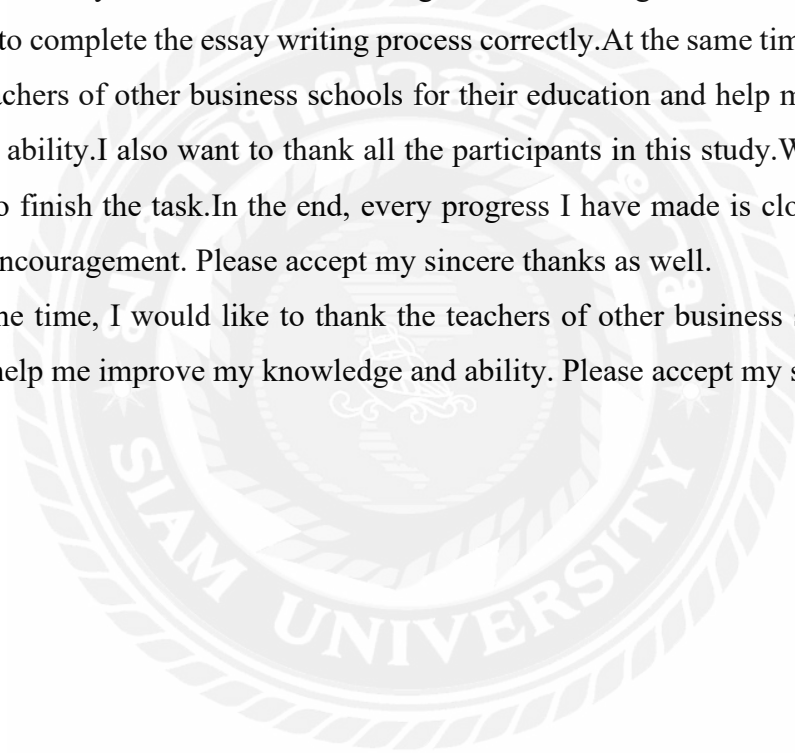
关键词：黑龙江佰益食品公司 企业管理 可持续发展

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I really have to sigh, how time so fast, these four years happened as if it was yesterday, I in Siam University years, I learned a lot in the school. These things broaden my horizon and enhance my learning ability. At the same time, I would like to thank the people who helped me in this process. Help others. I would like to take this opportunity to thank those who have supported me in different ways.

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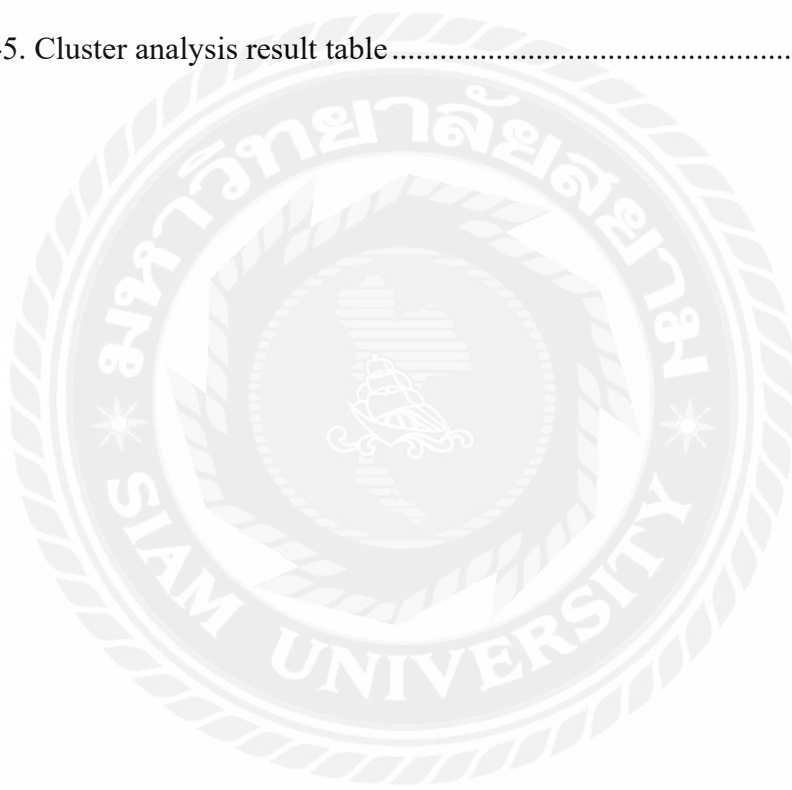
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1. INTRODUCTION

This chapter explains that understand the current status of corporate governance in our country, affirm the achievements made, continue to carry forward, and at the same time improve the shortcomings. It mentions the background of the research topic and the research significance of this topic. After analyzing the purpose and main content of the research on the relationship between The company's board of directors, the board of supervisors and other organizations have their functions, the current incentive mechanism and the defects of the external supervision mechanism, and the lack of maturity of shareholder culture and corporate governance culture have affected the effectiveness of corporate governance in my country, the main research methods and thesis structure are given. Layout in order to pave the way for the following discussion.

1.1 Research Background

After China's accession to the WTO, a series of substantive measures such as introducing foreign strategic investors and allowing foreign companies to purchase state-owned shares and legal person shares of listed companies are triggering a profound transition in the initial formation of Chinese enterprises and the operating system environment. In this context, corporate system innovation has become a key issue for corporate competitiveness in the new situation. Effective corporate governance mechanisms come from the influence of the long-term market economy environment, and sound corporate governance norms are part of the entire international practice. Therefore, the establishment and improvement of corporate governance norms is essentially a "entry into the WTO" at the corporate system level. Improving the corporate governance structure and enhancing international competitiveness is an important response after China's entry into the WTO.

Since the 18th National Congress of the Communist Party of China, with the continuous advancement of decentralized management and reforms of various industries, the improvement of the business environment in Heilongjiang Province has achieved positive results, which has greatly promoted the development of local enterprises. However, some food companies in Heilongjiang Province have backward management concepts and need to change their

development methods. If the company does not pay attention to the transformation of independent research and development and development mode, the quality and efficiency of the company's development will be low. Therefore, it is very important to update the company's management concept, change the company's development method and establish a modern company system. The best way at present is to implement a modern enterprise system, which takes the company system as the main form of expression, which reflects that the enterprise is a legal entity and the main body of market competition. It is a clear property right, clear responsibility, and can transfer government enterprises. Separate the enterprise system of scientific management, and meet the requirements of socialized production and market economy. In the new era and new situation, enterprises must actively respond to the call of the country. Business strategy, management system and management model can be considered important. The main purpose of this research is to enhance the core competitiveness and provide a strong guarantee for the stable operation and long-term development of Heilongjiang Baiyi Food Company. Based on the necessity of enterprise management modernization, it points out the existing problems, and discusses and analyzes measures to promote the high-quality and effective development of Heilongjiang Baiyi Food Company's corporate management, in order to provide reference and reference for Heilongjiang Baiyi Food Company to implement modern business management.

1.2 Research significance

Based on the above questions, this article combines the research results of academia to get practical conclusions. The research significance of this article:

With the continuous acceleration of the process of global economic integration, China's national economy has also had a rapid development, especially after the implementation of the reform and opening up in China, Heilongjiang Baiyi Food Company in Heilongjiang's economic construction is playing an increasingly important role. However, its operating conditions and its own problems in its management have caused the slow development of Heilongjiang Baiyi Food Company, which has seriously affected the rapid development of Heilongjiang. By the end of 2018, the number of Heilongjiang Baiyi Food Company in China, the number of industrial and commercial households and the registered capital have all

increased by different degrees compared with the previous year, and the increase rate is much higher than that of other enterprises. Heilongjiang's economic practice has proved that Heilongjiang Baiyi Food Company are the source of power and innovation in Heilongjiang local food enterprises, it is the most suitable for the innovation and competition of market economy. The 18th National Congress of the CPC pointed out that it is a strategic requirement of China's overall economic development to give priority to scientific development and accelerate the transformation of the mode of economic development. At the same time, it also proposes to encourage, support and guide the development of the non-public sector of the economy to ensure the fair and smooth development and implementation of the ownership economy. This is a good development opportunity for Heilongjiang Baiyi Food Company. Heilongjiang Baiyi Food Company should quickly adapt to the new situation of domestic and foreign economic development, grasp the good development opportunities, meet the challenges, establish a modern enterprise system, accelerate the transformation and up grading of enterprises.

1.3 Research objective

The process of enterprises continuously improving their market competitiveness and becoming world-class is not only a process of a country's economic development and growth, but also a process of increasing the vitality and creativity of the world economy. Modern enterprises must not only have leading technology, but also have first-class management level. Vigorously improving the level of management modernization of Chinese enterprises is of great significance to promote the modernization of enterprise management. Looking objectively at the various problems facing Chinese enterprises, some are pains in the process of industrial transformation and upgrading, some are unsuitability caused by the inadequate policy environment, and some are shortcomings formed by the defects of the enterprise's own management.

Through the research and comparison of modern and contemporary domestic and foreign documents, using examples, demonstrations, analysis and other methods, combined with what I have learned and thought, this article systematically analyzes and combs the contents of

modern enterprise management. Through the detailed description of the problems found in the research, at the same time, the analysis and solutions are discussed through comparative argumentation. Analyze the management of Heilongjiang Baiyi Food Company based on core competence, especially strategic management, human resource management and knowledge management, so as to provide some practical guidance for Heilongjiang Baiyi Food Company based on core competence.

1.4 Research questions

1: How does Heilongjiang Baiyi Food Company solve the problem of imperfect financial system and irregular management?

2: Heilongjiang Baiyi Food Company has an unreasonable organization and industrial structure, how to improve it?

3: How does Heilongjiang Baiyi Food Company solve the problem of imperfect department functions?

4: How to innovate the organizational structure of Heilongjiang Baiyi Food Company?

5: How should Heilongjiang Baiyi Food Company target the outdated enterprise management system, which leads to the problem of low information level?

6: How does Heilongjiang Baiyi Food Company solve the problem of unscientific and inefficient human resource management within the enterprise?

1.5 Research content

In the process of writing, this paper analyzes the marketing strategies of Heilongjiang Baiyi Food Company in China, it finds the deficiencies in the current marketing process of Heilongjiang Baiyi Food Company in China through detailed analysis, it finds the corresponding causes of problems, and develops perfect solutions to ensure that enterprises can obtain a higher market share, finally enhance the core competitiveness of enterprises.

Chapter one, through the analysis of the realistic background and theoretical background, puts forward the main content, research purpose and research significance of this article.

Chapter two, first is research status at home and abroad. Through the discovery of research

entry points in domestic and foreign literature, analyze the definition of modern enterprise system, characteristics of the modern enterprise system, the definition of the sme system, product strategy and characteristics of the sme system, and conduct theoretical combing and research Analysis of the object.

In the Chapter three is the main research method used in this articleit include current situation and problems of system management of Heilongjiang Baiyi food company corporation in China.

In the Chapter four, it mainly analyze the current situation of this article.

Chapter five, there are suggestions and countermeasures, including improve the financial management system, according to the present situation of the enterprise, organizational structure shall be set up as required, pay attention to human resources management,small and medium-sized enterprise information analysis. And it combines the analysis results to draw research conclusions and summarize the enlightenment of this research.

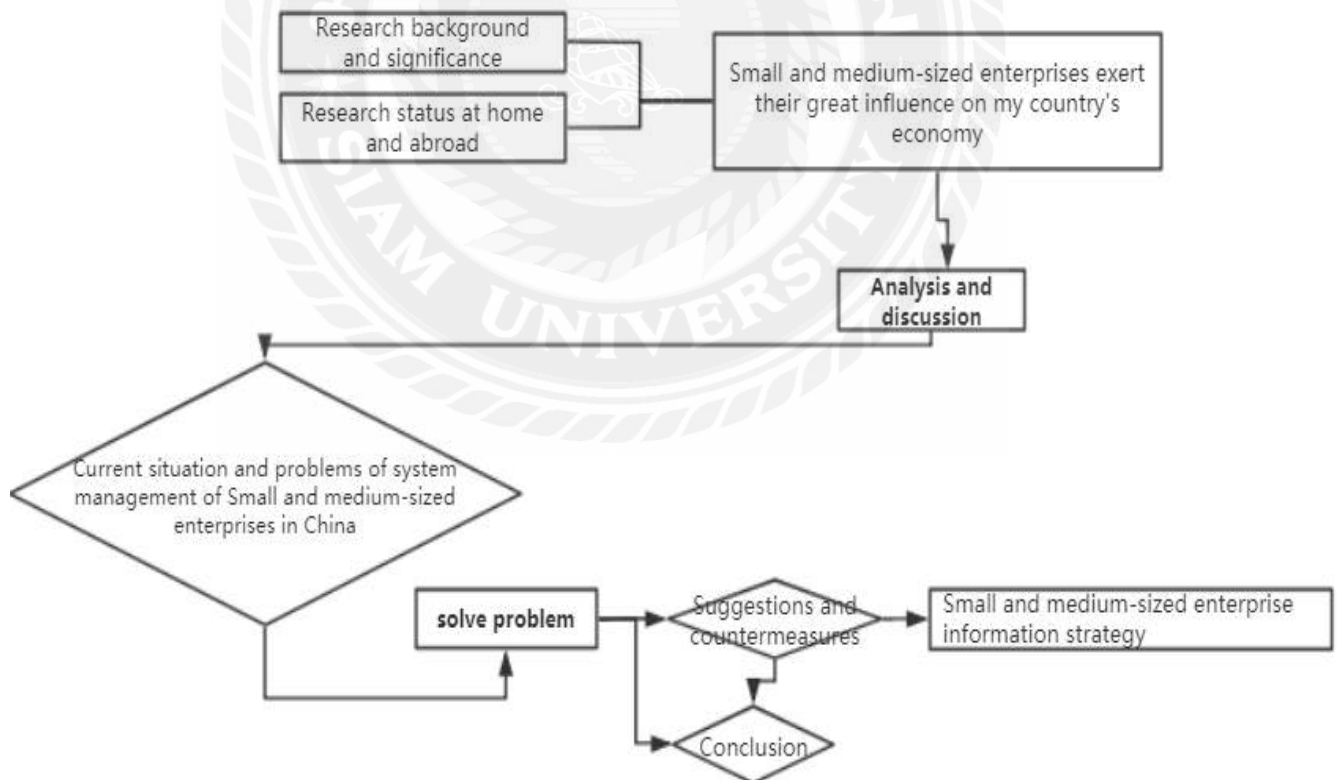


Figure 1-1 Technical circuit diagram

2. LITERATURE REVIEW

This chapter mainly defines the concepts of corporate governance, related domestic and foreign research literature to review, as well as literature retrieval through the Internet, making full use of HowNet, The rich theoretical support brought by resource websites such as Weipu are integrated for the convenience of research.

2.1 Analysis of corporate governance

People began to study corporate governance issues in the early 20th century, but so far, domestic and foreign literature has not yet formed a unified concept of corporate governance.

Philip L. Cochran and Steven L. Wartick (1998) believes that corporate governance issues include senior management, shareholders, board of directors, and other relevant stakeholders of the company (Stakeholders).

Specific problems arising from the interaction. The core of the corporate governance issue is: ① Who benefits from the company's decision-making or the actions of senior management? ② Who should benefit from the company's decision-making and the actions of senior management? When there is an inconsistency between "what" and "what should be," a corporate governance issue arises.

Myer, Dean of the Oxford University School of Management, defined corporate governance in his "Market Economy and Transitional Economic Corporate Governance Mechanism" as: "An organizational arrangement that a company relies on to represent and serve its investors. It includes Everything from the company's board of directors to the executive manager's incentive plan. The need for corporate governance arises from the separation of ownership and control of modern joint stock companies in a market economy."

Professor Qian Ying of Stanford University believes: "From the perspective of economics, corporate governance is an institutional arrangement that governs a number of groups that have major interests in a company-the relationship between investors, managers, and employees. , And realize economic benefits from this alliance. The corporate governance structure includes: ① how to configure and exercise control; ② how to supervise and evaluate the meeting, managers and employees: ③ how to design and implement incentive mechanisms."

Tricker (1995) believes that corporate governance refers to the formal and informal connections, networks and structures between the governing body and other members, managers, other stakeholders, auditors, and policy makers (Regulators). And he believes that the two key factors of corporate governance are to monitor the performance of managers and

ensure that managers are responsible to shareholders and other stakeholders. Chinese economist Professor Wu Jinglian believes that “the so-called corporate governance structure refers to an organizational structure composed of the owner, the board of directors, and senior center executives, that is, senior managers. Form a certain balance of checks and balances.” Wu Jinglian believes that a good corporate governance structure must meet the following requirements: First, ownership and control are appropriately separated between shareholders and managers.

So that the company's business-level management personnel have full autonomy to achieve efficient management: Second, the company's senior management personnel should fully understand the expectations of shareholders, employees and the society on the company, and have sufficient motivation to strive to achieve such expectations; Third, the company's shareholders, especially the major shareholders, should have sufficient information about the company's operations to determine whether their wishes have been realized. Zhou has sufficient rights and means to be able to manage when the managers fail to realize their wishes. Take decisive action to intervene".

Zhang Weiyong(2001) believes that "corporate governance in a broad sense refers to a set of legal, cultural, and institutional arrangements concerning the distribution of company control rights and residual claim rights." He agreed. The optimal corporate governance structure should be a state-dependent control power structure, that is, the control power should be related to the natural state, and the enterprise should be controlled by different interest claimants in different states. If the performance of the company is good, the outsiders should be less than the expected corporate affairs as a reward to the manager; for poor performance, the outsiders should strengthen the precaution of the company as a punishment to the manager: When the company is in normal operation , Shareholders should have control of the enterprise; when the enterprise is in a state of bankruptcy, creditors should use the control of the company, because when it comes to intervening in the enterprise, shareholders are more passive and soft-hearted than creditors.” Yang Ruilong and Zhou Yean believe, “ The corporate governance structure is essentially a contract about ownership arrangements. "Corporate governance is a set of institutional arrangements for managing corporate transactional relationships, which includes external governance and internal governance institutions."

In summary, the English of corporate governance structure is "corporate governance", and there are several translations such as corporate governance structure, corporate governance mechanism, and corporate supervision mechanism. The "structure" here should be understood as a variety of meanings such as "mechanisms", "systems" (systems), and "control

mechanisms" (control mechanisms). Simply put, the corporate governance structure studies the issue of corporate institutional arrangements in the economies of various countries. This institutional arrangement, in a narrow sense, refers to the relationship of commission and agency based on the separation of corporate ownership and management rights, and the inconsistency of the interests of owners and operators. Historically, those who have designed and implemented the The general term for the various incentives and restraint mechanisms implemented for operators; in a broad sense, it can be understood as all legal, institutional, cultural and institutional arrangements regarding enterprise organization, control mechanisms, and benefit distribution. This institutional arrangement determines who the enterprise serves , Who controls, risks and benefits such as {can be distributed among the various interest groups , and a series of issues.

2. 2 Analysis of the enterprise's hierarchical structure school

Coase (1937), the pioneer of mainstream contract theory, in his article "The Nature of the Enterprise", my country' s listed company governance is studied by the method of transaction costs under the market price mechanism to study the rationality of the existence of enterprises. He believes that the market and the enterprise are Two alternative means of resource allocation; in the market, resource allocation is determined by impersonal prices.

Adjustment is accomplished by a series of short-term contracts; within an enterprise, the same economic activity can be completed by establishing fewer long-term authoritative relationship contracts; there are costs in both of these two ways of matching, which are represented as the cost of market prices (Transaction costs) and the cost of bureaucratic organization within the enterprise (management costs). When a series of market transactions are incorporated into the enterprise based on this hierarchical authority relationship, the number of transactions can be greatly reduced, thereby saving transaction costs. The equilibrium is mainly determined by the cost of market transactions and the bureaucratic organization of the enterprise. With regard to cost differences, companies exist as substitutes for market mechanisms.

2. 3 Analysis of the contract school of enterprises

In the development of transaction cost economics, Alchian and Delemtz's team production theory is an important branch. They did not follow Coase's line of thinking, and C is to regard the enterprise as a kind of "team production." In such a cooperative production process, it is very difficult to monitor the efforts of each member and measure the rewards, so the team

members lack the enthusiasm to work hard, which will lead to laziness and free-riding behavior (Free-riding). In order to overcome this problem, an agreement needs to be reached between the cooperating members, and the department.

Members specialize in monitoring the performance of other members. Then a natural logic is that the supervisor must have supervisory motivation, otherwise he will also be lazy and free-riding. The solution is to endow the supervisor with ownership and residual claim rights to ensure the supervisor's enthusiasm. It can be seen from this that what Alyan and others are involved in is the institutional arrangement at the time the company is formed, which is actually one of the core issues of corporate governance.

2.4 Analysis of Financial background of executives

This article defines the financial background of executives with reference to the Cathay Pacific database and combined with existing national policies and regulations. The financial background is defined as senior executives with one or more of the following backgrounds: formerly working in financial regulatory agencies, policy banks, and commerce Banks, insurance companies, securities companies, fund management companies, securities registration and settlement companies, futures companies, investment banks, trust companies, investment management companies, exchanges, and other financial background personnel.

2.5 Literature review at home and abroad

2.5.1 Current status of domestic research

Zhu Sisi (2017) pointed out: The current economic development and social progress in my country have enabled aviation companies to develop steadily. However, due to the lack of attention to the relationship with customers, the churn rate of VIP members has gradually increased. Therefore, the loss of airlines It should be customer-centric, focusing on customer satisfaction management, value management and loyalty management to improve the overall service quality, so as to effectively prevent and solve existing problems, and enable VIP members to continue to maintain.

Xiaona Cao (2017) published "Customer Relationship Management Based on Customer Behavior Analysis" that the development of a company is inseparable from customer management and customer behavior analysis, and collects customer information, analyzes customer needs and preferences, etc. Customer analysis requires professional analysis methods

and means, and the company's analysis in this aspect needs to be improved.

Zhang Jinfang (2010) believes that the current awareness of corporate culture construction in my country is still very weak, and the construction of corporate culture is not regarded as an important measure to assist human resource management. After Coase, Zhang Wuchang conducted an in-depth investigation of the nature of the enterprise. He pointed out that companies are not replacing markets, but replacing product markets with factor markets, that is, companies can substitute one factor contract for another product contract. For companies operating in compliance with laws and regulations, the relevant reform measures have brought great convenience to the business. However, some company corporation that have been relatively extensively managed in the past have not kept up with the pace of service upgrades of the management department at this time. chain".

Looking objectively at the various problems faced by Company Corporation in our country, some are pains in the process of industrial transformation and upgrading, some are inadapt ability caused by inadequate policy environment, and some are shortcomings formed by the defects of enterprise's own management. Government departments can create a good business environment for enterprises, and provide technological innovation support for enterprise transformation and upgrading. By improving fiscal and taxation support policies and financial support policies, they can solve the problem of financing difficulties for company corporation. However, we must realize that the government and the market have their own boundaries. There are boundaries to the role of the government, and it is impossible for the government to directly help enterprises manage their operations. If the government continues to create a level playing field in terms of market access, approvals, tendering and bidding, and military-civilian integrated development, some company corporation will have their own mismanagement, "mistakes", and lose some of the qualifications and development opportunities to participate in the competition. Who is to blame?

In summary, the customer relationship management operated by domestic scholars in the apparel industry is relatively standardized. Among them, the main purpose is to maintain customer relationships and improve the future development of company. However, some companies do not pay attention to customer relationship management. It is important, so this article uses company as an example, and combines the research of our scholars to carry out research on the development and management of small and medium-sized companies.

2.5.2 Status of foreign research

American economist Friedman (1970) believes that in a free economic system, the only

social responsibility of enterprises is to use resources to maximize profits for shareholders within the scope permitted by laws and regulations. The Beijing Municipal Market Supervision Department announced a batch of joint disciplinary cases for dishonesty. The mistakes of these companies are not big, but the impact is not small. One company did not have a full-time accountant, and a part-time accountant casually declared the company's annual report information. Filled in the company's asset status. After being reminded by law enforcement officers, the person in charge of the company was too busy to make changes. As a result, he was included in the list of business abnormalities because of "public information concealing the truth and falsification" and lost a school's supply. qualifications. In addition, there are those who have forgotten the company's annual report and are listed in the list of business exceptions, those who do not carry out business activities at the company's registered address and cannot be contacted, or even casually find an agency company to fraudulently use the identity information of others to act as company executives. The "little things" once done by company corporation must now be punished.

The World Bank (2005) defines corporate social responsibility as an enterprise and key stakeholders (Note: Freeman's classic definition of a stakeholder is an entity that can affect the realization of an organization's goals or can be affected by the organization's process of achieving goals (Freeman, 1984, p. 46), which includes shareholders, creditors, employees, customers, suppliers, communities and the government.) A collection of policies and practices related to relationships, values, compliance with laws, and respect for people, communities and the environment, It is a commitment to sustainable development by an enterprise to improve the quality of life of its stakeholders. At the moment when one excel form and one booklet can manage the enterprises in the jurisdiction, the related operations of some enterprises are still not standardized enough, and some company corporation even think that "this is not a big deal, it is almost done, and the regulatory authorities can't manage it anyway." The results often go wrong. It can be seen that government services are actively turning to "Internet +", and the supervision methods are becoming more and more transparent and efficient. The past methods of food company to operate and manage enterprises are no longer feasible, and extensive management will inevitably pay a price.

In summary, by consulting relevant foreign literature, it is found that innovation and development is essential for food company to create and maintain excellent customer value.

2.6 Summary of related generalizations in this article

2.6.1 Definition of modern enterprise system

The so-called modern enterprise system mainly refers to the modern enterprise system based on the establishment and improvement of the enterprise legal person system, with the enterprise limited liability system as the guarantee, through the company's clear property rights, rights and responsibilities, the separation of government and enterprise management form as the main content.

The main contents of modern enterprise system management include enterprise culture system, financial management system, legal person responsibility system, scientific and technological innovation system, enterprise ownership system, organization management system, etc. Part of the modern enterprise system management mode, the enterprise ownership system plays an extremely important role in the modern enterprise system, a system of ownership is the residual ownership and enterprise stakeholders, the distribution system between the enterprise ownership system represents the interests of stakeholders with the enterprise distribution and mutual cooperation, in order to achieve the interests of the whole enterprise and full responsibility of stakeholders.

2.6.2 Characteristics of the modern enterprise system

(1) Clear property rights

The clear property right is the main characteristic of modern enterprise system. The so-called clear property right refers to the unification and mutual balance of property right and enterprise property right. The basic feature of the modern enterprise system is that each factor of production and the participants of the enterprise must communicate with each other and cooperate with each other. The production of the enterprise must be recognized by the relevant stakeholders of the enterprise and clearly allocated rights and responsibilities. At the same time, this is also the modern enterprise system can give full play to the main prerequisite for system management function, in the modern enterprise system, the ownership of the property is through the enterprise production and business operation activities and enterprise value of rights, all factors of production enterprise accrual is according to the property ownership of enterprises production and planning, that is, ownership of enterprises is the basis of factors of production enterprise ownership, and ownership of the property is an important guarantee of enterprise ownership of production factors. Ownership can realize enterprise economic benefit and the maximization of enterprise value, economic development and long-term stability of the enterprise plays an important role, the main starting point of the modern enterprise system management to enterprise stakeholders cooperation and exchange, and cooperation and

communication with the enterprise stakeholders mainly depends on the enterprise can be assigned to the interests of stakeholders, so the ownership of the property and enterprise property rights must be clear property rights, the modern enterprise system of clear property rights can adapt to the development of the enterprise system, management of enterprise system has important significance. The modern enterprise system makes clear the property right responsibility to the person, the property right of the enterprise investors and relevant stakeholders, and the distribution of property ownership is reasonable.

(2) Full responsibility

The clear definition of rights and responsibilities mainly refers to the scientific and reasonable division of responsibilities and rights among corporate stakeholders such as investors, business managers and employees, and the clear definition of the responsibilities of each position of the enterprise. Due to the different positions of enterprise investors, operation managers and employees in the enterprise, their work content is also different, which requires a reasonable division and standardization of the specific responsibilities of enterprise investors, operation managers and employees, and a clear definition of the rights and responsibilities of each department and position of the enterprise.

Corporate investors is the investor of an enterprise, should have the main decision-making and management of the enterprise, distribution enterprise economic benefits, most enterprise investors should have decision-making power, possession, disposition and right of use, as well as the maximization of enterprise profit distribution, at the same time to undertake when enterprises are facing bankruptcy or out of business, enterprise as a legal person should also bear the economic responsibility and enterprise co., LTD. The operation manager of an enterprise is the principal person in charge of the enterprise's production and operation. He/she should assume all production responsibilities within the scope of the enterprise's operation and reasonably enjoy the earnings and rights of the enterprise's production. Enterprise employees are the main laborers for the vivid operation of enterprises, which play an important role in promoting the production of enterprises. Enterprise employees should get corresponding economic remuneration according to their own contributions to the enterprise. According to the division of the rights and responsibilities of different positions and work of enterprises, it can be seen that rights and responsibilities are mutual, and it is necessary to assume corresponding corporate responsibilities for enterprises to enjoy rights, so as to jointly promote the production, operation and economic development of enterprises. The modern enterprise system is to reasonably plan the responsibilities and rights among enterprise investors,

suppliers, consumers, managers, employees, government and society, communicate with each other and supervise each other. In order to achieve clear enterprise investors and stakeholders of the rights and responsibilities of balance and supervision.

(3) Separate government and enterprise management

So-called separate government functions from enterprise management, just as its name implies, it is of the functions of the government and enterprise functions distinguish between each other, make the enterprise functions from the functions of the government, enlarge the management function of enterprise itself, the enterprise bear the social function of originally returned to the government and society, government departments and social organizations make unified management, such as health care, pension, housing and other functions. The separation of government functions from enterprise functions clarifies the functions of government and enterprises, which is conducive to the management of modern enterprise systems.

(4) Management science

"Scientific management" is the innovative management in modern enterprise system management, management science, with wide scope, broadly speaking is the rationalization of enterprise organization management, narrow concept, scientific management for production, management in enterprise management, sales, supply channels, market planning, science and technology research and development, human resources, financial management, and other aspects of the specific management.

In the modern enterprise system, management science mainly includes reasonable allocation and management of enterprise assets, clarifying the rights of enterprise owners, and fulfilling the investment responsibility of enterprise legal persons. Clarify the system of enterprise limited liability company and joint stock limited company, and form the organizational structure of enterprise; To plan the main functions of production and operation and the development objectives of the enterprise. To form a management model with a modern enterprise system.

2.6.3 The definition of the sme system Product strategy

Due to different social and economic systems, different productive forces, different economic structures, the nature of various industries and the level of technological development, different types of enterprises (large, medium, small and micro) also differ in

many aspects in terms of operation and management. Therefore, the definition of company has become more complex and difficult. China's definition of company changes with the transformation of China's economic system and different stages of social development, and has had seven changes so far. Most recently, in April 2013, six ministries and commissions jointly issued the Interim Provisions on standards for sme system, which are based on the sales volume, total assets and sales quota of enterprises, and reflect the characteristics of the industry, showing that sme system under different ownership situations will enjoy the same treatment.

2.6.4 Characteristics of the sme system

Although the definition of sme system is similar in different countries and different fields, the main goal of the division of sme system is the same, it is urgent that sme system can be independent from all enterprises, to achieve the independent development of sme system. In our country's national economy, sme are playing an increasingly important role. However, according to the current development situation of sme in China, most of them have poor comprehensive strength and low management level. Compared with large enterprises, sme have their own unique characteristics:

(1) Small production scale and short construction cycle

Small scale of assets and low structure of capital and technology are the obvious external characteristics of sme system. Under normal circumstances, the capital of sme system is relatively deficient, its start-up capital and operating capital is relatively deficient, and its credit degree is also relatively low, its financing capacity is limited. As a result, the equipment and technology of its production are relatively backward and cannot be updated in a timely manner. The quality of the products is poor, the varieties are few, the technical content is not high and the added value is also relatively small.

(2) Strong adaptability and flexible mechanism

The capital needed to set up a small and medium-sized enterprise is not much, the construction speed is relatively fast, its scale is relatively small, various mechanisms are more flexible, can adapt to the development of China's economic market changes.

(3) Wide business scope

The social and economic foundation of sme system is more extensive, is an important part of the modern economy, the number is more. There are nearly 8.2 million company corporation

in China, accounting for 99.6 percent of the country's total enterprises. sme system in China, especially small enterprises, have a very wide range of distribution. More and more small enterprises appear in counties, townships, towns and villages. At present, nearly three quarters of small enterprises are distributed in townships or villages below the county level. The business scope of sme is very wide, almost involved in all walks of life. More concentrated in general manufacturing, agriculture, construction, wholesale and retail trade, catering and other social services.

(4) sme system have weak capital and poor anti-risk ability

sme system do not have sufficient funds, thus affecting the reform and innovation of technology, which is an urgent problem for most sme system to solve. Because sme system are small in scale and have low credit rating, there are bound to be many difficulties in the financing process and it is difficult to raise a large amount of development funds. In every country in the world, sme system are playing a very important role. However, due to its small scale of assets and low capital and technology composition, it lacks competitiveness in the fierce market competition. As a result of the existence of sme system in this series of problems, so that its ability to avoid risk is relatively poor.

3. RESEARCH METHOD

The main research methods used in this paper are literature research method, document data method and regression research method. Consult a large number of documents related to the research on the feasibility and legal basis of the innovation and development of domestic and foreign Heilongjiang Baiyi food company corporation, and related materials and documents related to modern enterprise systems and systems, to understand the current status of China's Heilongjiang Baiyi food company corporation system management, and to address current problems Carry out analysis and put forward some suggestions to find theoretical support and practical experience for the smooth progress of this research.

3.1 Research design

The core problem to be solved by the corporate governance structure of western developed countries is the relationship between shareholders as principals and managers as agents, especially the issue of how shareholders can effectively supervise and constrain managers. In comparison, the core problems to be solved by the corporate governance structure of our country are similar to this but also quite different, showing a more complicated situation than the developed countries in the West. The similarity is manifested in the problem of the relationship between shareholders and senior managers that the corporate governance structure of our country has to deal with. The goals of corporate governance structure are also manifested in two aspects: On the one hand, it is necessary to give the business managers full freedom.

To manage the enterprise well, the shareholders should not intervene too much. On the other hand, it is necessary to ensure that the operating managers use the shareholders' interests as the criterion to use these freedoms to manage the enterprise, that is, to enable the business managers to be able to manage the enterprise. Obtain effective supervision and restraint. The difference is that with the advancement of state-owned enterprise reform measures such as decentralization and transfer of profits, the problem of insider control led by business managers has become increasingly prominent. The problem of excessive administrative intervention by enterprises is still quite serious. When a country chooses its corporate governance structure, it should also fully consider the impact of its external environment and conditions. Sometimes, the development of a country's economy may be more attributable to these external environments and conditions than to the corporate governance structure and model. For example, the competitiveness and profitability of Chinese companies in traditional industries

are not worse than those of American companies. We cannot therefore believe that China's corporate governance structure and mechanisms are better than those of the United States, nor can we fully attribute the economic success of the United States to the superiority of the US corporate governance structure.

According to the above analysis, the two core problems to be solved by the corporate governance structure of our country are insider control arising from the principal-agent relationship and excessive administrative intervention by relevant government departments. Therefore, I believe that the design ideas for my country's corporate governance model should be: adjust and improve the company's equity structure, reduce the proportion of state-owned shares in the company's equity, further diversify equity, develop diversified investment entities, and focus on cultivating some stable core major shareholders, including Corporate legal persons, funds and other institutional investors and banks, and strengthen the protection of shareholders. Establish and improve the supervision and restraint mechanism for the control of insiders. This supervision and restraint mechanism includes both internal and external aspects. The internal is mainly to strengthen the supervision and restraint of the major shareholders and the board of directors, and the external is to use the stock market and the manager market, Product market and other market mechanisms and legal systems for supervision and restraint.

As the core of the modern enterprise system, a sound corporate governance mechanism is a necessary condition for enterprises to enhance their competitiveness. With the deepening of the reform of my country's state-owned enterprises and the development of the capital market, corporate governance issues have received more and more attention and have become a hot spot in the theoretical and business circles. The governance structure of my country's food companies is already very sound in form, but a sound corporate governance mechanism has not really played a role, and there is still a big gap between the true modern corporate system. This article defines the research scope in the corporate governance of Heilongjiang Baiyi food company. There are two reasons: First, Heilongjiang Baiyi food company occupies an absolute market dominant position and plays a pivotal role; Second, due to factors such as a dominance and absence of owners, it is facing more serious corporate governance problems. Therefore, discussing how to improve the corporate governance structure of Heilongjiang Baiyi food company will have far-reaching practical significance for improving business performance and maintaining the long-term and healthy development of the securities market.

3.2 Case analysis method

This article selects a case to analyze the current situation and problems of SME system management as a reference, and combines the research results of quantitative analysis to provide suggestions for value co-creation, such as improving the financial management system, according to the current situation of the enterprise, Establish organizational structures as required and focus on human resource management to maximize value co-creation. In the process of my country's economic transformation from a planned economy to a market economy, Heilongjiang Baiyi Food Company has encountered difficulties due to many problems in its operation and management. In the adjustment of my country's economic ownership structure, the strategic adjustment of the industrial structure, and the rapid development of new science and technology in the era of knowledge economy, Heilongjiang Baiyi Food Company must actively find a way out, grasp the scale, and open up more for the development of the enterprise. The vast blue sky. The implementation of a modern enterprise management system, as the main embodiment of the modern enterprise system, is not only the inevitable result of the development of market economy, but also the inevitable result of the socialization of production. It is like strategy, model and policy, which is the development of enterprise. The driving force is also a necessary measure to promote enterprise transformation. Therefore, in the new era and new situation, enterprises must actively respond to the call of the country. Business strategy, management system and management model can be considered important. We will enhance our core competitiveness and provide a strong guarantee for the company's stable operation and long-term development. Based on the necessity of enterprise management modernization, it points out the existing problems, and discusses and analyzes measures to promote enterprise management to achieve high-quality and effective development, in order to provide reference and reference for modern enterprise management.

3.3 Qualitative research method

Qualitative research is the process of collecting, analyzing, and interpreting non-numerical data, such as language. Qualitative research can be used to understand how an individual subjectively perceives and gives meaning to their social reality. Thus, enterprise system may be analysed as a complex system because all enterprise departments are involved in its functioning. The analysis of such systems is aimed at determining the opportunities for purposeful changing of their performance, i.e. for ensuring their effective management (Ginevičius 2009). This can be achieved only if the performance of a system is quantitatively evaluated. So far, the efforts for its qualitative evaluation have been made. It was considered

that the analysis of a system, its parts and their interrelations could be sufficient for its organization, managing and targeting (Jasinavičius 1981; Ginevičius 2009). However, it seems that the analysis of this kind can hardly help provide the conditions for the effective system management. If the performance of the system was slightly improved, we would have two (the past and the current) states of its good performance.

However, it would not allow us to compare the costs of improving the system's performance and the extent of the improvement made. To achieve this, the above two states of the system should be quantitatively evaluated. Quantitative evaluation of system's performance at an enterprise could help more thoroughly analyse this phenomenon by considering it from various perspectives (Ginevičius 2009). The quantitative evaluation of the performance of a system requires that it should be described by a set of criteria (Ginevičius 2009). The selection of the criteria is not a trivial task because a system enterprise system is multifaceted. All these facets should be transformed to criteria. For this purpose, systems should be classified, i.e. grouped according to their general features. The analysis of the literature on the problem shows that there is a great number of various classifications. This variation can be explained by the fact that different system's characteristics are used for classification, e.g. the nature of the system, its management, the kind of relationships between the constituent elements, general system's characteristics, the relations with the target, complexity, changeability, implementation, the relations with the environment, mathematical models used for system's description, physical and other characteristics, organisation level, etc. This variety shows that each author, basing himself on a particular set of criteria, may offer a particular classification. Then, a question arises if a uniform, widely accepted classification is needed, or the current situation with a great variety of classifications is quite satisfying. The answer depends on the targets of the systems' classification. Everything, associated with the systems' analysis, is aimed at getting a deeper insight into them for achieving their better management. Since the considered systems are large and complex, researchers have not developed a comprehensive methodology of their analysis.

The development of a set of criteria, describing Heilongjiang Baiyi Food Company activities, is based on the above considerations. It is believed that a set of criteria is adequate, when all the included criteria reflect the essential aspects of the system. However, the set of criteria should be limited, otherwise, the evaluation could be imprecise or impossible due to a very large number of criteria.

Enterprise marketing is described by ten criteria, which is too much for evaluation. It follows that the number of the criteria should be decreased. This may be achieved in several

ways. The first way is to exclude some criteria from the set, leaving only the most significant ones. This may be performed by experts or by using the methods of mathematical statistics (Ginevičius et al. 2012a). However, in this case, a danger of excluding the Heilongjiang Baiyi Food Company, thereby reducing the evaluation accuracy, arises. It is known that the reduction of the number of the criteria may be achieved by their integration with others, rather than by exclusion. In this way, the criteria will be more complex and more widely describe the particular system's aspects. However, new problems arise: the first one, associated with the accuracy of the evaluation of aggregated criterion significance and the second one, connected with accurate determination of the value of this type of criterion. A different approach to reducing the number of simultaneously evaluated criteria is based on forming their hierarchical structure, based on the above-described principles.

In this case, not only Heilongjiang Baiyi Food Company has the levels of the above structure, but sets of the related criteria found at various levels, will be separately evaluated. The analysis of the literature on the problem reveals various approaches to the model of marketing activities and functions. Some researchers suggest including four elements in it, such as product, price, promotion and place, while others offer seven elements, adding people, processes and physical properties to the already mentioned ones. There are also researchers, suggesting a three-element model, including clients, competitors and company, or a four-element, but different model, including clients, competitors, capacities and company. A five-element model, based on value, realization, volumes, variety and effectiveness, is also offered. In general, up to thirty elements are suggested to be included into the description of enterprise marketing activities. However, in most cases, the 4P marketing model (including product, price, promotion and place), successfully used by the most of production and service providing companies in Eastern Europe, is considered to be best-responding to the main business challenges (Goi 2009; Ginevičius et al. 2012a; Yudelso 1999).

As a result, one of the important aspects, such as size, target, nature, relations with the environment, etc. Heilongjiang Baiyi Food Company is usually taken for the analysis of the systems by a particular researcher according to his choice. Thus, the classification of the systems based on various characteristics provides the possibility to choose one, which is most suitable from the considered problem perspective.

3.4 Literature research method

This article needs to review domestic and foreign theories and literature on executive

equity incentives, executive financial background and investment efficiency, and on this basis, study the internal relationship of the three, and conduct theoretical analysis and research hypotheses, which is the empirical part. Because people have not been paying much attention to and researching corporate governance issues in theory and practice for a long time, and the influence of different traditions, history, culture, and economic development levels of various countries on corporate governance issues in various countries, plus everyone's perspective on analyzing and emphasizing the issues. Different, people have not yet formed a universally accepted standard for their understanding and understanding of corporate governance issues. People have not yet reached a consensus on "what is corporate governance" and related issues, and many different views and explanations have been formed. :

In the study of foreign scholars, Collin Mayer, Dean of the School of Management at Oxford University in the United Kingdom, defined corporate governance as "the company's representative and An organizational arrangement that serves his investors. It includes everything from the company's board of directors to the executive manager's incentive plan. The need for corporate governance arises from the separation of ownership and control of modern joint stock companies in the market." Cochran (Cochran) and Wartke (Warfick) published in 1988, "Corporate Governance-Literature Review", pointed out: "Corporate governance issues are related to shareholders, board of directors, company senior management and other company interests. The core of the corporate governance problem is: (1) Who benefits from the actions of the company's decision (senior management); (2) Who should benefit from the actions of the company's decision (senior management) "Professor Qian Yingyi of the University of California (1995) believes: "In the eyes of economists, corporate governance is an institutional arrangement for the deployment of groups or individuals related to corporate interests, investors (shareholders or creditors), and managers. The relationship between employees and the realization of economic benefits. Corporate governance includes: (1) How to configure and exercise control rights; (2) How to supervise and evaluate the board of directors, managers and employees; (3) How to design and implement incentive mechanisms "Back to Sref (Andrel Sheffer) and Wisney (Robert WVishny) pointed out in the article "Corporate Governance Review": "Corporate governance has to deal with the issue of how the company's fund providers can ensure that they can obtain a return on their investment. How do fund providers make managers return part of their profits to them, how do they make sure that managers have not misappropriated the capital they provided or invest them in bad projects, how do fund providers control managers, etc."

The Ministerial Meeting of the OECD Council of the Organization for Economic

Cooperation and Development (OECD) held on April 27-28, 1998 formulated a set of non-binding "Principles of Corporate Governance" that reflects the views of member states on this issue. The principle points out that corporate governance is a relationship based on the management and control of industrial and commercial companies, and the responsibilities and distribution of rights of the various participants of the company should be clearly defined, such as the board of directors, managers, shareholders and other stakeholders; also clearly Explain clearly the rules and procedures to be followed when making decisions about the company's affairs; it also provides a structure for setting company goals and the means to achieve those goals and monitor operations.

Most of the domestic scholars' research began in the 1990s, and the representative one is the view put forward by Li Wei'an in "Corporate Governance": Corporate governance cannot be limited to shareholders' checks and balances on business management, but involves A wider range of stakeholders, including shareholders, creditors, suppliers, employees, government, and communities, have interests in the company. Corporate governance is to coordinate the interest relationship between the company and all stakeholders through a set of formal or informal, internal or external systems or mechanisms to ensure the scientific decision-making of the company and ultimately safeguard the interests of all aspects of the company Relations to ensure the scientific decision-making of the company, thereby ultimately safeguarding the interests of all aspects of the company.

Professor Wu Jinglian believes that "the so-called corporate governance refers to an organizational structure composed of the owner, the board of directors, and senior executives, namely, senior managers. In this structure, a certain check and balance relationship is formed among the three. Adopted In this structure, the owner transfers his own assets to the company's board of directors. The company's board of directors is the company's decision-making body and has the right to hire, reward, and dismiss senior managers; senior managers are employed by the board of directors and are organized under the leadership of the board of directors. The executive body of the company operates the enterprise within the scope of the authorization of the board of directors." Lin Yifu pointed out in the book "Sufficient Information and State-owned Enterprise Reform" that the most basic component of the corporate governance structure is the indirect control or external governance achieved through a competitive market. , And the corporate governance that people usually pay attention to actually refers to the company's direct control or internal governance structure.

The definition of corporate governance at home and abroad can be summarized into the following viewpoints:

1. Corporate governance is an institutional arrangement that the company relies on to represent and serve the interests of its investors. Including everything from company directors to manager incentive plans.

2. Corporate governance arises from the interaction of senior management, shareholders, board of directors, and other stakeholders. The core of the issue of corporate governance is: The issue of corporate governance arises in the divergence arising from the issue of who and who should benefit from the company's decision-making.

3. Corporate governance refers to a set of institutional arrangements for the owner to supervise and control the operation, management and performance of an enterprise.

4. Corporate governance is the core of the modern corporate system and is an organizational structure composed of the owner, the board of directors and senior managers. Its purpose is to clearly divide the rights, responsibilities, and interests of the owner, the board of directors, and senior managers, and form a balance between the three.

5. Corporate governance is a set of institutional arrangements used to govern the relationship between a number of groups that have major interests in an enterprise—investors, managers, and employees—and realize economic benefits from such alliances.

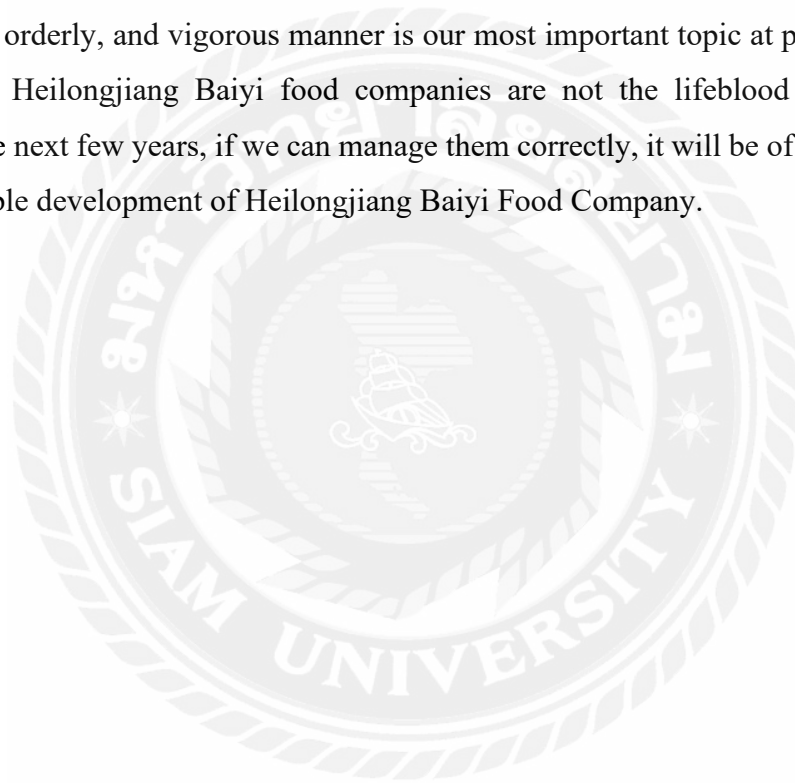
6. The corporate governance structure refers to a set of legal, cultural and institutional arrangements related to the distribution of company control rights and residual claim rights. These arrangements determine the company's goals, who implements control in what state, how to control, and how risks and benefits are in different companies. The question of distribution among members.

From the above literature review, it can be seen that Chinese scholars have conducted an in-depth analysis of the governance issues of listed companies in my country, and also provided a basis for thinking and analysis for the writing of this article. I would like to express my gratitude to the predecessors in the academic circle. However, this article believes that no matter from which perspective, there is one-sidedness.

3.5 Regression research method

One of the most basic forms of logical inference refers to a method of reasoning that all objects of this type of thing have this property based on a certain characteristic of a thing. So we use the large amount of literature we have found to summarize our opinions and conduct in-depth research. The reason why this article will conduct a logical analysis of the modern

enterprise management system of Heilongjiang Baiyi Food Company is mainly because at present, small and medium-sized enterprises across the country are constantly developing vigorously, and they have become an integral part of our national economy. It has also promoted the establishment and improvement of the socialist market economic system and continued improvement and then moved forward to open up new areas. However, some food companies in Heilongjiang are not mature at present, and they still have many shortcomings. In the face of this phenomenon, how to improve the management efficiency and industrial performance of the company, strengthen the management system to make it more perfect and regular, and reduce these problems. The existing risks of emerging companies, reducing unnecessary obstacles in the growth process, and ultimately allowing them to develop in a healthy, stable, orderly, and vigorous manner is our most important topic at present. For now, although these Heilongjiang Baiyi food companies are not the lifeblood of the national economy, in the next few years, if we can manage them correctly, it will be of great help to the future sustainable development of Heilongjiang Baiyi Food Company.



4.DATA ANALYSIS

This chapter is based on combing and analyzing related research results, combining information This section makes an empirical analysis of the influence of the degree of ownership concentration and ownership structure on the operating performance of Heilongjiang Baiyi food company, and draws the following conclusions: Increasing the degree of ownership concentration is not conducive to improving the performance of Heilongjiang Baiyi food company; The proportion of state-owned shares in the total share capital is comparable to that of Heilongjiang The operating performance of Baiyi food company has a significant negative correlation; the proportion of legal person shares in the total equity has a significant positive correlation with the operating performance of Heilongjiang Baiyi food company; The proportion of tradable shares in the total equity has a significant positive correlation with the operating performance of Heilongjiang Baiyi food company Negative correlation.

4.1 Company profile

Heilongjiang Baiyi Food Development Co., Ltd. was established in 2005. It is a national high-tech enterprise integrating scientific research, production and sales, a national agricultural comprehensive development key industrialization project construction unit, and Heilongjiang Province and Harbin City during the "Twelfth Five-Year Plan" period. Construction unit for major industrialization projects. The company has a registered capital of 20 million yuan and covers an area of 50,000 square meters. It has modern standard workshops and the world's top Swedish Tetra Pak production line, domestic first-class glass bottled corn syrup production line and corn kvass production line, and has passed the ISO22000 food safety management system Certification. The company's main products include "Dibaiyi" brand corn syrup series drinks, blueberry, sea buckthorn series juice drinks, corn kvass, medical stone water and other products. Among them, corn syrup series and corn kvass series drinks are national invention patent products.

Over the past eight years, Baiyi has achieved gratifying results in corn food deep processing, corn circular economy project development and industrial chain development relying on the R&D resources of many domestic scientific research institutions. The company has won the "China-ASEAN Expo Advanced Applicable Technology Excellent Product

Award" and the "National Green Food Fair Best-selling Product Award" and other awards for three consecutive times. In 2008, "Dibaiyi" brand corn syrup beverage became the designated product of the 24th World University Winter Games, and won the China Green Food Shanghai Expo Best-selling Product Award; in 2009, the company was awarded the Heilongjiang Province Glorious Enterprise, and the production technology was invented by the country. Patent Silver Award; In 2010, the company was rated as a key leading enterprise in agricultural industrialization in Heilongjiang Province; in 2011, the "Dibaiyi" trademark was awarded as a well-known trademark in Heilongjiang Province, and Baiyi was named a national food safety demonstration unit; 2012 and 2013 In 2009, the "Dibaiyi" brand series products were recognized by the National Congress and the National Congress of the People's Republic of China to purchase customized products.

Heilongjiang Baiyi Food Development Co., Ltd. is actively expanding its sales territory. The nationwide marketing network has been initially established. The company has carried out market expansion based on the marketing model of "precise investment promotion, in-depth distribution, and consumer demand-oriented", and established Harbin, Beijing, There are 3 model markets in Shanghai, and sales outlets have been established in 38 large and medium cities across the country.

Baiyi people are going all out to achieve a major breakthrough in the capital market within three years and step into the ranks of domestic listed companies on the Growth Enterprise Market. Baiyi Company takes "benefiting the people and healthy mankind" as its mission, and welcomes people of insight at home and abroad to join and cooperate, and build the "Dibaiyi" brand into the first brand of China's corn circular economy and a world-class nutritional and healthy food brand.

4.2 Analysis of equity concentration

Most of my country's food companies are restructured from state-owned enterprises, forming a dominant state-owned equity structure. As of December 31, 2001, the proportion of food companies in which the largest shareholder of food companies in my country is in an absolute controlling position (with a shareholding ratio of more than 50%) is 40%. 93%, and the average shareholding ratio of the largest shareholder reaches 44. 26%, the remaining shares

The distribution of power among minority shareholders is extremely scattered (Xie Jihua, 2005).

The following figure is based on the empirical analysis of my country's Shanghai Food

Company, the distribution of listed companies in my country:

Table 4-1 Distribution of the equity structure of China Food Corporation

| X takes the value interval | The number of listed food companies in the corresponding range | | | | | |
|----------------------------|--|---------------------|------------------|---------------------|--|---------------------|
| | general capital | | corporate shares | | (State-owned + Legal Shares)'Total share capital | |
| | absolute value | Occupy sample ratio | absolute value | Occupy sample ratio | absolute value | Occupy sample ratio |
| 0 | 408 | 34.17 | 386 | 32.33 | 24 | 2.01 |
| 0<X<0.5 | 443 | 37.1 | 541 | 45.31 | 458 | 3836 |
| 0.5<X<0.7 | 266 | 22.28 | 202 | 16.91 | 537 | 44.97 |
| 0.7<X<1 | 70 | 5.86 | 58 | 4.86 | 167 | 13.97 |
| Total | 1187 | 99.41 | 1187 | 99.41 | 1187 | 99.41 |
| Total | 1194 | 100 | 1194 | 100 | 1194 | 100 |

Source: Huang Yizhi: "Main Issues in the Governance Model of Chinese Listed Companies", in "Listed Companies", Issue 1, 2003.

The basic characteristics of the shareholding structure of listed companies in my country are: high concentration of shareholding, excessive proportion of state-owned shares and legal person shares, and the phenomenon of "dominant one share" is very serious. Compared with the second-largest shareholder, the shares held by the controlling shareholder have obvious advantages. Therefore, there are no other large shareholders who can generate restrictive power and cannot restrict the behavior of large shareholders. Due to the absolute control rights possessed by major shareholders, the general meeting of shareholders has become a substantial "major shareholder meeting" according to the theory of the same share and the same power. The board of directors of a company is more representative of major shareholders, and the interests of small shareholders cannot be obtained. To guarantee. It is this shareholding structure that prevents large shareholders from being supervised and checked and balanced. In the case of imperfect laws and regulations and imperfect market mechanisms, a monopoly is not conducive to the protection of small and medium investors. The unreasonable shareholding structure makes it difficult for the transfer mechanism of capital market control to play the role of external governance.

4.3 Hypothesis analysis

Hypothesis 1: The company's operating performance is positively correlated with the degree of ownership concentration.

Since the essence of corporate governance is to solve the principal-agent problem arising from the separation of ownership and control, the core of the corporate governance structure is to handle the relationship between shareholder representatives as principals and managers as agents. Modern company theory shows that under the condition of relatively concentrated equity, the direct monitoring of the company by major shareholders is the key to the effectiveness of corporate governance, because it can solve the "free rider" behavior of minor shareholders on the one hand; on the other hand, it can effectively supervise operators and avoid paying high supervision costs and incentive costs. Therefore, the first research hypothesis is: the company's operating performance is positively correlated with the degree of ownership concentration.

Hypothesis 2: The company's operating performance is negatively correlated with the proportion of state-owned shares.

At present, my country's listed companies occupy an absolute controlling position in my country. Listed companies dominated by state-owned shares have serious insider control, and the effective holding of state-owned equity is absent. As a result, state-owned property rights are emptied, and there is no personalized property rights subject. It is difficult to establish a monitoring mechanism for this kind of system, and the flaws of this system can easily derive the moral hazard of operators and generate insider control. In addition, the administrative factors of state-owned stockholders, including the State-owned Assets Supervision and Administration Commission, the State-owned Assets Supervision and Administration Commission, and the Bureau of Finance, make it possible to substitute administrative utility or administrative goals for shareholder interests. The existence of these two points promotes the game between managers and the government. The result is that some managers use the ultra-weak control of government property rights to form insider control of the enterprise, and at the same time use the super-strong administrative control to transfer operating risks and transfer operating losses. Prevarication is an institutional factor.

Hypothesis 3: The company's operating performance is positively correlated with the proportion of legal person shares.

The motivation of legal persons for equity investment is to obtain investment income, cross-industry operations, and achieve economies of scale. Contrary to state shares, the capital

represented by corporate shares is not only state capital, but more private capital and collective capital and collectively-owned capital. It can be seen that in corporate governance, legal person shares have the characteristics of "economic man" more than state shares, and the risk of legal person shareholders to the results of management's actions is greater than the risk borne by the designator of state-owned shareholders. In addition, as the current legal person

Shares cannot be listed and traded, so the dividend distribution of listed companies is the main way for them to obtain investment income. This also determines that corporate shareholders generally do not substitute speculation for investment behavior, and they tend to engage in long-term investment. This will enable the legal person shareholder meeting to use its place on the board of directors to directly participate in the company's business decision-making, and promote the improvement of the company's operating performance. Therefore, the third hypothesis is: the company's operating performance is positively correlated with the proportion of legal person shares.

Hypothesis 4: The company's operating performance is positively correlated with the proportion of outstanding shares.

Tradable stocks are currently the only stocks that can be listed and traded, and the holders invest entirely from the perspective of profitability. However, because of their limited funds and low risk-bearing ability, they derive more capital gains from rising stock prices, making them the most motivated shareholders to pay close attention to the operating performance of listed companies. The method of influencing managers is to "vote with their feet": dumping the stocks of listed companies, and indirectly restricting the management of listed companies by influencing stock prices. Therefore, if managers want to gain a "full house" in the stock market, they must win many small stocks to some extent.

East's trust, this restraining force has a certain restrictive effect on managers. Therefore, the fourth hypothesis is: the company's operating performance is positively correlated with the proportion of outstanding shares.

4.4 Model and variable description

In view of the above four hypotheses, this section uses two multiple linear regression models to verify them:

$$\text{Performance} = Q_0 + Q_1 [\text{Asset} + a_2 \text{DAR} + n, \text{GROW} + d' \text{CR} + e] \text{ equation (1)}$$

$$\text{Performance} = B_0 + B_1 [\text{Asset} + 9_2 \text{DAR} + B_3 \text{GROW} + B_4 F + e_2] \text{ Equation (2)}$$

The definitions of all variables are shown in Table 4-2.

Table 4-2 Variable symbol interpretation

| Variable | name | Symbol Definition |
|--|-------------|--|
| Unzipped variable | | |
| Corporate Performance | Performance | Street volume company performance, including return on equity, return per share, and Tobin's Q value |
| Roe | ROE | Return on net assets = net profit / net assets |
| Earnings per share | EPS | Earnings per share = (net profit-preferred stock dividends) / (the total number of shares at the end of |
| Tobin's Q value | Tobin's Q | Tobin's Q value = (annual average stock price x total equity at the end of the year + company liabilities at |
| 2. Explaining variables | | |
| Equity concentration | CR | Equity concentration includes two indicators: the shareholding ratio of the top ten shareholders and the |
| Shareholding ratio of the top ten shareholders | A10 | Shareholding ratio of the top ten shareholders = the sum of the number of shares held by the ten largest |
| Horfen Los Angeles Index | HERF | Herfindale index = the square of the top ten shareholders' shareholding ratio |
| Shareholding ratio | F | The proportion of equity includes: the proportion of state-owned shares in the total equity, the proportion |
| Proportion of state-owned equity | PS | Proportion of state-owned equity = total number of state-owned shares / total number of equity |
| The proportion of legal person equity | PL | The proportion of legal person equity = total number of legal person shares / total number of shares |
| The proportion of tradable equity | PT | The proportion of tradable shares = total number of tradable shares / total number of shares |
| 3. Control the displacement | | |
| Company Size | LAsset | Company size = total book assets of the company |
| Financial leverage ratio | DAR | Financial leverage ratio = asset-liability ratio = liabilities/R assets |
| Net profit growth rate | GROW | Net profit growth rate = [net profit in t-1 (i-i) net profit in year t]/(t-i) net profit in year |

Note: L means that the variable takes the natural logarithm

The Q value (Tobin' s Q) is used as an indicator to measure the company's operating performance. The return on equity is an international general indicator that reflects the investment profitability of capital owners and the core indicator in the DuPont model. It has strong comprehensive capabilities but is easily manipulated; earnings per share have a certain correlation with the performance of the company's stock price. Investors Regarding it as a comprehensive indicator of future cash flow, and used as a basis for comparison between companies, it can make up for the lack of return on net assets to a considerable extent; Tobin's Q value reflects the company's equity and debt The ratio of the market value to the replacement value of the company's pure fixed assets and inventory. This article uses the company's total assets to approximate the replacement value of the company's assets.

As far as explanatory variables are concerned, the proportion of shares held by the top 10 shareholders (AIO) and the Herfindale Index (HERF) are used to reflect the degree of concentration of ownership; at the same time, the proportion of shares held by various shareholders in total equity is used as an explanation. Variables to reflect the impact of state-owned shares, legal person shares, and tradable shares on company performance. The Herfindale index is the sum of the squares of the company's top ten major shareholders' shareholding ratios. It can well indicate the concentration of the company's major shareholders and the degree of dispersion of the company's top ten major shareholders.

In addition, in order to increase the goodness of fit between the regression equation and the sample observations, several other company characteristics that have an impact on the company's value are added to the model: company size, financial leverage ratio, and net profit growth rate. index.

Table 4-3. Correlation coefficients among the main financial indicators in the region

| | TA | SE | NP | EPS | NPR | DR | NAPS |
|------|--------|--------|--------|-------|-------|--------|--------|
| TA | 1 | 0.927 | 0.928 | 0.300 | 0.408 | 0.675 | -0.273 |
| SE | 0.927 | 1 | 0.966 | 0.276 | 0.380 | 0.458 | -0.215 |
| NP | 0.928 | 0.966 | 1 | 0.362 | 0.462 | 0.513 | -0.245 |
| EPS | 0.300 | 0.276 | 0.362 | 1 | 0.981 | 0.206 | 0.375 |
| NPR | 0.408 | 0.380 | 0.462 | 0.981 | 1 | 0.331 | 0.218 |
| DR | 0.675 | 0.458 | 0.513 | 0.206 | 0.331 | 1 | -0.581 |
| NAPS | -0.273 | -0.215 | -0.245 | 0.375 | 0.218 | -0.581 | 1 |

Table4-4. Cluster analysis cluster attribution table

| Case | 3 Ousters | Case | 3 Ousters | Case | 3 Ousters | Case | 3 Ousters |
|---------------|--------------|------------------|--------------|-------------------|--------------|---------------|--------------|
| Anhui | 1 | Hebei | 1 | Liaoning | 1 | Shenzhen | 9 2 |
| Beijing | 2 | Henan | 1 | Inner Mongolia | 1 | Sichuan | 1 |
| Fujian | 1 | Heilongjian g | 1 | Ningxia | 3 | Tianjin | 3 |
| Gansu | 1 | Hubei | 1 | Qinghai | 1 | Tibet | 3 |
| Guangdon g | 1 | Hunan | 1 | Shandong | 1 | Xinqiang | 1 |
| Guangxi | 1 | Jilin | 3 | Shanxi | 1 | Yunnan | 1 |
| Guizhou | 1 | Jiangsu | 1 | Shaanxi | 1 | Zhejiang | 1 |
| Hainan | 3 | Jiangxi | 1 | Shanghai | 2 | Chongqin g | 1 |

Table 4-5. Cluster analysis result table

| Category | Provinces municipalities and autonomous regions |
|--------------------|--|
| the first sort | Anhui, Hebei, Liaoning, Henan, Inner Mongolia, Sichuan, Fujian, Heilongjiang, Gansu, Hubei, Qinghai, Guangdong, Hunan, Shandong, Xinji, Guangxi, Shanxi, Yunnan, Guizhou, Jiangsu, Shaanxi, Zhejiang, Jiangxi, Chongqing |
| Second category | Shenzhen, Beijing, Shanghai |
| The third category | Ningxia, Tianjin, Tibet, Jilin, Hainan |

4. 5 Regression results and theoretical analysis

The regression results of equation (1) and equation (2) are shown.

From the results of multiple linear regression, the three regression coefficients of the explanatory variable AIO are all negative, and they are -0. 135, a 0. 227, -0. 134, t statistics are -1. 134, -1. 432, -2. 113. It is very significant. This shows that regardless of whether the company's performance is measured by the return on equity (ROE), by the earnings per share (EPS) or Tobin's Q (Tobin's Q), the equity concentration and operating performance of listed companies in my country There is a significant negative correlation. For the explanatory variable HERF index, two of its regression coefficients are negative, and their statistics are -10. 434 and one 1. 104. Among them, the {IERF index is significantly negatively correlated with earnings per share (EPS), which also supports the negative correlation between equity concentration and operating performance. Although the HERF index is positively correlated

with Tobin's Q, its regression coefficient is zero. 033, but its t statistic is 0. In 2009, the t statistic is small, which does not indicate that there is a positive correlation between equity concentration and operating performance. Through the calculation of the built model, the content of hypothesis 1 is negated, that is, the company's operating performance is negatively related to the degree of ownership concentration.

It can be seen from that the three regression coefficients of the explanatory variable state-owned shares (PS) are all negative numbers, which are 1.0. 119, a 0. 084, a 0. 049, the t statistics are -1 respectively. 943, -I. 324, -0. 677,

Two of these statistics are very significant, which shows that regardless of whether the company's performance is measured by the return on equity (RoE) or the earnings per share (EPS), there is a relationship between the proportion of state-owned equity in the total equity and the operating performance of listed companies. The significant negative correlation supports Hypothesis 2. The three regression coefficients of the explanatory variable of the proportion of legal person shares (PL) are all positive: 0. 109, 0. 073, 0. 132, t statistics are 1 respectively. 683, 0. 929, 1. 934, of which two t statistics are very significant, which shows that there is a significant positive correlation between the proportion of legal person's equity in the total equity and the operating performance of listed companies. Support hypothesis three. The three regression coefficients of the explanatory variable proportion of tradable shares (PT) are -10. 009, 0. 021, -0. 146. Two of them are negative, and their t statistics are 1 respectively. 043, 0. 193, -0. 184, one of the t statistics is very significant, which shows that there is a significant negative correlation between the proportion of tradable shares in the total equity and the return on net assets (ROE) of the listed company's operating performance. It negates the fourth hypothesis, that is, the company's operation Performance is negatively correlated with the proportion of outstanding shares.

4.6 Issues of corporate governance mechanism

4.6.1 Improve the financial management system

A sound financial management system should be built in enterprises. First, enterprise managers should have the awareness of financial management system, and at the same time, they can ensure that the system has a certain binding force. The construction of financial management system should be highly valued. Senior managers of Heilongjiang Baiyi food company corporation should understand that the enterprise's various financial operation standards are carried out through a complete financial system, but also can reduce the

problems caused by task factors. Second, financial management personnel to the division of posts, clear division of labor, can not exceed their powers, and at the same time irrelevant to the post to carry out mutual supervision, so as to ensure the safety of enterprise materials and property. Third, the enterprise's accounting should be organized. In view of the enterprise accounting used in various accounting subjects, to comply with the provisions of the law, accounts can be mutually audited, accounting audit can meet the factors. At the same time, the financial statements of enterprises can also be prepared according to the regulations, which can truly feedback the financial situation of enterprises. Business operators should change the traditional concept of financial management and realize the important position of financial management in business management.

Enterprise managers should learn to think from a new perspective, so that all enterprise personnel into the enterprise management, change the passive business model of the enterprise. From the perspective of financial management, business operators should establish three concepts: first, business operators should establish professional business philosophy, learn to reduce the risk of enterprise investment. In the market economy environment, any enterprise usually has both benefits and risks. In this way, it is stipulated that enterprises can scientifically solve the problems existing in the development process of the budget period, and can effectively take all kinds of preventive measures to achieve the purpose of reducing risks and maximizing benefits. Second, managers should establish the concept of financial risk and establish a model to predict the payback period of funds. Enterprises should forecast first, implement later, and start to construct long-term warning form, so as to effectively prevent the unexpected situation of financial risks to the greatest extent. Third, the operator should establish the concept of cash flow. This requires operators to pay attention to the cash flow of the enterprise, can control the cash flow situation and trend of the enterprise, through the analysis of the cash capacity created by business activities and the analysis of the efficiency of short-term working capital loans, can build a more sound short-term cash flow early warning system.

4.6.2 According to the present situation of the enterprise, organizational structure shall be set up as required

To adjust the organizational structure and improve the work efficiency of enterprise organization and management requires enterprises to set up the organizational structure in detail according to the specific situation in the actual operation and management process. First of all, the enterprise needs to have a detailed

understanding of the business core and business process of the enterprise, clarify the rights and responsibilities of each department of the enterprise, specific work to a department, a post, to avoid shirking responsibility. Establish an enterprise organizational structure with clear rights and responsibilities, carry out structural adjustment in a scientific and reasonable way, and effectively improve the organizational management efficiency of enterprises. In the process of adjusting the organizational structure of the enterprise, we should pay attention to the balancing management of positions in the assignment of responsibilities, make scientific and reasonable allocation according to the specific management functions and work contents of each department, encourage and stimulate the production enthusiasm of the enterprise staff, guide the technical innovation of the enterprise staff and improve the work efficiency of the enterprise staff. Heilongjiang Baiyi food company corporation to establish and perfect the organizational structure of balance mechanism, the first thing to change the ideas about enterprise management, reasonable distribution of rights and responsibilities, and daily production activities in enterprises, actively absorb valuable advice, to strengthen the technical training of enterprise staff, rewards and punishment distinct enterprise incentive system, improve the staff's production enthusiasm, at the same time to the enterprise production activities of various departments and business process supervision, establish the enterprise internal management supervision system, standard production and business operation activities between departments, the problems existing in the process of production and operation to timely discover and correct.

4.6.3 Pay attention to human resources management

Recruitment, as the key to the whole human resources work, determines whether an enterprise can run well. Therefore, Heilongjiang Baiyi food company corporation should do a good job in recruitment. According to their actual needs, enterprises should screen resumes for preliminary interviews, but also can conduct personality tests and sexual orientation tests on candidates. Already so save the time of the enterprise, and the accuracy is high, the subject is placed in the future may work as a simulation of candidates from different angles for observation, analysis, judgment, and the judge, understand their actual work ability, through the test of selected staff, often only through short-term training can work at any time, and also saves a lot of enterprise training.

Heilongjiang Baiyi food company corporation should try their best to choose talents majoring in human resources when recruiting for human resource management positions, so as to ensure the professionalism and technology of human resource management, and thus drive the development of enterprise management towards specialization.

The most important mode of motivation is spiritual motivation, which is also a very popular way of motivation in modern enterprise management. With the progress of the society and the continuous improvement of employees' educational level, employees especially need spiritual satisfaction. Can, therefore, small and medium-sized enterprise internal selection of outstanding employees, set up the monthly, quarterly and annual award for the best employees, held grand ceremony, strongly praise good employees, the selection of employees will work harder, strengthen self-discipline, is not the selection of employees will learn from it, hope you get the award at an early date. In addition, Heilongjiang Baiyi food company corporation can also hold regular skills competitions of the same position. In the process of preparing for and carrying out the competition, employees are more familiar with their job responsibilities, which can motivate employees well and serve customers better and more professionally. For employees with long-term excellent performance, in addition to the above awards, the brand service can be named after them, which is a recognition of their long-term excellent work and more of an incentive. Spiritual motivation not only enables employees to make great contributions to the enterprise, but also stimulates their creativity and enables the enterprise to develop rapidly.

4.6.4 Small and medium-sized enterprise information strategy

With the trend of global economic integration, information technology has become an important part of modern enterprise development, enhances the enterprise the information construction of enterprise development has an important role, which requires the small and medium-sized enterprise internal strengthen the application of computer network and information technology, information technology into the production and business operation activities of enterprise, avoid enterprise only pay attention to the information technology equipment, ignore the practical application of information technology equipment. The information technology and enterprise information management system are organically combined together, through the computer network and information management system, the realization of internal network data and information sharing, intuitive display of enterprise operation status and economic benefits. In China's

small and medium-sized enterprise information construction can not only stay in the computer network management, but also strengthen the construction of enterprise information data management system, to ensure the safety and authenticity of enterprise information. Enterprise data and information sharing can not only enable enterprise investors and managers to make correct strategic decisions for enterprise development based on information and data, but also unify and accurately the internal information of enterprises, play a certain supervisory role for special departments of enterprises, and effectively reduce the burden of data collation of enterprises. Improve the level of enterprise information to meet the needs of the modern market economy system.



5.CONCLUSION

This chapter draws a conclusion based on the results of analysis. This article is based on modern corporate governance theory, through the investigation of the current situation of corporate governance in my country, to find out the problems of Heilongjiang Baiyi Food company corporate governance in China and measures to optimize corporate governance in my country.

5.1 Conclusion

Heilongjiang Baiyi Food company are an important part of China's national economy and play a decisive role in promoting economic development and social stability. However, due to the small scale of output, low capital and technology composition, and the influence of traditional system and external macro-economy, same are not suitable for their own development and market economy in many aspects. To improve the competitiveness of Heilongjiang Baiyi Food company to promote their sustainable development. Our government should give more support to Heilongjiang Baiyi Food company, promote energy conservation and emission reduction, and advocate low carbon and environmental protection economy. At the same time, Heilongjiang Baiyi Food company is facing the opportunity and the challenge from the new economy, should change the backward management concept, around the national industrial policy of the new, fully implement the transformation of development, constantly improve the modern enterprise system, to further improve the management of the enterprise itself, make the enterprise managers' comprehensive quality and social responsibility consciousness, from many aspects of Heilongjiang Baiyi Food company healthy and sustainable development.

5.2 Discussion

(1)The financial system is not perfect and the management is not standardized

The imperfection of financial system has become a common problem in China's current Heilongjiang Baiyi food company corporation. First of all, Heilongjiang Baiyi food company corporation lack effective cash management measures. Most of them believe that the more cash they have in the enterprise, the better. However, this leads to idle funds, which cannot be fully utilized. In addition, there is a lack of detailed and

reasonable planning for the use of cash. The enterprise does not reserve the standby fund for emergency cash. Once an emergency occurs, the enterprise will face financial difficulties. The mode of financial management is relatively unitary, and the management concept is obsolete. In most Heilongjiang Baiyi food company corporation in China, the manager and owner of the enterprise are the same person, which determines the different financial management system from that of large enterprises. In the early stage of the enterprise's development, the enterprise's management mostly depends on the operator's personal ability and flexible management mode, which promotes the rapid development of the enterprise. The main performance is the timely response to the market demand change, flexible allocation of capital and labor resources. During the period of economic crisis, enterprises can accelerate the pace of adjustment to adapt to the environment and maintain the stable development of enterprises. But it is also because Heilongjiang Baiyi food company corporation rely too much on the personal ability of operators, which restricts the further development of enterprises. Financial management is a systematic process, which requires sound organization and rules and regulations. These are realized by teams, which cannot be done by one person.

With the reform of the economic system, Heilongjiang Baiyi food company corporation have been developing rapidly, and business managers' habitual thinking and lack of financial management knowledge have led to the neglect of business operators on financial management, the rigidity of business management mode, outdated ideas, and the neglect of the full and reasonable use of accounting information. Enterprise's daily business still is determined according to the manager's personal business, financial work is to the enterprise internal only the means of accounting, external is to cope with the industry and commerce, taxation and superior departments of the inspection, did not see it as a effective means of management, the status and role of financial management in small and medium enterprises did not get enough attention and use.

(2) Unreasonable organizational and industrial structure

In China's Heilongjiang Baiyi food company corporation, there are state-owned enterprises, collective enterprises, township enterprises and so on, their organizational structure is very complex. Therefore, most Heilongjiang Baiyi food company corporation have the problems of disordered property and unclear investment nature,

which is not conducive to the rational allocation of resources. Especially after the reform and opening up, many individual enterprises appeared in Our country, both in the organizational structure, or in the industrial structure, are lack of innovation consciousness. This is very unfavorable to the development of enterprises. The Heilongjiang Baiyi food company corporation in our country, although both Settings to the enterprise organization structure, but a lot about the business procedure of the relations between power and responsibility set is not reasonable, and even some enterprises when set to this enterprise organization structure, just a few of the department of the enterprise together, although the enterprise to set up the board of directors, supervision department, qc department, etc., but didn't really play the role of the lack of effective communication between each department, is also in the process of working independently, led to the overall working efficiency is not high. Mainly reflected in the following aspects.

(3) Imperfect functions of the department

One of the most serious influences caused by the imperfect functions of Heilongjiang Baiyi food company corporation is the weakness of the company's technology r&d department. Due to the small scale of assets and the low capital and technology composition of Heilongjiang Baiyi Food Company, many enterprises' technology RESEARCH and development departments are willing but not able. According to the current situation of China's development, China's Heilongjiang Baiyi food company corporation do not exist at the national level of technology research and development center. At the present stage, many Heilongjiang Baiyi food company corporation are still in the growth stage, and should be supported by national technology. However, the actual situation is not ideal, and enterprises do not have independent science and technology research and development department, which is very detrimental to the development of enterprises.

(4) Backward innovation in enterprise organizational structure

Small and medium-sized enterprise technology research and development and innovation is not in a short period of time can be completed, but a long-term project. However, there are many problems in the scientific research and innovation of Heilongjiang Baiyi food company corporation, among which the most important one is the backward innovation of enterprise organizations. Although the scale of many

Heilongjiang Baiyi food company corporation has been greatly improved through continuous development, their operating efficiency has been declining and the profits created by enterprises have also been decreasing. Even some Heilongjiang Baiyi food company corporation are facing the risk of bankruptcy.

(5) Backward enterprise management system

According to the current management status of Heilongjiang Baiyi food company corporation in China, the current management system of most Heilongjiang Baiyi food company corporation is relatively backward, and there is no mandatory standard of the company, and many work procedures and steps can not be followed. For example, in the administrative management of the company, although employees' working time and working time are clearly defined, they are not allowed to be late or leave early, but in the actual implementation, due to the inadequate management of the company, the attendance system of employees is just like a dummy one, and the behavior standards of employees are still not well restrained. The same is true in the company's personnel management. Many Heilongjiang Baiyi food company corporation do not sign labor contracts and confidentiality agreements with employees, so that employees can leave without any constraints. Moreover, the turnover rate of employees is very high, and employees will not keep confidential the company's confidential technology.

(6) Unscientific and inefficient human resource management

At present, most of the small and medium-sized enterprise human resources management system in China, mostly for staff recruitment, staff attendance, salary distribution, and management of post responsibility and rewards and punishment system, the lack of overall "people-oriented" management system, and will not be able to fully stimulate the enterprise staff's production enthusiasm and creativity, is not conducive to enterprise staff's promotion and career planning. Many Heilongjiang Baiyi food company corporation have not signed labor contracts with their employees. Therefore, when the legitimate rights and interests of employees are infringed, they cannot get legal protection, and the enterprises lack the corresponding social responsibilities for employees. Due to the lack of reasonable welfare and wage treatment for employees, employees' dissatisfaction is caused, which directly affects their enthusiasm for work, affects the production efficiency of the enterprise, and is not conducive to the realization of economic benefits of the enterprise. According to the traditional concept of enterprise managers in China, once

employees enter the enterprise, they must obey the arrangement of the enterprise. Enterprise management managers pay too much attention to the economic benefits of the enterprise and neglect their social responsibilities to employees. Unscientific human resource management is a common phenomenon of human resource management in Heilongjiang Baiyi food company corporation in China.

(7)The level of information is not high

With the continuous development of science and technology and the trend of global economic integration, the role of information technology in the development of enterprises is becoming more and more important. At present, the production scale of Heilongjiang Baiyi food company corporation in China is small and the production technology innovation ability is poor. In China, the production scale and operation scale of most Heilongjiang Baiyi food company corporation fail to meet the market development demand of the industry, which affects the technological innovation and information construction of enterprises, affects the economic benefits of enterprises, and is not conducive to market competition. Lack of scientific and reasonable production technology and the information level of small and medium-sized enterprise management cost is higher, economic benefit is low, because of the social economic system and the continuous reform of market economy, some Heilongjiang Baiyi food company corporation (Heilongjiang Baiyi Food Company) are still confined to the original production technology and sales channels, due to its production technology and innovation ability is weak, product structure is single, deep processing of products is less, the lack of high-quality, high-tech products technology, the traditional enterprise management mode is not suitable for the development of the market economy demand. At present, in the operation and management activities of Heilongjiang Baiyi food company corporation, problems such as slow product replacement and low product quality are common, which seriously affect the economic benefits and long-term development of Heilongjiang Baiyi food company corporation. In the increasingly fierce market competition, most Heilongjiang Baiyi food company corporation lack market competitiveness.

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