

# Taking the Culture of Solid Work as Wings - Boosting the High-Quality Economic Development of Benxi

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**Abstract:** In recent years, Benxi's economy has shifted from the dominance of the traditional industrial and manufacturing economic system to a new-type economic system centered on landscape culture, green manufacturing, and tourism & health preservation. Especially during Liaoning's Three-Year Action Plan for a New Breakthrough in Comprehensive Revitalization, Benxi's cultural economy has achieved leapfrog development. 2026 marks the first year of the 15th Five-Year Plan, and Benxi should shoulder its new-era mission, seize opportunities with solid work as its wings, address shortcomings, and identify the key bearing points and focal points of cultural economy in the new five-year plan. Starting from the theoretical logical analysis of the culture of solid work, this paper proposes the practical integration path for Benxi's high-quality economic development from the aspects of value core, resolving contradictions, collaborative empowerment, and institutional guarantee, aiming to provide strong theoretical support for Benxi's overall development during the 15th Five-Year Plan period.

**Keywords:** Benxi's Economy; Culture of Solid Work; High-Quality Development

## 1. The Culture of Solid Work

The culture of solid work is an enterprise culture and management method that emphasizes practical work achievements, advocates concrete actions, and practices corporate values. It requires employees and work teams to focus on the realization and improvement of work results in practical work to achieve the enterprise's strategic goals and market competitive advantages. The "Three Immortalities" proposed by Confucianism—"establishing virtue, rendering meritorious service, and composing works"—are all permeated with the spirit of solid work. Zhu Xi's "investigating things to gain knowledge" and Wang Shouren's "the unity of

knowledge and action" also embody obvious characteristics of solid work[^footnote1]. Just like the two wings of a bird and the two wheels of a cart, the culture of solid work plays a positive role in promoting the high-quality leapfrog development of Benxi's economy.

## 2. Current Situation of Benxi's Economic Development

As an important part of Liaoning's old industrial base, Benxi has made indelible contributions to China's industrial development. In recent years, under the guidance of the policies of Benxi Municipal Party Committee and Municipal Government, Benxi's economic development has maintained stability while improving quality. According to preliminary calculations, Benxi's regional gross domestic product (GDP) in 2024 was 102.56 billion yuan, an increase of 5.5% over 2023 at comparable prices. Among them, the added value of the primary industry was 5.78 billion yuan, an increase of 4.0%; the added value of the secondary industry was 43.05 billion yuan, an increase of 8.5%; the added value of the tertiary industry was 53.73 billion yuan, an increase of 3.8%. The ratio of the three industries was 5.6:42:52.4. The per capita regional GDP was 83,109 yuan, an increase of 7.6% over 2023. From the above data, it can be seen that the growth of Benxi's tertiary industry is relatively weak and still needs vigorous development. Although Benxi's cultural economy has continued to progress, there are still some difficulties that restrict the high-quality development of Benxi's economy and must be overcome.

## 3. Dilemmas in Benxi's High-Quality Economic Development

### 3.1 Insufficient Efforts in Talent Introduction and Cultivation

Compared with Shenyang and Dalian, Benxi has certain gaps in its economic and cultural environment, making it unable to attract talents in high-end manufacturing, pharmaceuticals, and

cultural industries. The lack of talent introduction leads to low internal competitiveness in various industries. Some employees have developed a lazy mindset, gradually forming the "mindset of waiting for, relying on, and asking for assistance", becoming content with the status quo and lacking the awareness of innovation and progress, which poses great resistance to the cultivation and development of enterprises. In addition, some administrative cadres and front-line workers simply equate "solid work" with "blindly working hard", which greatly restricts Benxi's economic development.

### 3.2 Inadequate Incentive Policies

Compared with developed regions, enterprise management systems have certain limitations. The existing assessment and evaluation systems of some enterprises have the problem of insufficient quantitative assessment of solid work achievements, showing a tendency of "valuing form over effect" and "valuing academic qualifications over ability". The incentive mechanisms for the promotion and reward of talents with solid work and innovation are not strong enough. They only focus on affirming written reports and lack recognition of practical results. This model is difficult to fully mobilize the enthusiasm of solid work-oriented talents to start businesses and make achievements.

### 3.3 Insufficient Cultivation of the Cultural Atmosphere

The cultural atmosphere is the foundation for the dissemination of the culture of solid work. Some units only pay attention to the culture of solid work at the slogan level, lacking regular cultivation mechanisms. They are not active in establishing advanced models, and some typical figures lack appeal and persuasion with a single publicity model, which is difficult to adapt to the communication rules of the new media era and cannot resonate with and respond to the grassroots masses, resulting in weak driving force for economic growth.

### 3.4 Constraints from Industrial Transformation Pressure

Benxi's economy is in a critical period of high-quality development, and the government has adjusted some industrial structures. Some enterprises have insufficient understanding and

incomplete implementation of government policies, leading to confusion among some cultural enterprises about their development prospects and making it difficult to form a consensus of "prospering the city through solid work". Some enterprises have made great efforts but achieved little economic benefits.

## 4. Theoretical Logic of Empowering Benxi's Economic Development with the Culture of Solid Work

### 4.1 Value Core: Taking Marxist View of Practice as the Philosophical Foundation

The spirit of solid work can not only achieve personal great undertakings but also is crucial for the development of a country<sup>[^footnote2]</sup>. The Marxist view of practice emphasizes that "practice is the source and purpose of knowledge". The core value of the culture of solid work is the materialization of this philosophical thought, establishing "the unity of knowledge and action" and "seeking truth and pragmatism" as the fundamental principles of cultural construction. At the same time, combined with local cultural characteristics (such as the craftsmanship spirit in Benxi's industrial development history and the striving spirit in red culture), the contemporary connotation of solid work is refined, making the culture have both theoretical height and regional recognition.

### 4.2 Practical Contradictions: Taking Solving Development Problems as the Logical Starting Point

The direct motivation for constructing the culture of solid work is to respond to the practical contradictions in regional development, such as "valuing slogans over implementation" in industrial transformation, "formalism" in urban governance, and "fear of difficulties and wait-and-see attitude" in the innovation of market entities. Through cultural empowerment, ideological barriers and behavioral inertia are broken, and cultural soft power is transformed into a hard support for solving development problems, realizing a positive cycle of "culture-practice-development".

### 4.3 Collaborative Empowerment: Role Positioning and Interaction Logic of Multiple Subjects

The construction of the culture of solid work is

not the behavior of a single subject but a collaborative participation process of the government, enterprises, and the public. As a guide, the government needs to set benchmarks for solid work through policy orientation and demonstration actions; as market entities, enterprises need to integrate solid work into production, operation, and innovative R&D to build an enterprise culture of "prospering the enterprise through solid work"; as participants, the public needs to practice the spirit of solid work in daily production and life to form a cultural atmosphere recognized by all. The three parties form an interaction mechanism of "top-down guidance + bottom-up response".

#### **4.4 Institutional Guarantee: Realizing the Sustainable Inheritance of Culture through Long-Term Design**

The rooting of the culture of solid work requires institutional mechanisms as guarantees. On the one hand, establish an incentive mechanism, incorporate the performance of solid work into the cadre assessment, enterprise evaluation, and talent evaluation systems, so that those who work solidly can be rewarded and respected; on the other hand, improve the constraint mechanism, eliminate institutional loopholes in formalism and bureaucracy, and put an end to the behavioral orientation of "empty talk hindering affairs"; at the same time, build a communication mechanism, make the culture of solid work deeply rooted in the hearts of the people through the publicity of local cases and the development of cultural activities, and realize the transformation from "external requirements" to "internal consciousness".

### **5. Practical Methods for Benxi's High-Quality Economic Development**

#### **5.1 Deepen "Learning through Doing" and Consolidate the Foundation of Cultural Economy through the Transformation of Learning and Application**

"Learning through doing" refers to responding to government policy calls in work practice, learning from excellent achievements of the same industry, learning from the deeds of advanced models, and applying the learned knowledge to practical work to improve practical operation ability and problem-solving ability.

##### **5.1.1 Strengthen Theoretical Support and Clarify**

##### **Goals**

In terms of policies, thoroughly study "The Recommendations of the CPC Liaoning Provincial Committee on Formulating the 15th Five-Year Plan for National Economic and Social Development of Liaoning", encourage enterprises to "go global", break regional restrictions, learn from the management concepts of enterprises in advanced regions, and incorporate the effects of "learning, doing, and innovating" into important nodes of employee assessment, enterprise evaluation, and talent evaluation. In terms of systems, take the initiative to strengthen the protection of intellectual property rights of high and new technologies, provide innovation guarantees for talents with solid work, and create a good atmosphere of "willing to work solidly, good at making breakthroughs, and daring to innovate", so as to provide a prerequisite guarantee for Benxi's high-quality economic development.

##### **5.1.2 Learn from Advanced Models and Enhance Exemplary Leadership**

Seek advanced enterprise teams, industry craftsmen, technical experts, and learning models who have overcome difficulties in major projects such as the opening of Benxi-Huanren Expressway, Taizi River Pumped Storage Power Station, and Benxi Iron and Steel Group Restructuring. Publicize and tell the solid work stories of teams, individuals, and events, accurately implementing them to people and matters. Dig deep into the spirit of solid work behind typical cases, tell the struggling stories of typical cases, and promote the culture of solid work demonstrated by typical cases. Disseminate through Douyin short videos, TV documentaries, special news reports, community deeds report meetings, etc., so that the models of solid work and innovation can be perceived and learned, enhance citizens' recognition of the culture of solid work, form a trend of "prospering the city through solid work", and promote the high-quality development of Benxi's economy.

#### **5.2 Strengthen "Doing through Learning" and Improve Economic Quality and Efficiency through Practical Tackling**

"Doing through learning" means continuously improving work efficiency, enriching professional knowledge, and enhancing decision-making ability through constant practice, trial and error, and summing up

experience in practical work.

#### 5.2.1 Update Concepts and Reshape the New Connotation of the Culture of Solid Work

Combined with Benxi's practical needs of industrial transformation and urban upgrading, promote the culture of solid work into government organs, enterprises, campuses, and communities. It is suggested to combine the culture of solid work with the spirit of innovation, craftsmanship, and responsibility, change the previous incorrect cognition that solid work equals "blindly working hard", and propose the new connotation of "precise solid work, responsible solid work, and innovative solid work" in the new era. It is recommended to hold art exhibitions on the culture of solid work for all sectors of the city through universities and extensively publicize them through the government's official APP to guide citizens to establish correct values of solid work.

#### 5.2.2 Identify the Right Direction and Open Up New Paths for Economic Development

Starting from policy interpretation, advanced technology promotion, and real project cases, the government provides targeted specialized training for relevant enterprises focusing on Benxi's economic development directions of iron and steel, cultural tourism, and new energy, promoting enterprises to become experts in high-quality economic development. Set up courses such as industrial energy-saving transformation, application of big data in culture and tourism, and clean energy utilization, integrate online and offline resources, and establish a systematic exchange and learning platform. Help enterprises clarify their self-positioning and development direction, transform from "passively adapting to changes" to "calmly responding to changes", and finally "proactively seeking changes", so as to closely follow the government's policy intentions and create higher economic value.

### 5.3 Focus on "Creating through Doing" and Activate Economic Momentum through Innovative Breakthroughs

"Creating through doing" refers to making evidence-based creation and innovation from the perspectives of enterprise development, product positioning, key technologies, and talent training based on one's own experience and the existing environment in practical work.

#### 5.3.1 Explore Industrial Needs and Innovate Classroom Models

Centering on the three leading industries of iron and steel, traditional Chinese medicine, and green energy, establish a "double-mentor apprenticeship system" in key enterprises and positions with the model of "integration of production and education" and "combination of teaching, learning, and practice". Promote enterprises such as Benxi Iron and Steel Group and Xiuzheng Pharmaceutical to build training bases with Benxi's universities, and create an immersive training model of "workshop + project + practical training". Integrate the production line with the teaching line, allowing industry craftsmen to demonstrate practical skills in project practice, teachers to refine teaching methods in solid work scenarios, and college students and enterprise apprentices to master core skills in actual production tasks. Cultivate reserve forces for Benxi's economic development.

#### 5.3.2 Based on Practical Work, Promote the Inheritance of Solid Work

Focusing on the development of iron and steel circular economy, traditional Chinese medicine processing economy, and new energy economy, it is suggested to establish Benxi's "Project Library for Solid Work and Innovative Research". Carry out project cultivation around the upgrading of "time-honored industrial brands", the extension of "original cultural and tourism brands", and the development of "new clean energy brands", regularly release innovative task lists, and firmly implement and achieve results for determined matters and tasks with the spirit of driving nails. Encourage young talents to set up "solid work and innovation teams" to accelerate their growth into the backbone of solid work. Directly link solid work achievements with rewards such as promotion, fund support, and honorary recognition, forming a distinct orientation of "evaluating ability by learning, judging heroes by solid work, and measuring excellence by innovation". Effectively break the bad mindset of "waiting for, relying on, and asking for assistance" and inject new vitality into Benxi's high-quality economic development.

## 6. Conclusion

In short, the culture of solid work is the two wings of Benxi's high-quality economic development, and the key to the culture of solid work lies in "learning", the core in "doing", and the motivation in "creating". Taking "doing" as

an important starting point to promote Benxi's culture of solid work, promote the innovative development of various industries in Benxi, form a positive social trend of "learning in practice, working solidly in learning, and innovating in solid work", make the culture of solid work the conscious pursuit of Benxi's citizens, and contribute to the comprehensive revitalization, new breakthroughs, and high-quality development of Benxi's economy.

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