

Research on the Countermeasures of labor-capital contradiction in enterprise from the Perspective of Mother-in-Law and Daughter-in-Law Effect

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The mother-in-law and daughter-in-law effect is a widely existing contradiction effect in the family. Analyzing the causes and countermeasures of labor-capital contradiction in enterprise from the perspective of mother-in-law and daughter-in-law effect has innovative value inspired by prototype. The mother-in-law and daughter-in-law effect means that although the harmony of the family is beneficial to both mother-in-law and daughter-in-law, the unequal relationship between mother-in-law and daughter-in-law, the gradual awakening of daughter-in-law's power consciousness, the lack of effective communication between mother-in-law and daughter-in-law, the husband's favoritism and other reasons produce the phenomenon of "differentiated behavior" or "mutual distrust" between mother-in-law and daughter-in-law, which makes the family contradictions accumulate continuously. Through the method of literature research, this research finds that the causes of mother-in-law and daughter-in-law effect and labor-capital contradiction in enterprise are highly similar. The solution of the mother-in-law and daughter-in-law effect, which has been continuously proved in thousands of households, can be used to analyze the countermeasures and suggestions of the labor-capital contradiction in enterprise. This article analyzes the national and provincial statistical yearbooks, the strategic thinking of the ancient classics Sun Tzu's Art of War and Sun Bin's Art of War, and modern well-known enterprises' methods of solving labor-capital contradiction in enterprise. It provides a basis for the argument of this article and focuses on analyzing and solving labor-capital contradiction in enterprise. It has the innovative value of combining ancient and modern.

Keywords: labor-capital contradiction in enterprise, mother-in-law and daughter-in-law effect, Sun Tzu's Art of War, Sun Bin's Art of War

Question Raised

The labor-capital contradiction is the key point of sociology, economics and management. Through literature analysis, domestic and foreign scholars have conducted a certain degree of theoretical and empirical research on labor-capital contradiction in enterprise. However, in reality, the labor-capital contradiction is increasingly becoming an important social problem affecting the national economic development, which shows that the research on enhancing the application effect of the existing research on the labor-capital contradiction

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is still lack of enough attention. The effect of mother-in-law and daughter-in-law generally exists in families. The methods to solve the contradiction between mother-in-law and daughter-in-law have been empirically verified since ancient times. Through literature analysis, it can be seen that the reasons for the mother-in-law and daughter-in-law effect are highly similar to the causes of labor-capital contradiction in enterprises. The company is composed of people with labor relations working together, just as the family is composed of people with marriage and blood relations living together. The labor-capital contradiction is common in labor relations, just as the mother-in-law and daughter-in-law effect is common in families. From the perspective of mother-in-law and daughter-in-law effect, both the management and the labor can benefit from the development of the enterprise. However, due to the employer's dissatisfaction with the employee's work efficiency and learning ability, and the employee's dissatisfaction with the employer's salary and handling methods, the labor-capital contradiction continue to accumulate and the labor relations continue to deteriorate. Only from the perspective of one party can not solve the problem scientifically. If we do not pay attention to the importance of coordination and communication for information transmission and stay in the management mode dominated by inappropriate handling methods of labor-capital contradiction, it will lead to the deepening of labor-capital contradiction, the decline of enterprise work efficiency, strikes and business difficulties. From the perspective of mother-in-law and daughter-in-law effect, analyzing labor-capital contradiction in enterprise can enhance the credibility of the existing research on labor-capital contradiction in enterprise, thereby improving its application effect. Based on the demand of social development for solving the labor-capital contradiction in enterprise, this paper constructs a conceptual model through literature review and analysis, and supports the argument by data analysis. From the perspective of mother-in-law and daughter-in-law effect, this paper combines the strategic thinking of ancient "Sun Tzu's art of war" and "sun Bin's art of war" and the examples of modern "Gree company" dealing with labor-capital contradiction in enterprise, With the combination of ancient and modern methods, this paper makes an in-depth exploration and research on how to solve the labor-capital contradiction.

Literature Review

Connotation of Mother-in-Law and Daughter-in-Law Effect

The so-called mother-in-law effect means that mother-in-law loves her son, and the daughter-in-law loves her husband, and they all hope for family harmony. However, due to the unequal relationship between mother-in-law and daughter-in-law, the gradual awakening of daughter-in-law's power consciousness, lack of effective communication between mother-in-law and daughter-in-law, the husband's favoritism and other reasons, it leads to differentiated behaviors (Zou, Mei, & Wu, 2015) or mutual distrust (Ren, 2012). Although both actors have the same starting point and destination in the process of behavior, in the process of realizing the target task, because both parties are carried out under their own psychological control, there is a phenomenon that the methods used and the feeling of the results are inconsistent, which makes the contradiction between mother-in-law and daughter-in-law accumulate continuously.

Causes and Solutions of Mother-in-Law and Daughter-in-Law Effect

Inequality in the relationship between mother-in-law and daughter-in-law: Du (2013) believed that the respect of Chinese young people for the elderly is a virtue advocated by the state, so mother-in-law enjoys greater power and higher status than daughter-in-law. Song Jianhua (2019) proposed that in traditional Chinese

families, mother-in-law has absolute rule over daughter-in-law. Daughter-in-law should not only accept the reproductive task of continuing incense, but also obey her husband and filial mother-in-law. Only by suppressing the daughter-in-law side with ethics and morality can we solve the contradiction between mother-in-law and daughter-in-law. Only social development and ideological emancipation can alleviate the inequality of mother-in-law and daughter-in-law relationship. Hsiang Ming Kung (2019) proposed that modern daughter-in-law's education and income are higher than that of her mother-in-law, so modern daughter-in-law can strive for an equal relationship with her mother-in-law. Huang Lifen (2021) found that the imbalance of the marriage market makes it difficult to get married, making the young daughter-in-law the core of family power. For the sake of family harmony and stability and ensuring family reproduction and pension, her mother-in-law can only try to please her daughter-in-law. Wang and Hai (2020) found that the implementation of rural old-age insurance makes mother-in-law economically independent and does not need to rely on children, and the relationship between mother-in-law and daughter-in-law has been further improved.

The gradual awakening of daughter-in-law's power consciousness: Sandel (2004) found that the conflict between mother-in-law and daughter-in-law focuses on the violation of the hierarchical structure of society by daughter-in-law and challenging the authority of mother-in-law. For example, Li Bobo (1992) proposed that there is a power to undertake affairs and a power struggle affecting son/husband between mother-in-law and daughter-in-law. Tao Zixiang (2019) said that her mother-in-law believes in hierarchy and familism, while her daughter-in-law believes in egalitarianism and liberalism. The misplaced values will deepen the contradiction between her mother-in-law and daughter-in-law. Huang Lifen (2021) found that after 2000, her mother-in-law has a certain cultural level, and her daughter-in-law has also received modern education. The impact of traditional ideas on them is no longer significant. Wang and Hai (2020) believed that due to the elderly care needs of her mother-in-law, her mother-in-law will reduce the family pressure of her daughter-in-law through intergenerational upbringing. Her mother-in-law transfers her family power to her daughter-in-law to meet her daughter-in-law's power needs and establish a good emotional foundation.

Lack of effective communication between mother-in-law and daughter-in-law: Based on the face negotiation theory, Wang and Hou (2008) proposed that due to good face, when the contradiction between mother-in-law and daughter-in-law occurs, mother-in-law and daughter-in-law do not communicate, resulting in the continuous accumulation of contradictions.

Hao and Shen (2013) found that the communication problems caused by the differences between mother-in-law and daughter-in-law in living habits, consumption concepts and values are the most common reason for the contradiction between mother-in-law and daughter-in-law at this stage. The son/husband has a close relationship with mother-in-law and daughter-in-law, and can obtain their real ideas and needs through communication, so as to promote communication between the two sides. Wu Beibei (2020) believed that external psychotherapy can help mother-in-law and daughter-in-law understand the adverse impact of bad communication forms and reduce the conflict between mother-in-law and daughter-in-law.

Husband's favoritism: Xu Chang (2021) said that the husband's excessive favoritism towards his daughter-in-law will lead to the mother's complaint. The husband's blind obedience to his mother will lead to the neglect of his wife. Liu Xiangjia (2017) proposed that the husband's preference for either of the mother-in-law and daughter-in-law will cause his own embarrassment. The unfairly treated mother-in-law and daughter-in-law can turn to social workers, who will make the husband in the family know the consequences of

biased behavior by means of letters and so on, so as to avoid biased behavior. Song and Zhang (2012) believed that if a husband wants to maintain family harmony, he must treat his wife and mother fairly and alleviate the contradiction between mother-in-law and daughter-in-law through separate communication.

Connotation of labor-capital contradiction

Li and Zhu (2015) proposed that labor-capital contradiction refers to all kinds of implicit and explicit disputes, opposites, and conflicts arising from the interest game between employers and employees based on labor employment relationship. Hou and Zhang (2020) believed that the frequent occurrence of labor-capital contradictions will generate a large number of friction costs, causes excessive consumption of social resources and growth of social production costs, and the generated demonstration effect will also lead to confrontation between employers and employees, and destroy social harmony and stability.

Causes and Solutions of labor-capital contradiction

Inequality in labor relations: In research on the dominance of employer in labor relations, Li Xiyan (2012) proposed that the nature of the labor force, such as independency, non-storage and individual weakness, puts it in an inferior position in negotiating with the employer. Improving the labor force's survival security system and providing preferential system protection to the labor force's organizations in terms of checks and balances can make the distribution of employers and employees interests more equitable. Akinwale (2014) found that Nigerian employer accumulated capital by exploiting employees, resulting in most employees experiencing long-term and low wage exploitation. In research on the dominant position of labor in labor relations, Bussin, Pregolato, and Schlechter (2017) found that the demand of South African employers for scarce employees forced them to learn various methods to retain excellent employees. Yang Jing (2012) proposed that the resignation of employees engaged in technology research and development led to the loss of scarce talents in enterprises, which often brought irreparable losses to enterprises. Aguinis, Gottfredson, and Joo (2012) said that creating and maintaining personalized development plans, ensuring that the work is challenging, interesting and meaningful, and providing clear promotion opportunities and rewards can avoid the loss to the company caused by the resignation of top talents. Qin Li (2020) studied the measures to prevent brain drain of AMT Company, a foreign-funded enterprise, and found that AMT Company provided family health insurance or children's nearby school and other benefits to talents, tied talents, and asked each employee to sign the competition agreement and confidentiality agreement to prevent employees from jumping to competitors and divulging company secrets.

Gradual awakening of employees' right consciousness: Lian Si (2021) said that young people growing up under the background of socialist market economy are educated in market awareness and rule of law awareness, and advocate rights and interests first, rest protection and labor capital equality. Xu and Shi (2020) studied the change of enterprise power structure and the growth of labor power in Shenzhen from 2014 to 2019, and found that the methods for enterprises to solve the labor power demand are first to strengthen control and stabilize power, and then to adjust the power structure and delegate power when enterprises believe that decentralization can solve the problem. Tang and Sheng (2020) proposed that in order to meet the employees' right needs and enhance the employees' recognition and understanding of the employers, the employers should grant different degrees and scope of power to the labor according to the employees' ability, and let the capable labor participate in the organization and management. Zhou Huihong (2021) believed that the establishment of the employee congress system, the enhancement of the collective negotiation mechanism and the increase of

employees' ways to participate in enterprise management can safeguard employees' professional dignity and realize employees' decent work.

Lack of effective communication between employers and employees: Benny Hari Juliawan (2011) proposed that before the birth of a strong labor party and a practical third-party representative mechanism, the main way for Indonesian trade unions to deal with employer and the government was street protests. Shen Yuan (2020) combed the development clues of China's labor sociology in the past three decades and found that migrant workers often convey collective demands through strikes. Xie Tianchang (2019) believed that the lack and poor communication and negotiation between employers and employees lead to group disputes, while China lacks corresponding communication, coordination and disposal mechanism. Zhou Huyong (2020) proposed that enterprises should establish a complaint mechanism, unblock employers and employees dialogue channels, and establish employers and employees negotiation and mediation organizations to solve labor-capital contradiction within the enterprise and in the bud. Du Ningning (2021) believed that the application of tripartite coordination mechanism, the improvement of trade union construction, and the strengthening of democratic management can promote the communication between employers and employees.

The third-party favoritism: Offe and Ronge (1975) found that because the government relies on the economic development brought by the employers, the government protects the employers for fear of capital outflow. Therefore, the power of the employers increases and the labor is suppressed. Yang Qingtao (2017) found that in order to attract domestic and foreign investment, develop local economy and improve political performance, some local governments in China give too much protection and interest preference to the employers in policies, ignore or even damage the interests of the employees side, and favor the employers side in dealing with the labor-capital contradiction. Xu and Fang (2019) said that if the government wants to avoid favoring capital, it needs to regulate the government through legislation. Sun Chenhe (2021) proposed that the court can prevent the visible hand of the administrative organ from extending too long by restricting the government's disorderly acts and incorrect market intervention according to law. Liu Jingzhang (2004) stressed that when formulating laws and regulations, we should focus on protecting the basic rights and interests of employees, and has clear and appropriate provisions in terms of labor requirements, wages, welfare insurance and conflict resolution. In addition, we should also improve the rules and regulations of governments at all levels on labor, so that the labor administrative departments can abandon the narrow concept of performance and the so-called "rationality" Self-interest, work with a fair heart, and protect the rights and interests of employees.

To sum up, Chinese scholars and foreign scholars have conducted a certain degree of theoretical and empirical research on the mother-in-law and daughter-in-law effect and labor-capital contradiction in enterprise, but have not studied the relationship between them. The effect of mother-in-law and daughter-in-law generally exists in families. The methods to solve the contradiction between mother-in-law and daughter-in-law have been empirically verified since ancient times. Through literature analysis, it can be seen that the causes of mother-in-law and daughter-in-law effect and labor-capital contradiction in enterprise are highly similar. Connecting mother-in-law and daughter-in-law effect with labor-capital contradiction in enterprise can enrich the research path of labor-capital contradiction in enterprise and increase the application effect of existing research results of labor-capital contradiction in enterprise, so as to reduce the incidence of labor-capital contradiction in enterprises and improve the resolution rate of labor-capital contradiction in enterprises.

Research Purpose and Research Method

Research Objective

Based on the effect of mother-in-law and daughter-in-law, this paper analyzes the development orientation, practical challenges and coping strategies of enterprise labor relations, and provides suggestions for solving practical problems (such as inequality of labor relations, awakening of labor power consciousness, lack of communication between employers and employees, serious third-party bias, and so on). This paper helps enterprises to make rational use of, regulate and manage labor relations, improve the quality of labor relations, transform it into an effective driving force for the establishment of a harmonious society, promote social development and progress, and enhance China's international competitiveness. It is expected to provide reference for subsequent relevant research.

Research Method

This research adopts the literature research method to research the authoritative literature materials such as high-level Chinese and foreign articles, works and policies related to this research, to understand the current research trends and related situations, and to define relevant concepts. Analyzing the internal connection between the mother-in-law and daughter-in-law effect and the labor-capital contradiction in the enterprise is helpful to find out the practical method to solve the labor-capital conflict in the enterprise. This research uses the data analysis method, selects national and provincial statistical yearbooks and other data to support the argument, combined with the strategic thinking of ancient "Sun Tzu's Art of War", "Sun Bin's Art of War Art of War" and the method of Modern enterprise to deal with labor-capital contradiction, and analyzes the law, essence, causes and Solutions of labor-capital contradiction in enterprise.

The specific conceptual model is shown in Figure 1:

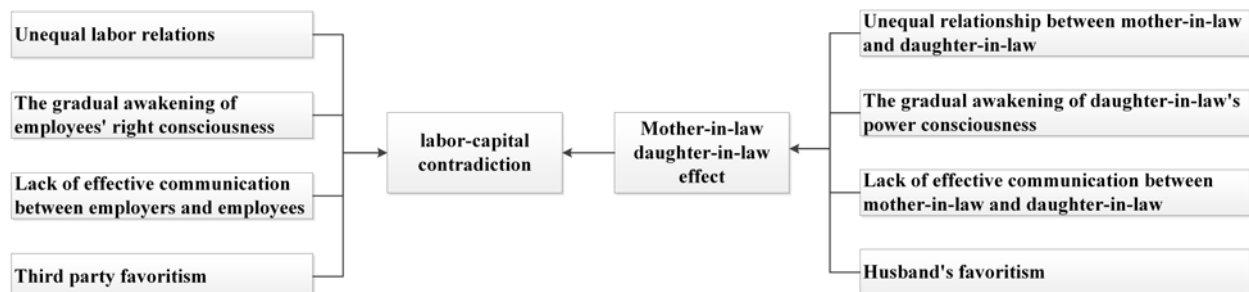


Figure 1. Conceptual model.

Problems and reasons

Analysis of labor-capital contradiction from the Perspective of Inequality

By analyzing the data of China's Statistical Yearbook in 2020, it can be seen that the number of urban registered unemployed in China from 2015 to 2019 was 9.66 million, 9.82 million, 9.72 million, 9.74 million, and 9.45 million, respectively (National Bureau of Statistics, 2020). In such a severe labor market, the employees side with job demand will lower its treatment requirements step by step in exchange for employment opportunities in short supply. The working party should compromise with the employers in order to maintain the present situation, protect their income and prevent unemployment. The unsatisfactory employment environment makes the bargaining power of irreplaceable employees improve very slowly, and the bargaining

power of replaceable employees decreases very quickly. Secondly, according to the education situation of national staff in China's population and Employment Statistical Yearbook in 2020, the proportions of non-schooling, primary school level, junior middle school level, high school education, junior college, undergraduate and graduate students are 2.2%, 15.7%, 40.6%, 18.7%, 12.0%, 9.7%, and 1.1%, respectively (*Department of Population and Employment Statistics, National Bureau of Statistics China population and employment statistics yearbook 2020, 2020*). In China, 77.2% of the national staff is below junior college. They are limited by their educational background and social experience. They have almost no voice in enterprises, and enterprises rarely pay attention to and favor them. Moreover, their consciousness of safeguarding rights is weak, lack of knowledge and effective ways to safeguard rights. Through the above data analysis, we can see that there is serious inequality in labor relations in today's society.

The traditional inequality of labor relations is like the unequal relationship between mother-in-law and daughter-in-law bound by the thought of "mother-in-law respects daughter-in-law and is a one-way superior subordinate relationship. With the awakening of national equality consciousness and the increasing demand of enterprises for scarce talents, this relationship gradually turns into a two-way unequal relationship. When the employees side is a replaceable talent and the employers side has a dominant position, the employees side is at a disadvantage, just as when the daughter-in-law has little contribution to the family, the mother-in-law has a dominant position and the daughter-in-law is at a disadvantage. Under this unequal relationship, the employers often threatens the employees' side by means of financial restraint and dismissal of the labor side. The low-level and high-level needs of the employees side can not be met, the work efficiency decreases and the possibility of job hopping increases, resulting in the intensification of the company's personnel flow speed and the increase of the company's costs of human resources introduction, training, management and dismissal. When the employees side is a scarce talent, the employees side has a dominant position and the employers' side is at a disadvantage, just as when the daughter-in-law makes a great contribution to the family, the daughter-in-law has a dominant position and the mother-in-law is at a disadvantage. At work, the employees does not obey the instructions and arrangements of the employers, which affects the implementation of the enterprise's decision-making, and does not treat the old employees in awe, resulting in the old employees feeling unequal and even leaving, damaging the harmonious working environment of the enterprise and affecting the development speed of the enterprise. It can be seen that in labor relations, if either party occupies a dominant position, it will have serious consequences.

Analyzing the labor-capital contradiction from the Perspective of the Gradual Awakening of employees' right Consciousness

According to the 2020 China Statistical Yearbook, the number of labor dispute cases accepted in China from 2014 to 2019 were 715,163, 813,859, 828,410, 785,323, 894,053, and 1,069,638, respectively (National Bureau of Statistics, 2020). With the gradual improvement of employees' education level and the gradual awakening of employees' right Consciousness every year, more and more employees have conflicts with employers in order to protect their own rights and interests, resulting in the continuous increase of the number of labor dispute cases each year except for some years greatly affected by other factors. Its distribution is shown in Figure 2.

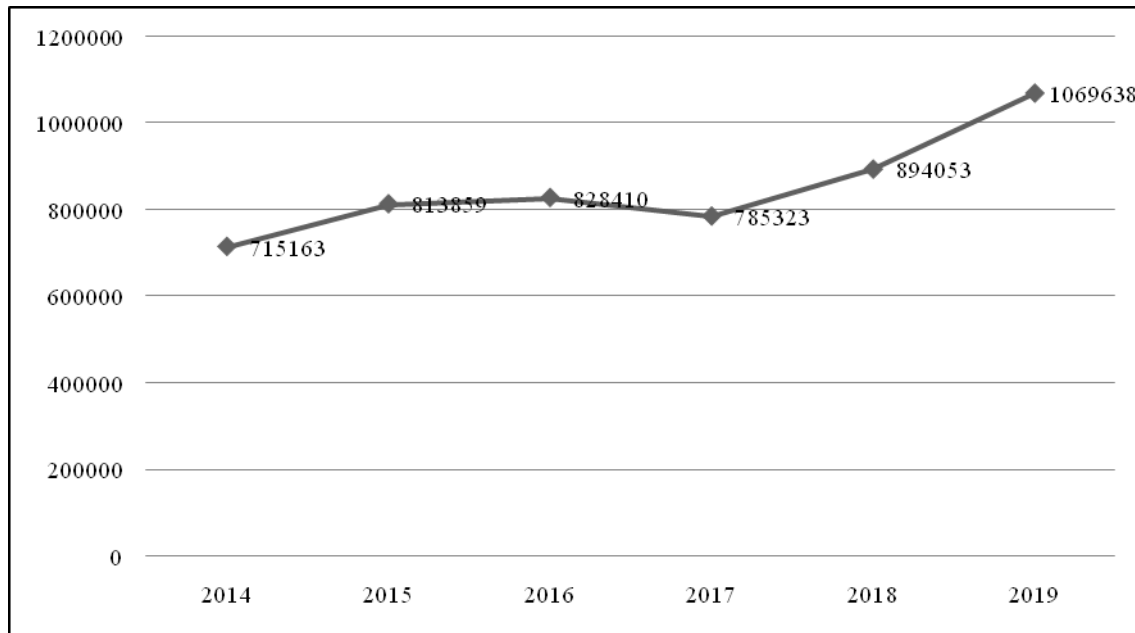


Figure 2. Number of labor dispute cases accepted in China from 2014 to 2019.

With the progress of the times and the development of society, the employees' right consciousness is gradually awakened. The centralized management of the employers will reduce the labor's enthusiasm, cause the labor's dissatisfaction, make the labor's negative work, and thus affect the development of the enterprise. For example, after the reform and opening up in 1978, modern ideas such as gender equality and liberalism have been deeply rooted in the hearts of the people. More and more women participate in labor, the daughter-in-law's contribution to the family is higher and higher, and the daughter-in-law's dominance and discourse power in the family are strengthened. The daughter-in-law handles the relationship between her mother-in-law and daughter-in-law according to the logic of fair exchange. If her mother-in-law does not make much contribution to the family and does not play a role at critical moments, such as separation and grandchildren, the daughter-in-law will be dissatisfied with her mother-in-law and compete for the limited power in the family owned by her mother-in-law, resulting in the contradiction between her mother-in-law and daughter-in-law. When the contradiction lasts too long and there is no solution channel, it will destroy the family harmony and seriously lead to the breaking of the family. In the labor relations, the traditional labor relations are deeply rooted. The employers has built centralization and regarded centralization as a habit, so it instinctively refuses to grant limited power to the labor. The power of employers can not be effectively restrained and supervised under the highly centralized management mode. Therefore, the management's improper work style, corrupt life, illegal accumulation of wealth, damage to the interests of the employees and other cases have occurred. Therefore, the employees has no sense of belonging in the enterprise. Its enthusiasm for work gradually decreases and its work efficiency decreases, resulting in the reduction of the company's performance, which leads to the dissatisfaction of the employers. The repeated cycle of this process will deepen the labor-capital contradiction.

Analysis of labor-capital contradiction from the Perspective of Lack of Effective Communication

According to the 2020 China Population and Employment Statistics Yearbook, 37% of the urban unemployed are resigned and 3% are dismissed (*Department of Population and Employment Statistics, National Bureau of Statistics China population and employment statistics yearbook 2020, 2020*).

The lack of effective communication channels and methods between the employees side and the employers side, and the employers side did not improve the rules and regulations and management methods of the enterprise according to the feedback of the employees side, so the rights and interests of the employees side could not be guaranteed, which was the main reason for this phenomenon.

In the relationship between mother-in-law and daughter-in-law, there will be many contradictions in communication between mother-in-law and daughter-in-law due to their different living habits, perspectives on problems and methods of solving problems. Most of the communication channels between mother-in-law and daughter-in-law are too single and communicate only through face-to-face dialogue. However, much valuable information is not suitable for face-to-face discourse expression, resulting in that much important information cannot be transmitted between mother-in-law and daughter-in-law, so the contradiction between mother-in-law and daughter-in-law may deepen. Similar phenomena can be found in labor relations. Due to the differences in the interest needs, perspective and problem-solving methods of employers and employees, there will be many contradictions in the communication between employers and employees. Moreover, labor relations lack effective communication skills and diverse communication channels. If the employees or employers can not transmit information to the other party in time and accurately, the other party will have cognitive bias and form psychological bias. The accumulated prejudice will worsen the image of the other party in their own hearts and aggravate the labor-capital contradiction. In this case, the labor enthusiasm decreases, the work efficiency decreases, and the probability of resignation increases, while the management efficiency decreases, the degree of decision completion decreases, and the probability of issuing instructions that make the labor feel unequal increases. The performance of the company will be affected, which will seriously endanger the interests of the whole company.

Analysis of labor-capital contradiction from the Perspective of the Third-Party Favoritism

According to the data of China Statistical Yearbook in 2020, the number of labor dispute cases settled by the labor dispute mediation committee in 2019 was 1,068,413, and the employees won 314,097 cases, accounting for 29.40% of the number of disputes accepted. The rest were won by the employer, unsettled cases, some won cases by both parties and others (National Bureau of Statistics, 2020). It can be seen that the protection of employees' rights and interests needs to be improved when the third-party mediates labor disputes.

Husband is the bridge between mother-in-law and daughter-in-law. After the contradiction between mother-in-law and daughter-in-law occurs, husband should play a role in coordination or mitigation. Since ancient times, husbands tend to one side and ignore the other, resulting in frequent cases of deepening contradictions between mother-in-law and daughter-in-law. This behavior of favoring one over the other leads to wrong judgment, unfair treatment and unreasonable distribution of interests, which will aggravate the contradiction between mother-in-law and daughter-in-law and make the family disharmonious. Similarly, from the perspective of the third-party that restricts and inspires the employers and employees, the favoritism of government departments and trade union departments is to benefit the party they favor, but favoring either employees or employers will aggravate the labor-capital contradiction in enterprise. The investment attraction of a region is closely related to the economic development of the region. Therefore, when the employees reports the employers to the government through letters and visits, the government will favor the employers in dealing with the problems, resulting in the failure to effectively solve the problems of the employees. Trade

unions originated from the industrial revolution in the west, and their main goal is to safeguard the rights and interests of employees. Therefore, in the process of work, the trade union will favor the employees side and ignore the interests of the employers side. Serious favoritism will cause labor and government contradictions between labor and government departments, labor-capital contradiction between management and trade union departments, and make the mentally vulnerable employees or employers make illegal or illegal acts in the face of labor-capital contradiction, damage the common interests of both employers and employees, and affect the harmonious development of the enterprise.

Countermeasures and Suggestions

Countermeasures and Suggestions to Solve the Inequality of Labor Relations

In order to solve the contradiction between mother-in-law and daughter-in-law, we must first eliminate the unequal relationship between mother-in-law and daughter-in-law, and turn the unequal relationship with different levels and orderly dignity and inferiority into a left-right relationship of mutual assistance and mutual love. The issue of the inferiority of employers and employees can be solved in a similar way. To eliminate the unequal relationship between employers and employees, it is necessary to transform the two-way unequal hierarchical relationship into a complementary, mutually beneficial and win-win relationship.

Methods to solve the inequality of labor relations from the perspective of Sun Tzu's Art of War:

When the employer is dominant and the employee is at a disadvantage, in order to solve the unequal relationship between the employers and employees, we need to make up for the blind spot of the system with the help of the Chinese government and the labor union, supervise and coordinate the employers and employees, and formulate rules and regulations conducive to the harmonious development of the employers and employees. The trade union and the government are the bridge and link between the employees side and the employers side. The employees side's rights and interests, such as political participation and social supervision can be guaranteed through the trade union and the government, and the employer's rights and obligations can be clarified through the trade union and the government, so as to adjust the unequal relationship between the employers side and the employees side. "The Maneuvering chapter of Sun Tzu's Art of War pointed out that turning a detour into a straight road and turning suffering into convenience" (Chen, 2011). The labor party can expose how it was oppressed by the management through trade union organization and coordination, labor arbitration, legal help, media reports, and other methods. The employers violated those rules and regulations and turned its weakness into its advantage.

When the Labor Party has a dominant position and the management is at a disadvantage, the management can restrict and guide the employees through contracts and enterprise rules and regulations. If the employees divulges enterprise secrets and slanders the reputation of the enterprise, the enterprise can sue the employees and recover from the employees through legal proceedings. "The Weak Points and Strong chapter of Sun Tzu's Art of War pointed out that the direction of water flow is limited by the terrain, and the strategy of using troops to win should be formulated according to the situation of the enemy" (Chen, 2011). The management shall formulate detailed contract contents and rules and regulations for different types of employees to avoid labor conflicts caused by general regulations.

Methods of solving the inequality of labor relations in modern famous enterprise: "Employee happiness is the source of enterprise life" is the concept of Zhuhai Gree Electric Appliance Co., Ltd. In terms of fair negotiation between the employees and the company, signing collective contracts and supervising the

performance of collective contracts, the labor union of Gree Company has given help and guidance to the employees and established harmonious labor relations. In 2013, *China Youth Daily* reported that Dong Mingzhu, chairman of Gree, said that the foundation of the enterprise is employees. “Only by treating employees heart to heart, can employees share weal and woe with the enterprise”. If the enterprise wants to be prosperous, it is necessary to let employees have a sense of dignity and pride. In the national brand project activity of Xinhua news agency in 2018, “Dong Mingzhu said that Gree’s corporate culture is to make employees have no sense of dignity and inferiority and make the company feel at home. Dong Mingzhu proposed to meet the expectations of employees not only at the material level, but also at the spiritual level”.

Countermeasures and Suggestions to Solve the Problem of Gradual Awakening of employees' right Consciousness

In a harmonious family, the mother-in-law pays attention to the feelings of her daughter-in-law, appropriately grants power, and democratically handles family decisions, so that her daughter-in-law has a sense of belonging and voluntary due diligence in the family, so as to reduce the contradiction between her mother-in-law and daughter-in-law. Improper communication between employers and employees can be solved in similar ways. For example, through employee stock ownership, employee participation in decision-making, the establishment of a small work team and other forms, the employees is authorized to exercise certain powers, so that the employees can exercise sovereignty within limited powers and produce a sense of belonging. The employees side will work actively for the common goal of both employers and employees, so as to improve work efficiency and alleviate the labor-capital contradiction.

Methods to solve the awakening of employees' power consciousness from the perspective of Sun Tzu's Art of War: “The Attack by Stratagem chapter of Sun Tzu’s Art of War pointed out that a talented general can win without the direct control of the king” (Chen, 2011). The decentralization system that has been handed down so far is a magic weapon of victory verified by history. The management authorizes the labor with both ability and ability to manage specific work as a manager, which can meet the power needs of capable labor, and can also motivate the labor with power needs but insufficient ability to improve themselves and improve work performance.

Methods to solve the problem of awakening employees' power consciousness in modern famous enterprise: Dong Mingzhu, chairman of Gree, has many famous sayings about solving the awakening of labor’s sense of power. For example, in the “Talk” column of CCTV in 2013, Dong Mingzhu said that “power is used to seek the public, not for himself and his family”. In the report of China Economic Weekly in 2013, Dong Mingzhu proposed that she would decentralize her power, and her main work every day was to find problems with a magnifying glass. Gree has made many countermeasures against the awakening of employees' power consciousness. For example, Gree has opened up a smooth promotion channel, so that employees have corresponding development space at each stage. Gree has set up a bonus system consisting of progress award, innovation award, year-end award and other bonuses to reward employees for their efforts. In order to give more care and respect to employees and make every Gree employee feel the atmosphere of “home”, Gree invested a lot of money to establish an employee living park and provide various benefits. Gree not only cares about the life and work of employees in daily life, but also is the strong backing of employees. In 2009, a “sunshine fund” was established to subsidize the funds needed for employees’ illness and accidents. Gree has taken many measures to build a community of common destiny between employees and the enterprise, which

has stimulated the enthusiasm and centripetal force of employees and formed a strong driving force for the enterprise to roll forward.

Countermeasures and Suggestions to Solve the Problem of Lack of Effective Communication between employers and employees

In order to solve the improper communication between mother-in-law and daughter-in-law, mother-in-law and daughter-in-law establish a multi-channel communication mode through informal communication, such as daily after dinner negotiation, formal communication, such as regular family members' conversation, etc. Such diverse communication channels enable both mother-in-law and daughter-in-law to know each other's love and dissatisfaction in time, resolve the backlog of contradictions in their hearts, establish the basis for both sides to reach a consensus, and make the relationship between mother-in-law and daughter-in-law more harmonious. Improper communication between labor and capital can be solved by similar methods. For example, the management establishes a multi-channel communication platform, communicates with the labor in a timely manner through a combination of formal and informal communication forms, such as meeting, e-mail, telephone, WeChat and company forum, and regularly holds work opinion exchange meetings to make the information communication between all participants smooth, and the management can know the needs and dissatisfaction of the labor in a timely manner, timely change the corresponding incentive measures and punishment system, so that the employees can timely know its shortcomings and efforts, and make corresponding adjustments.

Methods to solve the problem of lack of effective communication between employers and employees from the perspective of Sun Tzu's Art of War: "The Attack by Stratagem chapter of Sun Tzu's Art of War pointed out that only by working together can we win" (Chen, 2011). To work together, it is indispensable to strengthen communication. Multi-channel communication mainly refers to the combination of formal communication channels and informal communication channels to make the process of information transmission and feedback more effective. Multi-channel communication can reduce the labor-capital contradiction in enterprise caused by information asymmetry caused by improper communication. According to the regulations and methods expressly stipulated by the organization, convey the rights and responsibilities of the employees, the company's decision-making and other information to the employees through formal communication, and obtain the information that can reflect the thoughts and attitudes of the employees that is not suitable to be obtained in formal communication through informal communication, so as to make the information content communicated between the employers and employees more, the communication speed faster and the feedback more authentic.

Methods of modern famous enterprise to solve the problem of lack of effective communication between employers and employees: In 2001, Gree's employees could not stand the corruption and injustice within the company, they collectively held strikes and protests, and Gree fell into a difficult situation. In an emergency, Dong Mingzhu observed carefully and found that no employee was willing to put letters with grievances in a prominent position, such as the door of the office. So Dong Mingzhu has set up the suggestion box in the toilets, workshops, corridors and canteens to establish effective communication channels and find out the real ideas of employees. As a result, Gree Company has mastered many hidden problems and has made great progress in solving the problem of corruption and injustice within the company. In a program to help new employees adapt to the workplace, Dong Mingzhu said that many employees work overtime because other

employees do not leave, rather than because they do not have enough ability to work overtime. Dong Mingzhu arranged inspectors to let the employees who completed the tasks of the day go home early. Through communication with employees, Dong Mingzhu modified the overtime system to solve the employees' dissatisfaction with the company caused by overtime.

Countermeasures and Suggestions to Solve the Problem of the Third-Party Favoritism in labor-capital contradiction

When the contradiction between mother-in-law and daughter-in-law occurs, the husband cannot take sides with either party. He should find the crux, defuse the contradiction skillfully, and establish fair rules to make the relationship between mother-in-law and daughter-in-law harmonious and enhance the sense of fairness of both sides. Similarly, since the reform and opening up, with the promotion of local governments and trade unions at all levels, mediation and arbitration has rapidly developed into an important mechanism to alleviate labor conflicts. In the process of mediation and arbitration, the government and trade unions are the pacifiers of labor-capital contradiction. Restoring production and promoting the harmonious development of labor relations are their important work contents. The government and trade unions must grasp the yardstick, not favor any party, fairly adjust and optimize labor-capital contradiction, guide employers and employees to negotiate rationally and orderly, quell conflicts, and promote the efficient settlement of labor-capital contradiction. The Civil Code of the People's Republic of China will come into force on January 1, 2021. The code puts forward specific solutions to the omission of arbitration institutions to ensure that labor-capital contradiction can be solved in a way. The specific regulations are as follows: If an arbitration institution does not accept a labor dispute case on the ground of no jurisdiction, and the parties bring a lawsuit, the people's court shall deal with it respectively according to the following circumstances: If it is found that the labor dispute arbitration institution does not have jurisdiction over the case, it shall inform the parties to apply to the labor dispute arbitration institution with jurisdiction for arbitration; if it is considered that the labor dispute arbitration institution has jurisdiction after examination, it shall inform the parties to apply for arbitration and notify the labor dispute arbitration institution in writing of its examination opinions; if the labor dispute arbitration institution still does not accept it, and the party brings a lawsuit on the labor dispute, the people's court shall accept it; if the labor dispute arbitration institution fails to make an acceptance decision or arbitration award within the time limit, and the party directly brings a lawsuit, the people's court shall accept it (*The third session of the 13th National People's Congress Civil Code of the People's Republic of China*, 2020).

Methods to solve the problem of the third-party bias in labor-capital contradiction in enterprise from the perspective of Sun Bin's Art of War: The General's Justice Chapter of Sun Bin's Art of War pointed out that only when the generals are fair and just can they strictly demand the army, and establish prestige in the army, so that the soldiers can fight without fear of life and death." (Liao, 1991). If governments and trade unions at all levels are biased towards labor or capital, it will have a bad demonstration effect in the whole region and even the whole country, affecting the prestige of the government and trade unions at all levels and the development of the country. Therefore, governments and trade unions at all levels should establish a fair supervision system and uphold justice.

Methods to solve the problem of the third-party favoritism in the labor-capital contradiction in modern famous enterprise: Gree is located in Zhuhai City, Guangdong Province. According to the central government's policy on preferential behavior in solving labor-capital contradiction in enterprise, Guangdong

Human Resources and Social Security Bureau has formulated many specific regulations and implementation opinions on preferential behavior in labor-capital contradiction in enterprise in Guangdong Province. For example, on June 6, 2018, Guangdong Province issued the implementation opinions on Further Strengthening mediation and arbitration of labor and personnel disputes and improving the diversified processing mechanism, which put forward specific implementation opinions for unblocking diversified dispute processing channels, balanced development of mediation and arbitration, improving dispute processing capacity, enhancing service guarantee and strengthening organizational leadership, so as to help all cities in Guangdong Province county (cities and districts) further strengthen the mediation and arbitration of labor and personnel disputes and improve the implementation of diversified handling mechanism. As a prefecture level city of Guangdong Province, Zhuhai further implements the regulations and opinions of Guangdong Province. The official website of Zhuhai human resources and Social Security Bureau openly and transparently displays the implementation of policies, major labor and social security violations in each quarter, the reasons for violations and rectification. Through the implementation of the above policies and the publication of information, the third-party security supervision, mediation and arbitration can be made transparent and fair. According to the feedback from both employers and employees, the government and trade unions can timely improve policies and regulations, which can solve the problem of third-party favoritism of many companies, including Gree. The "Guangdong Statistical Yearbook 2020" shows that the number of people's mediation committees in Guangdong Province increased from 28,923 in 2005 to 31,666 in 2019, and the total number of mediation disputes increased from 169,991 in 2005 to 460,474 in 2019. It can be seen that Guangdong Province has achieved fruitful results in solving the problem of favoritism in labor-capital contradiction (*Guangdong Provincial Bureau of Statistics and the National Bureau of Statistics Guangdong statistical yearbook 2020*, 2020).

Conclusion

Through the literature analysis method, this paper finds that the mother-in-law effect and the labor-capital conflict are highly similar in causes. Through the analysis of the phenomenon of "differentiated behavior" or "mutual distrust" of the mother-in-law effect, it can be seen that although the starting point and destination of laborers and capitalists are the same in the behavior process. However, in the process of achieving the goals and tasks, because both parties are under their own psychological control, the methods used and the feeling of the results are inconsistent, resulting in labor-management conflicts. With the continuous accumulation of labor-capital contradictions, the conflicts between employers and employees have gradually increased, and the number of corporate layoffs and employees' voluntary resignation has increased, which has increased the labor cost of the company, reduced the enthusiasm of employees, and the society has become more and more unstable. This paper uses the method of solving the mother-in-law effect that has been proved useful in thousands of households, the strategic thinking of the ancient classics Sun Tzu's Art of War and Sun Bin's Art of War, and the method of modern famous enterprise to solve the labor-capital contradiction, combined with the national and provincial statistical yearbooks, revealing that the essence of labor-capital conflicts resolution methods, establish a labor-management conflict research route from the perspective of the effect of mother-in-law and daughter-in-law, enhance the credibility of existing research on labor-management conflicts, improve its application effect, and provide new ideas and methods for future related research.

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