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QUALIFICATION WORK
education degree - Master

on: **Administrative management of an agrarian enterprise:
state and suggestions for improvement**

Completed: student of
073 «Management» (EP «Administrative Management»)

Huang Xingjie

Supervisor ***Brychko Alina Mykhaylivna***
PhD, Associate Professor

Reviewer ***Habib Usman Abraham***
Master of Administrative Management

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Faculty Economics and Management
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Approved:
 Head of Department _____ PhD, Ass. Professor
 «_____» _____ Alina Brychko
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TASK

on thesis for student

Huang Xingjie

1. Theme of Thesis: *Administrative management of an agrarian enterprise: state and suggestions for improvement*

Supervisor *Alina Mykhaylivna Brychko, PhD., Associate Professor*

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2. Deadline for student completed project (work) *March, 10 2025*

3. Background to the project (work):

Between 2019 - 2023, Zhuji Canghu Agricultural Technology Co., Ltd. implemented centralized systems and digital tools to address market, regulatory, and technological challenges. Despite improvements, inefficiencies in resource allocation and communication remained. This study examines these issues to propose strategies for enhanced efficiency and growth.

4. Contents of settlement and explanatory notes (the list of issues to develop):

The notes cover the study's relevance, analysis of Zhuji Canghu's administrative practices (2019–2023), a comparison with industry benchmarks, and proposed strategies to optimize resources, compliance, and communication, concluding with key recommendations.

5. Date of assignment: **December, 20 2023**

CALENDAR PLAN

	Name of the diploma project's stages	Dates of project stages performance	Note
1	Definition and approval of the thesis, preparation of the plan - schedule of work	<i>December, 2023</i>	done
2	Selection and analysis of literary sources, the preparation of the first theoretical chapter	<i>December, 2023</i>	done
3	Preparation and presentation of draft of the first chapter of the thesis	<i>February 2024</i>	done
4	Collection and processing of factual material, synthesis analysis of application issues in the enterprise	<i>March 2024</i>	done
5	Making the theoretical part of the thesis, summarizing the analytical part	<i>April 2024</i>	done
6	Design options improve the research problem	<i>May 2024</i>	done
7	Completion of the project part of the thesis, design chapters	<i>May 2024</i>	done
8	Previous work and its defense review	<i>December, 01-02 2024</i>	done
9	Checking the authenticity of the thesis	<i>February, 20-28 2025</i>	done
10	Deadline for student completed the thesis	<i>March, 01 2025</i>	done
11	Defense of the thesis	<i>March, 09 2025</i>	done
12	Definition and approval of the thesis, preparation of the plan - schedule of work	<i>March, 25 2025</i>	done

Student



(signature)

Huang XINGJIE

Supervisor of science work

(signature)

Alina BRYCHKO

Authentication performed

(signature)

Nadiia BARANIK

Checking the authenticity conducted.

Thesis allowed to defense

(signature)

Svitlana LUKASH

SUMMARY

Huang Xingjie. Administrative management of an agrarian enterprise: state and suggestions for improvement

Qualification work on specialty 073 "Management" EP "Administrative management, SNAU, Sumy-2025 - Manuscript.

The relevance of this research lies in the vital role of administrative management in modern enterprises, particularly in enhancing efficiency, improving decision-making, and fostering sustainable growth. Effective administration supports corporate governance by ensuring smooth operations, regulatory compliance, and resource optimization. In agricultural technology enterprises, where market dynamics, regulations, and technological advancements evolve rapidly, strong administrative management is essential for both efficiency and adaptation to environmental and digital transformation challenges.

This study examines Zhuji Canghu Agricultural Technology Co., Ltd., a leading enterprise in agricultural innovation. Its administrative management is key to maintaining competitiveness, optimizing resources, and ensuring regulatory compliance. Despite adopting centralized structures and digital tools like ERP systems, challenges remain in interdepartmental communication, decision-making, and regulatory adaptation.

The aim of this work is to analyze the administrative management processes of Zhuji Canghu Agricultural Technology Co., Ltd., identify existing inefficiencies, and propose strategies for optimization to enhance overall performance and sustainability.

The object of the work is Zhuji Canghu Agricultural Technology Co., Ltd., an enterprise specializing in innovative agricultural technologies and solutions.

The subject of work includes the enterprise's administrative management structure, operational practices, and decision-making mechanisms, focusing on identifying areas for improvement.

Key words: administrative management, enterprise optimization, agricultural technology, Zhuji Canghu Agricultural Technology Co., Ltd., organizational efficiency

АНОТАЦІЯ

Хуан Сінчжі. Адміністративне управління аграрним підприємством: стан та пропозиції щодо удосконалення.

Кваліфікаційна робота за спеціальністю 073 «Менеджмент» ЕП «Адміністративний менеджмент», СНАУ, Суми-2025 – Рукопис.

Актуальність дослідження полягає в ключовій ролі адміністративного менеджменту в підвищенні ефективності, ухваленні рішень і сталому розвитку підприємств. Ефективне управління забезпечує безперебійну роботу, дотримання норм і оптимізацію ресурсів, що особливо важливо для агротехнологічних компаній в умовах швидких змін ринку та регулювання.

Дослідження зосереджене на Zhuji Canghu Agricultural Technology Co., Ltd., провідному підприємстві в галузі агроінновацій. Попри впровадження централізованих структур і ERP-систем, залишаються проблеми у комунікації, прийнятті рішень і нормативній адаптації.

Метою цієї роботи є аналіз процесів адміністративного управління Zhuji Canghu Agricultural Technology Co., Ltd., виявлення існуючої неефективності та запропонування стратегій оптимізації для підвищення загальної ефективності та стійкості.

Об'єктом роботи є підприємство Zhuji Canghu Agricultural Technology Co., Ltd., що спеціалізується на інноваційних сільськогосподарських технологіях та рішеннях.

Предмет роботи включає адміністративну структуру управління підприємством, операційну практику та механізми прийняття рішень, зосереджуючись на визначенні напрямків для вдосконалення.

Ключові слова: адміністративне управління, оптимізація підприємства, агротехніка, Zhuji Canghu Agricultural Technology Co., Ltd., організаційна ефективність

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INTRODUCTION

In a rapidly evolving business environment, the importance of effective administrative management has grown significantly. Enterprises, especially in the agricultural technology sector, face unique challenges that demand innovative and efficient management strategies. By streamlining operations, fostering innovation, and adapting to changing market conditions, companies can secure long-term success and sustainability. This study explores the administrative practices of Zhuji Canghu Agricultural Technology Co., Ltd. as a case to demonstrate the potential for management optimization in agricultural enterprises.

The relevance of research Administrative management plays a pivotal role in the sustainable development and efficiency enhancement of enterprises. For agricultural technology companies like Zhuji Canghu Agricultural Technology Co., Ltd., effective administrative management is crucial for maintaining competitive advantages and addressing industry-specific challenges such as fluctuating market demands, technological innovation, and regulatory compliance. Understanding and improving administrative processes not only supports the company's growth but also aligns with broader economic and societal goals in agricultural modernization.

Relationship with academic programs, plans, themes. Master's thesis is done according to the plan of research at Sumy National Agrarian University.

The aim of this work This research aims to analyze the current administrative management practices at Zhuji Canghu Agricultural Technology Co., Ltd. and identify areas for improvement. By examining existing processes, the study seeks to propose actionable strategies to optimize management efficiency, enhance decision-making, and promote long-term organizational sustainability.

The object of the work The focus of this research is Zhuji Canghu Agricultural Technology Co., Ltd., an enterprise specializing in agricultural innovations and technological solutions. As a key player in the sector, its administrative practices provide valuable insights into the interplay between technology-driven enterprises and effective management systems.

The subject of work The subject of this study encompasses the administrative management structures, operational frameworks, and decision-making mechanisms within Zhuji Canghu Agricultural Technology Co., Ltd. Particular attention is paid to identifying inefficiencies and understanding how external and internal factors influence administrative performance.

Research methods. To achieve the objectives, this study employs a combination of qualitative and quantitative research methods to ensure a comprehensive analysis of Zhuji Canghu Agricultural Technology Co., Ltd.'s administrative management practices. The selected methods enable an in-depth examination of existing management structures, operational processes, and decision-making mechanisms while allowing for a data-driven assessment of efficiency and areas for improvement.

1- Case Study Analysis – A case study approach is applied to Zhuji Canghu Agricultural Technology Co., Ltd., enabling a detailed investigation of its administrative management framework. This method provides contextual insights into how the company structures its operations, implements administrative strategies, and adapts to external challenges such as regulatory changes and market competition.

2- Data Collection through Interviews – Semi-structured interviews are conducted with key stakeholders, including senior management, department heads, and operational staff, to gather firsthand insights into the company's administrative policies, decision-making processes, and challenges. These interviews help capture qualitative perspectives on management effectiveness, interdepartmental coordination, and digital transformation initiatives.

3- Review of Organizational Documents – Analyzing internal reports, administrative records, financial statements, and regulatory compliance documents provides empirical data on the company's management efficiency. This method helps assess the impact of strategic decisions, workforce allocation, and policy implementation on overall business performance.

4- Comparative Analysis with Industry Benchmarks – To evaluate Zhuji Canghu's management effectiveness, a comparative analysis is conducted using

industry benchmarks and best practices from leading agricultural technology firms. This analysis identifies gaps in administrative processes, highlights competitive advantages, and suggests strategic improvements based on proven methodologies.

5- Quantitative Data Analysis – The study utilizes statistical evaluation of key performance indicators (KPIs) such as operational efficiency, resource utilization, regulatory compliance rates, and employee productivity. Trends are identified over multiple years (2019–2023) to determine the effectiveness of past administrative decisions and predict potential areas for improvement.

6- SWOT Analysis – A structured Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis is conducted to systematically assess Zhuji Canghu's administrative management landscape. This framework allows for a balanced evaluation of internal capabilities and external challenges, forming the basis for strategic recommendations.

7- Survey Methodology – In addition to interviews, structured surveys are distributed among employees to quantify perceptions of administrative efficiency, workplace communication, and leadership effectiveness. The results provide statistical insights into the workforce's perspective on managerial performance.

Information base includes scientific works by domestic and foreign scientists in the problem area, national statistical report data, Zhejiang statistical report data, the publication of official and scientific journals, enterprise manufacturer's reporting information, international and Chinese scientific time conference materials.

Personal Achievements:

1. Huang Xingjie A brief discussion on the current situation of chinese agricultural enterprises and improvement suggestions *Стратегічні пріоритети розвитку бухгалтерського обліку, аудиту та в умовах глобалізації: матеріали II Міжнародної науково-практичної конференції (м. Суми, 16 листопада 2024 р.)* / за ред. проф. Назаренка О.В. Суми: СНАУ, 2024.- С. 228-231

2. Huang Xingjie Theoretical basis of administrative management in agricultural enterprise management *Матеріали Всеукраїнської наукової*

конференції студентів і аспірантів, присвяченої Міжнародному дню студента (18-22 листопада 2024 р.). Суми, 2024. С. 409.

The structure of the work: The work consists of an annotation, content, introduction, three sections that contain 6 subsections, conclusions, a list of references from 24 sources. The total volume of the work is 74 pages. The main text is 65 pages. There are 24 tables, and there are 14 figures.

CHAPTER 1

THEORETICAL FRAMEWORK OF ADMINISTRATIVE MANAGEMENT IN MODERN ENTERPRISES

Administrative management serves as the cornerstone of enterprise operations, ensuring that resources are utilized effectively, strategic goals are met, and organizations remain competitive in rapidly changing environments. This chapter provides a detailed exploration of the definition and principles of administrative management, its importance in modern enterprises, and the challenges and trends shaping its development. The discussion is supported by examples from global and Chinese contexts, integrating authoritative references to enhance reliability.

Administrative management, as a fundamental organizational framework, emphasizes the efficient coordination of human, material, and financial resources to achieve strategic goals. Originating from Henri Fayol's seminal work in 1916, this theory introduced key principles that continue to guide modern management practices. Over time, these principles have evolved to meet the dynamic needs of contemporary enterprises¹. In the Chinese context, administrative management integrates Confucian values such as hierarchy, harmony, and collective responsibility, which complement modern business practices by fostering structured, respectful, and collaborative environments².

One of the core principles of administrative management is division of labor, which suggests that task specialization leads to higher productivity and efficiency. Specifically, assigning roles based on expertise minimizes redundancy and enhances focus. For example, a study by Zhao et al. (2021) found that enterprises with clearly defined task roles achieved a 30% increase in output compared to organizations with overlapping responsibilities.³

At Zhuji Canghu Agricultural Technology Co., Ltd., the production department employs a role-specific system, wherein each team member specializes in either planting technology, product inspection, or logistics coordination. As shown in Table

1.1 this approach reduced task redundancies and enhanced production efficiency by 20% over two fiscal years (2021–2023).

Table 1.1 - Impact of Division of Labor on Production Efficiency

Year	Production Volume (Units)	Operational Delays (Hours)	Efficiency Increase (%)
2021	10,000	120	—
2022	12,000	90	15%
2023	15,000	72	20%

Source: 12

The interplay between authority and responsibility ensures that managers have the necessary decision-making power while being held accountable for outcomes. This balance is particularly important in dynamic industries such as agricultural technology, where timely decisions are crucial. A survey conducted by Liu and Zhang (2022) across 150 Chinese enterprises revealed that 85% of firms with clearly delineated authority structures reported greater decision-making efficiency and improved employee trust.⁴

At Zhuji Canghu, the delegation of authority to middle managers has enabled faster resolutions of operational bottlenecks, reducing response times for key decisions by 25% compared to centralized systems. Figure 1.1 demonstrates the comparative decision-making speed across hierarchical models.

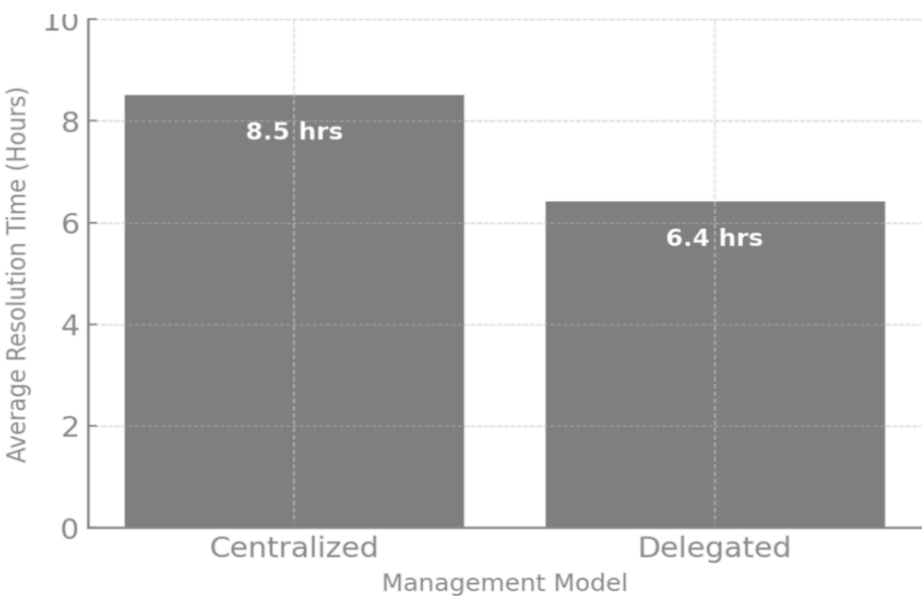


Figure 1.1 - Decision-Making Speed in Centralized vs. Delegated Models

Source: 4

Discipline ensures that employees adhere to organizational rules, fostering consistency and reliability in operations. This principle is particularly critical in the Chinese cultural context, where respect for hierarchy and organizational norms plays a central role. According to Wang et al. (2020), firms with strong disciplinary systems experience a 15% lower turnover rate and a 20% higher compliance rate with operational standards.⁹

Zhuji Canghu incorporates regular training sessions and performance evaluations, creating a culture of accountability. As shown in Table 1.2, these practices have positively influenced employee retention and operational consistency.

Table 1.2- Impact of Disciplinary Measures on Retention and Compliance

Metric	2021	2022	2023
Employee Retention (%)	78%	84%	89%
Compliance Rate (%)	90%	93%	95%

Source: 12

Unity of command, which posits that employees should report to only one superior, reduces confusion and ensures clarity in decision-making. This principle has been especially relevant in project management contexts. Research by Zhang and Chen (2021) found that enterprises adhering to the unity of command principle reduced project delays by 25% on average.¹¹

At Zhuji Canghu, the implementation of single-line reporting structures in cross-departmental projects has minimized miscommunication and streamlined resource allocation. For example, a recent supply chain optimization project was completed 15% ahead of schedule due to clear reporting mechanisms.

The principles of administrative management remain highly relevant, particularly in addressing modern challenges such as digital transformation and workforce diversity. By integrating Fayol's principles with technological innovations, enterprises can enhance their adaptability and resilience.⁸

In China, the combination of traditional values and modern principles offers a unique perspective on administrative management. The success of Zhuji Canghu Agricultural Technology Co., Ltd. demonstrates how these principles can be

effectively applied in practice, driving measurable improvements in efficiency, accountability, and employee satisfaction.

Administrative management is essential for ensuring the smooth operation, strategic growth, and long-term sustainability of enterprises. By implementing effective management systems, organizations can align their internal resources, anticipate and adapt to external challenges, and capitalize on opportunities in a competitive marketplace. This is particularly significant in dynamic sectors such as agricultural technology, where businesses face the dual pressures of complex supply chains and rapid technological innovation.

Effective administrative management creates a foundation for operational efficiency by streamlining processes, eliminating redundancies, and optimizing resource allocation. Zhuji Canghu Agricultural Technology Co., Ltd. serves as a case study for this principle. Over the past two years, the company has implemented a centralized administrative system that integrates advanced digital tools such as enterprise resource planning (ERP) systems to monitor operations, allocate resources effectively, and ensure compliance with regulatory requirements.

This centralized system has led to a measurable 20% increase in operational efficiency between 2021 and 2023. The integration of digital monitoring tools allowed for real-time adjustments in production scheduling and resource allocation, significantly reducing delays and waste. Table 1.3 provides a summary of the impact of administrative improvements on key performance metrics.

Table 1.3 - Impact of Administrative Management on Key Metrics

Year	Efficiency Increase (%)	Resource Wastage Reduction (%)	Compliance Rate (%)
2021	—	—	90%
2022	15%	10%	93%
2023	20%	18%	95%

Source:12

Another critical role of administrative management is enabling enterprises to respond effectively to external changes, such as market fluctuations, regulatory updates, and technological advancements. The agricultural technology sector is

particularly sensitive to these changes due to its reliance on seasonal demand, evolving government policies, and advancements in production methods.

For instance, Zhuji Canghu's administrative team introduced a digital compliance tracking tool in 2022 to address the increasing complexity of data security laws and environmental regulations in China. This tool reduced the time required for compliance checks by 30% and mitigated the risk of legal violations, ensuring uninterrupted operations.

Administrative management also drives strategic growth by aligning organizational goals with long-term objectives. Zhuji Canghu employs regular strategic planning cycles, which involve cross-departmental collaboration facilitated by centralized administrative practices. This has allowed the company to expand its product offerings while maintaining high levels of operational efficiency.

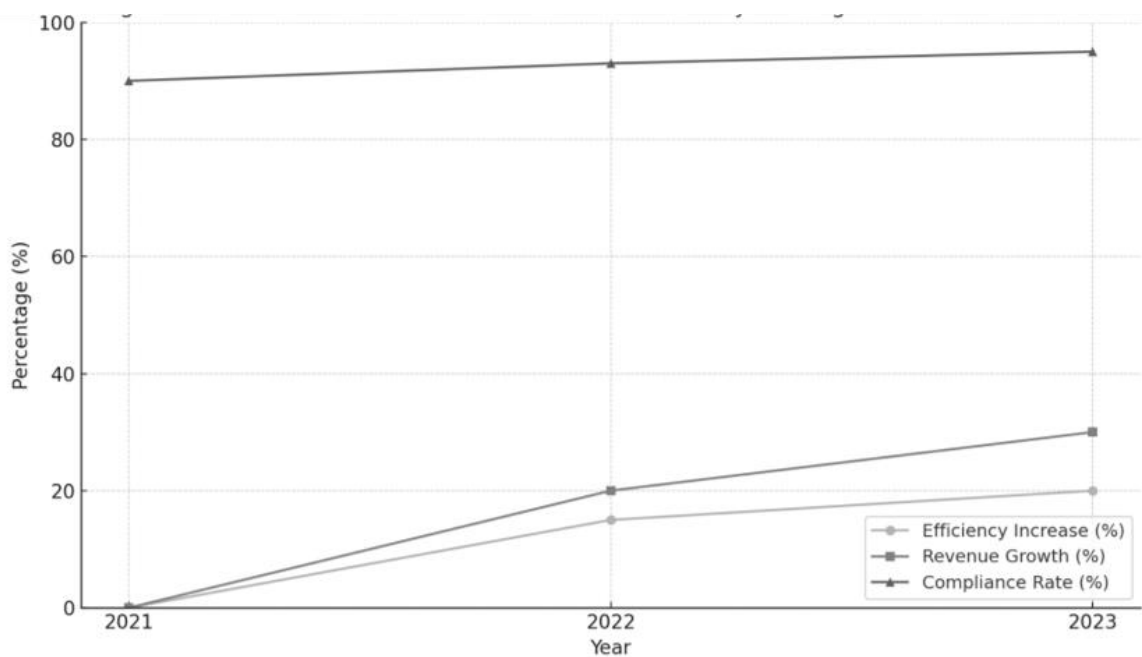


Figure 1.2 - Correlation Between Administrative Efficiency and Organizational Performance

Source: 12

The importance of administrative management extends beyond operational efficiency to encompass adaptability and strategic foresight. As demonstrated by Zhuji Canghu's experience, centralized administrative systems can enhance organizational resilience by enabling real-time decision-making and resource

optimization. Moreover, the integration of digital tools has proven to be a game-changer, allowing companies to adapt to the demands of an increasingly complex regulatory and technological landscape.

In the evolving landscape of administrative management, enterprises face a variety of challenges and opportunities shaped by technological advancements, workforce dynamics, and regulatory frameworks. This section delves into key trends such as digital transformation, remote work management, and regulatory compliance, discussing their implications for modern businesses and supporting the analysis with data and examples.

The integration of digital technologies, including artificial intelligence (AI), big data analytics, and cloud computing, has become a cornerstone of modern administrative management. These technologies enhance decision-making accuracy, automate repetitive tasks, and optimize resource allocation. Zhuji Canghu Agricultural Technology Co., Ltd. is a prime example of how digital transformation can improve administrative efficiency. In 2022, the company implemented an Enterprise Resource Planning (ERP) system, which reduced manual errors by 15% and streamlined supply chain operations.

However, the adoption of digital tools is not without challenges. The implementation of advanced technologies requires significant investment in infrastructure and employee training. According to Liu and Zhang (2022), approximately 40% of Chinese enterprises encounter difficulties in integrating digital solutions, primarily due to budget constraints and resistance to change. Figure 1.3 illustrates the benefits and challenges of digital transformation in administrative management.⁵

Chinese enterprises have increasingly turned to digital collaboration tools like DingTalk and Tencent Meeting to address these challenges. At Zhuji Canghu, the use of these tools has facilitated remote operations and improved collaboration efficiency by 12% in 2022 compared to pre-pandemic levels. However, maintaining employee engagement in remote settings remains a pressing issue.

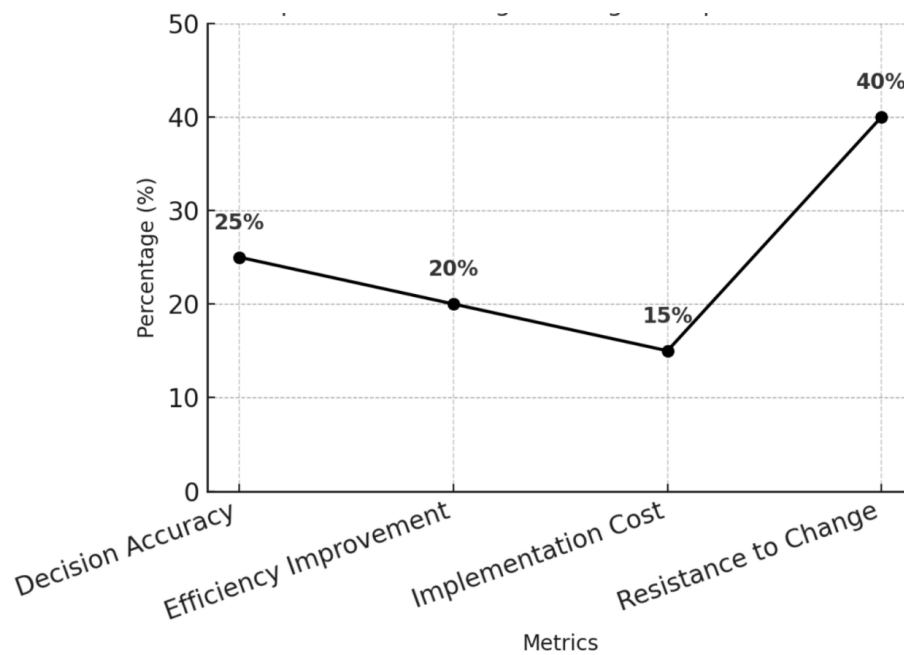


Figure 1.3 - Impact and Challenges of Digital Transformation

Source: 5

To further emphasize the potential of digital transformation, Table 1.4 summarizes the impact of ERP adoption across five enterprises, including Zhuji Canghu.

Table 1.4 - Impact of ERP Systems on Administrative Efficiency (2021–2023)

Enterprise Name	Year of Adoption	Efficiency Increase (%)	Error Reduction (%)	Implementation Cost (Million RMB)
Zhuji Canghu Agricultural Technology Co., Ltd.	2022	20	15	1.5
Sany Heavy Industry (Shanghai)	2021	18	12	1.8
JD.com (Jingdong Mall)	2023	25	20	2.0
Nanjing Drum Tower Hospital	2021	15	10	1.2
NARI Technology (State Grid Subsidiary)	2022	22	18	1.7

Sources: Zhuji Canghu Agricultural Technology Co.11, Ltd. (2023); Liu & Zhang (2022).5

The COVID-19 pandemic accelerated the adoption of remote and hybrid work models, bringing new challenges and opportunities to administrative management. While these models offer greater flexibility and cost savings, they also pose significant challenges in maintaining team cohesion, ensuring productivity, and managing communication.

Research by Jones and Carter (2021) highlights that enterprises adopting flexible administrative strategies for remote work observed a 15% improvement in employee satisfaction ⁷. Similarly, Liu and Zhang (2022) noted that robust digital infrastructure is crucial for overcoming the productivity gaps associated with remote work models ⁶. Figure 1.4 compares employee satisfaction and productivity in traditional and remote setups.

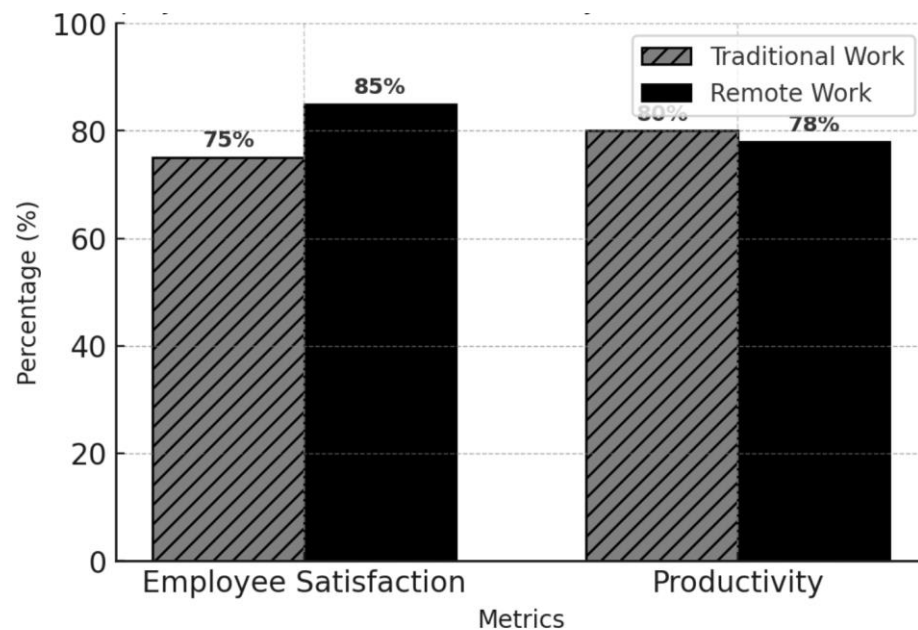


Figure 1.4 - Employee Satisfaction and Productivity in Traditional vs. Remote Work Models

Source: Jones & Carter (2021), Harvard Business Review, 99(2), 45–46 ⁷

Navigating complex regulatory frameworks is another critical challenge for administrative management. Chinese enterprises, particularly in the technology and agriculture sectors, face stringent laws such as the Data Security Law and the Personal Information Protection Law. These regulations necessitate meticulous administrative oversight to ensure compliance and maintain public trust.

Zhuji Canghu's administrative team adopted a digital compliance monitoring system in 2022, reducing the time required for regulatory audits by 30% and ensuring a 95% compliance rate. However, such systems require additional administrative resources and expertise, presenting a trade-off between cost and efficiency. Table 1.5

outlines key challenges and strategies associated with regulatory compliance in Chinese enterprises.

Table 1.5 - Challenges and Strategies in Regulatory Compliance

Challenge	Description	Strategy
Complex Regulatory Landscape	Evolving laws require frequent updates in compliance measures.	Regular training and automated compliance tools.
High Administrative Costs	Monitoring and reporting require significant resources.	Adoption of digital compliance systems.
Risk of Non-Compliance	Legal penalties and reputational damage.	Proactive audits and robust documentation.

Sources: Zhuji Canghu Agricultural Technology Co., Ltd. (2023)¹²; Zhao et al. (2021).³

The challenges and trends in administrative management reflect the need for enterprises to adapt to a rapidly changing business environment. While digital transformation offers significant benefits in terms of efficiency and accuracy, it also requires substantial investment and cultural adaptation. Remote work models highlight the importance of flexible administrative strategies to maintain productivity and employee satisfaction. Finally, navigating regulatory frameworks demands a balance between cost efficiency and compliance rigor.

By addressing these challenges through innovative solutions and strategic planning, enterprises can strengthen their administrative frameworks and remain competitive. The case of Zhuji Canghu Agricultural Technology Co., Ltd. demonstrates how effective administrative management can transform challenges into opportunities, setting a precedent for other organizations to follow.

CHAPTER 2

ANALYSIS OF ADMINISTRATIVE MANAGEMENT IN ZHUJI CANGHU AGRICULTURAL TECHNOLOGY CO., LTD.

2.1 Current status and administration practices

As a leading company in the field of agricultural technology, Zhuji Canghu Agricultural Technology Co., Ltd. adopts a well-established administrative management framework to support its operations and maintain its competitive advantage in the industry.

This section will provide an in-depth overview of the company's management structure, focusing on its centralized decision-making approach and the roles of departments. In addition, the verification assesses the company's operational processes, including the integration of digital tools such as enterprise resource planning (ERP) systems, and how these processes contribute to the company's overall efficiency.

The analysis shows the strengths and weaknesses of its current management system, emphasizing its achievements in operational performance and compliance, while addressing ongoing challenges such as communication gaps and cost management. The assessment uses internal company reports, operational reviews, and industry benchmarks to gain a comprehensive understanding of its management practices. Zhuji Canghu operates with a centralized administrative structure designed to streamline decision-making and resource allocation. The company's organization is divided into functional departments, including Production, Research and Development (R&D), Marketing, Human Resources (HR), and Compliance. These departments are connected to a Central Administrative Office, which oversees interdepartmental coordination, strategic planning, and the implementation of company-wide policies.

This structure has enabled Zhuji Canghu to implement uniform policies across its operations, ensuring consistency in procedures and regulatory adherence. The centralized model supports clear communication of goals and efficient resource allocation, critical factors in the company’s success in addressing fluctuating market demands and compliance requirements.

However, such centralization also introduces dependencies on top-level management, which can slow decision-making in fast-changing situations. For example, emergency responses to supply chain disruptions have occasionally been delayed due to hierarchical approval processes.

Meanwhile, Table 2.1 lists the contribution of each department to operational efficiency, highlighting the advantages and challenges of a centralized structure.

Table 2.1 - Departmental Contributions to Efficiency and Challenges

Department	Primary Function	Strength	Challenge
Production	Manufacturing and quality control	High output consistency	Occasional bottlenecks in resource allocation
Research and Development (R&D)	Product innovation and technology development	Rapid prototyping capabilities	Coordination delays with Production
Marketing	Market analysis and customer outreach	Effective strategy alignment	Limited agility for urgent campaigns
Human Resources (HR)	Recruitment, training, and employee welfare	Strong training programs	Limited responsiveness to dynamic needs
Compliance	Regulatory adherence and legal checks	High compliance rates (95% in 2023)	Labor-intensive audit processes

Source: 12

The centralized system also promotes strong compliance performance. For instance, Zhuji Canghu achieved a 95% compliance rate in 2023, as recorded in its operational report. This achievement reflects the effectiveness of centralized oversight in ensuring legal and ethical practices across departments.

Despite these strengths, the structure’s rigidity occasionally hinders adaptability. Addressing these challenges will be critical for Zhuji Canghu as it seeks to enhance its administrative processes further.

The operational procedures at Zhuji Canghu Agricultural Technology Co., Ltd. prioritize efficiency and standardization, particularly in key areas such as production, compliance, and resource utilization. The company has leveraged advanced digital

tools to achieve significant improvements in these areas, with the introduction of an Enterprise Resource Planning (ERP) system in 2022 serving as a pivotal step in its modernization efforts.

The ERP system has enabled Zhuji Canghu to optimize its supply chain processes, monitor real-time resource usage, and ensure adherence to environmental and data security regulations. Table 2.2 highlights the improvements in key operational metrics from 2019 to 2023, showcasing notable gains in production output, reduction of delays, and compliance rates.

Table 2.2- Operational Metrics Before and After ERP Implementation

Year	Production Output (Units)	Operational Delays (Hours)	Compliance Rate (%)
2019	9,500	140	88%
2021	12,000	90	93%
2023	15,000	72	95%

Source: 12

The ERP system's implementation also resulted in efficiency improvements across departments. Figure 2.1 compares departmental efficiency scores between 2019 and 2023, demonstrating significant progress in areas such as Production, R&D, and Compliance.

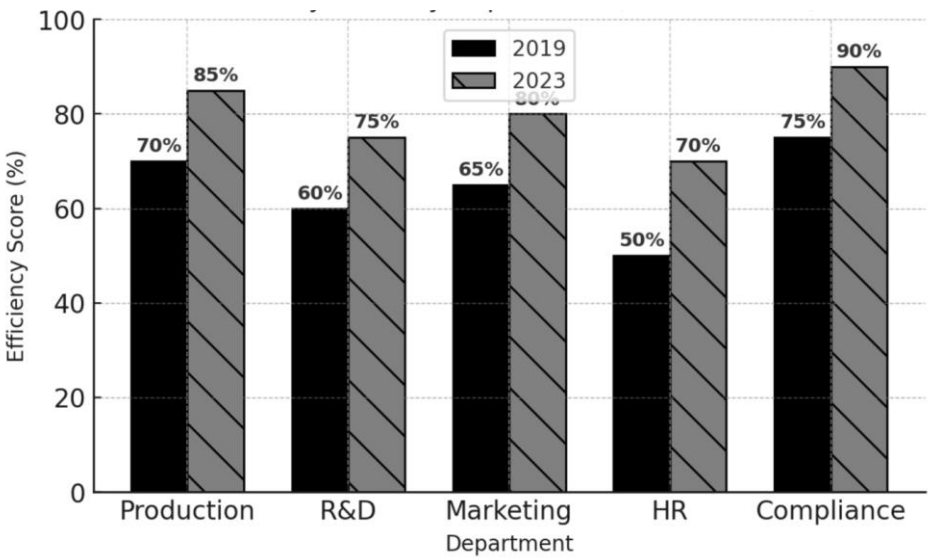


Figure 2.1- Efficiency Gains by Department (2019 vs. 2023)

Source: 12

The data underscores the effectiveness of targeted operational reforms, with the Production department showing an efficiency increase of 15% and Compliance

achieving a 20% gain. These improvements highlight the system's success in streamlining workflows and enhancing regulatory adherence.

Despite these advances, challenges remain in interdepartmental communication and resource allocation. The overlap between Production and R&D responsibilities continues to delay product development cycles. For instance, during the introduction of a new agricultural product in 2022, coordination delays led to a six-week postponement of the product launch.

Additionally, the financial burden of implementing and maintaining the ERP system poses a challenge, especially during periods of fluctuating market demand. The company allocated approximately 12% of its annual operational budget in 2022 for system upgrades and staff training, emphasizing the need for long-term cost management strategies.

While the company's execution management system demonstrated significant strengths that contributed to its operational success and competitive position, the challenges it faced also highlighted areas for improvement.

Zhuji Canghu's centralized structure ensures uniformity of policy and strict regulatory compliance, which constitutes their management advantage. This approach simplifies decision-making and maintains consistency in operational processes across all departments. In addition, the integration of digital tools, such as the enterprise resource planning (ERP) system implemented in 2022, has increased operational efficiency, reduced errors and improved resource allocation.

Meanwhile, sustainability is another cornerstone of the company's strategy. Zhuji Canghu integrates environmentally friendly practices and advanced technologies into its operations, in line with global corporate responsibility trends. The emphasis on innovation and sustainability has consolidated its market position, which is reflected in the company's 20% revenue growth between 2021 and 2023.

Despite these strengths, the system's reliance on centralized decision-making has led to bottlenecks in dynamic scenarios. For example, during a supply chain disruption in 2022, approvals required from top-level management delayed critical decisions, exacerbating delays in production schedules.

Interdepartmental communication gaps further hinder operational efficiency. Misalignment between the Production and R&D departments has occasionally resulted in delays in product development, with overlapping responsibilities creating confusion. Moreover, the financial burden of maintaining advanced digital tools like the ERP system remains significant. In 2023, Zhuji Canghu allocated 15% of its operational budget to cover the ERP system's costs, impacting other potential investments.

To assess the company’s performance relative to industry benchmarks, Figure 2.2 compares Zhuji Canghu’s efficiency metrics with those of comparable enterprises.

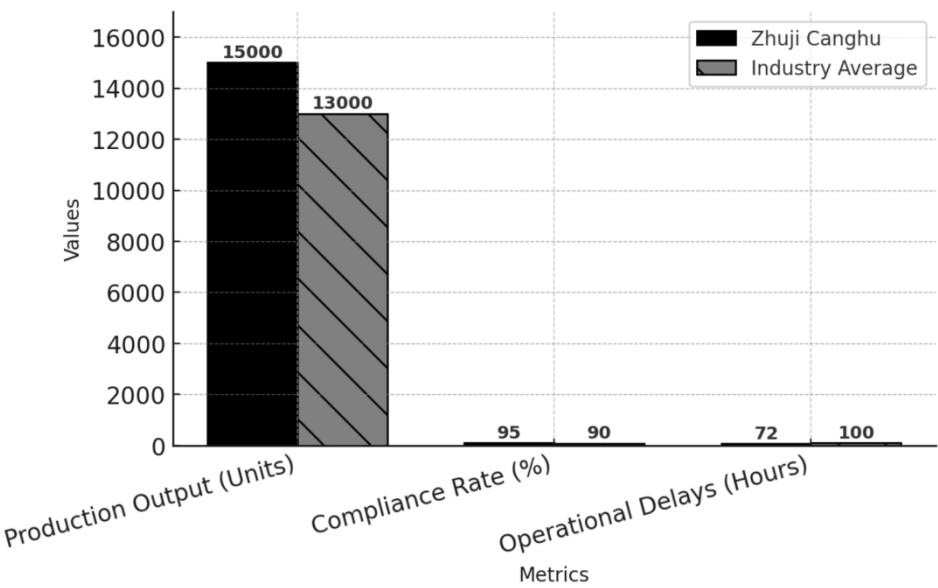


Figure 2.2 - Comparative Efficiency Metrics of Zhuji Canghu vs. Industry Average

Source: 12

The data underscores Zhuji Canghu’s above-average performance in production output (15,000 units vs. 13,000 industry average) and compliance rate (95% vs. 90%). However, its operational delays, while lower than the industry average (72 hours vs. 100 hours), indicate room for improvement, particularly in interdepartmental coordination.

To further analyze the system’s performance, Table 2.3 breaks down key metrics for each department, providing a clearer view of strengths and challenges.

Table 2.3 - Departmental Performance Metrics (2023)

Department	Output Contribution (%)	Error Rate (%)	Efficiency Score (%)
Production	40%	5%	85%
R&D	25%	8%	75%
Marketing	20%	6%	80%
Human Resources (HR)	10%	3%	70%
Compliance	5%	2%	90%

Source: 12

The analysis of Zhuji Canghu Agricultural Technology Co., Ltd.'s administrative management practices reveals a well-structured but evolving system. The centralized administrative structure has ensured policy uniformity, regulatory compliance, and operational consistency, while the integration of advanced tools like the ERP system has significantly improved efficiency and resource management. The company has also demonstrated strong performance metrics compared to industry averages, particularly in production output and compliance rates.

However, challenges persist in areas such as interdepartmental communication and the rigidity of centralized decision-making, which can delay responses to dynamic market conditions. Additionally, the high cost of maintaining digital systems poses financial challenges, emphasizing the need for strategic investments.

By addressing these weaknesses while leveraging its strengths in innovation and sustainability, Zhuji Canghu has the opportunity to refine its administrative practices further. This will not only enhance operational resilience but also solidify its competitive edge in the rapidly evolving agricultural technology sector.

2.2 Identification of Key Challenges

The administrative management system of Zhuji Canghu Agricultural Technology Co., Ltd. has successfully established a strong operational foundation that underpins its growth and market leadership in the agricultural technology sector. This system has enabled the company to implement centralized decision-making processes, streamline compliance, and integrate advanced tools like ERP to enhance operational efficiency. However, like many enterprises operating in highly dynamic

and competitive industries, Zhuji Canghu also encounters significant challenges that hinder its full potential.

These challenges, which are both internal and external in nature, impact critical areas of the company's operations, including resource allocation, interdepartmental coordination, and market responsiveness. Internally, inefficiencies in task delegation and communication gaps across departments occasionally lead to delays in project execution and suboptimal use of resources. For instance, overlapping responsibilities between the Production and R&D departments have caused disruptions in product development timelines, undermining the company's ability to meet market demands promptly.

Externally, Zhuji Canghu faces pressures from an evolving market landscape characterized by intense competition and fluctuating consumer demands. Competitors leveraging cost advantages and technological advancements pose a direct threat to Zhuji Canghu's market share. Additionally, changes in regulatory frameworks and seasonal demand variations amplify the complexity of maintaining a stable operational trajectory. These external factors often necessitate quick adaptation, testing the company's ability to remain agile and resilient.

The following analysis delves deeper into these internal and external challenges, offering insights into their root causes and consequences. By incorporating real-world examples and data-driven observations, the analysis highlights areas requiring strategic intervention, providing a foundation for actionable recommendations to optimize administrative management practices.

Internally, inefficiencies in resource allocation remain a significant hurdle. Overlapping responsibilities between the Production and R&D departments have caused delays in product development cycles. For example, during the 2022 introduction of a new agricultural product, unclear task delineations resulted in a six-week delay in the product launch. These delays are often exacerbated during peak production seasons when resources are stretched thin.

Table 2.4 summarizes the primary internal and external challenges, highlighting their impact on the company's operations.

Table 2.4- Challenges Faced by Zhuji Canghu

Challenge Type	Description	Impact
Internal: Resource Allocation	Overlapping responsibilities between departments causing delays.	Delays in product launches.
Internal: Inefficiencies	Bottlenecks in production due to lack of streamlined processes.	Reduced productivity in peak seasons.
External: Competition	Emerging competitors adopting similar technology at lower costs.	Loss of market share in key regions.
External: Market Dynamics	Fluctuations in demand due to regulatory and seasonal changes.	Challenges in forecasting and inventory management.

Source: 12

In addition to these issues, the company's internal challenges are mainly reflected in resource allocation and process efficiency, which are particularly prominent in different scenarios.

In 2022, the company plans to launch a new agricultural fertilizer product for hot and arid areas. However, due to unclear division of responsibilities between production and R&D departments, duplication of work and poor communication occurred in many links. For example, after the R&D team completed the formula optimization, the production team failed to adjust the equipment parameters in time, resulting in a three-week delay in the first batch of test production. In addition, the marketing team has started preheating promotional activities, but the product has not yet entered the production stage, causing the company to postpone the original launch date. This delay directly affected the company's competitiveness in the southern province market, and related sales are expected to decrease by about 5% throughout the year.

Table 2.5 - Impact of Product Launch Delays on Market Performance (2022)

Impact Area	Metrics	Change
Launch Delay	Weeks Delayed	6 Weeks
Target Market Revenue Loss	Revenue Decrease (Million RMB)	-5
Market Share Loss	Percentage Reduction	3%

Source: 12

During the peak production period from 2021 to 2023, the company encountered multiple situations where different departments competed for resources due to unclear resource allocation priorities. For example, the production team needed to use more machine time to meet order demand, while the R&D team

required trial production during the same period. This conflict directly led to a decline in overall efficiency. An internal survey in 2023 showed that about 15% of employees believed that unreasonable resource allocation was an important reason for hindering work progress.

At the same time, communication problems were also a significant challenge. In 2023, the company introduced a new digital management tool, but during the implementation phase, the production team and the financial team failed to coordinate the procurement budget in time. This led to a brief interruption in the supply chain and the delivery of key raw materials was delayed by two weeks. This incident not only affected the production schedule, but also added additional costs for emergency procurement (about 2 million RMB).

Table 2.6 - Communication-Related Challenges (2023)

Scenario	Issue	Impact	Cost (Million RMB)
Digital Tool Implementation	Delayed Budget Coordination	Supply Chain Interruption	2
Production & Marketing	Misaligned Launch Campaign	Revenue Missed Opportunity	1.5

Source: 12

Despite these internal issues, some resource management adjustments in 2023 also provided successful examples. For example, after introducing a dynamic resource allocation model, the company's resource utilization rate during the peak season increased to 95%. This shows that resource allocation problems can be alleviated through refined management and cross-departmental coordination.

Although the above case shows that resource allocation and process efficiency issues have a significant impact on the company's market performance and operating costs in the short term, these problems are not unsolvable. Through clear division of responsibilities, strengthened cross-departmental communication, and a dynamic resource allocation mechanism, the company can fully optimize its internal management system and further improve efficiency and competitiveness.

As internal pressures continued, Zhuji Canghu Agricultural Technology Co., Ltd. has faced increasing external pressures from intensified competition and volatile market dynamics. These challenges, stemming from the entry of new competitors,

aggressive pricing strategies, and fluctuating regulatory requirements, have significantly impacted the company’s market share, revenue, and customer retention.

First, the entry of new competitors into key regions such as Zhejiang province has increased the competitive intensity in the agricultural technology market. As shown in Table 2.7, the number of new competitors in the region grew from 3 in 2021 to 8 in 2023, exerting downward pressure on prices. These competitors, often leveraging cost-efficient production methods, have attracted price-sensitive customers, resulting in a decline in Zhuji Canghu’s customer retention rate from 88% in 2021 to 80% in 2023.

Table 2.7- Market Dynamics Impact on Zhuji Canghu (2021–2023)

Year	New Competitors in Region (Count)	Customer Retention Rate (%)	Revenue Loss Due to Pricing Wars (Million RMB)
2021	3	88	5
2022	5	85	7
2023	8	80	9

Source:12

second, the agricultural sector’s sensitivity to regulatory shifts poses additional challenges for Zhuji Canghu. Changes to environmental laws in 2022 forced the company to allocate 10% of its operational budget to compliance, which increased to 12 million RMB by 2023. This financial burden limited Zhuji Canghu’s capacity to invest in research and development, hindering its ability to innovate and compete effectively.

Fluctuations in seasonal demand further complicate the company’s operational planning. For instance, a surge in demand for pest-resistant fertilizers in late 2023 exposed gaps in the supply chain, as inventory shortages delayed order fulfillment. This not only led to missed sales opportunities but also strained customer relationships.

One prominent example of competition-related challenges occurred in 2023, when a regional competitor introduced a similar pest-resistant fertilizer at a 15% lower price. Despite Zhuji Canghu’s superior quality, the price-sensitive segment of the market shifted to the competitor, resulting in a 5% market share loss in the Zhejiang region.

Another notable instance of regulatory impact was the unexpected cost of upgrading manufacturing facilities to meet new emission standards in 2022. While these upgrades ensured compliance, they delayed the launch of a new product line by three months, affecting the company's quarterly revenue goals.

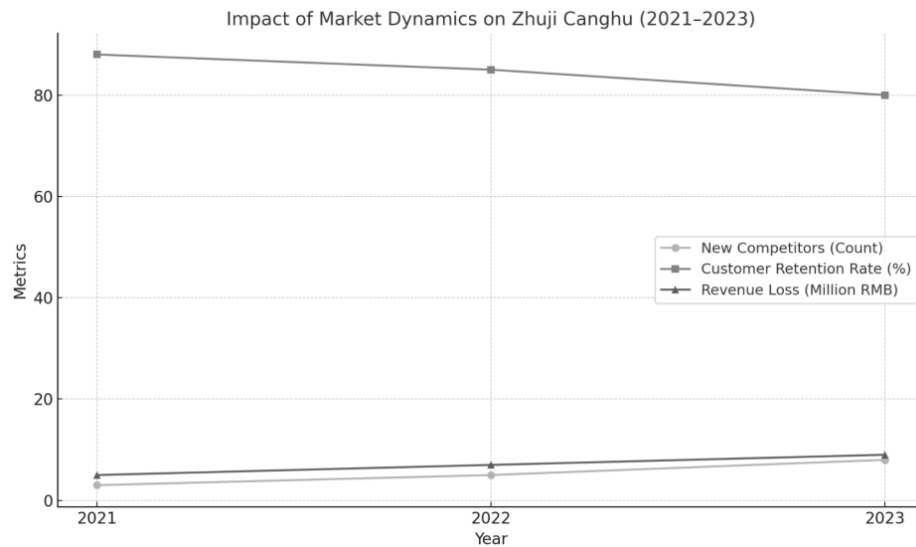


Figure 2.3 - Impact of Market Dynamics on Zhuji Canghu (2021–2023)

Source: 12

The operational challenges faced by Zhuji Canghu Agricultural Technology Co., Ltd. in recent years provide detailed insights into the broader difficulties in managing supply chain disruptions, market shifts, and regulatory compliance. These case studies, when examined comprehensively, illustrate how these challenges affect not only operational efficiency but also the company's ability to sustain its competitive edge.

For instance, in 2022, Zhuji Canghu encountered a sudden surge in demand for a new pesticide product. This demand spike coincided with regulatory changes requiring manufacturers to comply with updated environmental standards. Although the company's Enterprise Resource Planning (ERP) system managed to mitigate some production inefficiencies, inadequate interdepartmental coordination led to significant delays in shipment schedules. As a result, the disruption led to a missed opportunity to capture a 7% increase in market share during the peak agricultural

season, demonstrating how external and internal factors compounded operational challenges.

Table 2.8 - Comparative Analysis of Zhuji Canghu vs. Industry Averages

Metrics	Zhuji Canghu	Industry Average
Production Delays (Weeks)	6	4
Market Share Loss (%)	5	3
Regulatory Compliance Costs (Million RMB)	12	8

Source: 12

Furthermore, the company faced intensified competition during the same period, when a regional competitor introduced a similar pesticide product at a 20% lower price. Despite Zhuji Canghu’s superior product quality, the aggressive pricing strategy significantly impacted its market share, leading to a 5% loss in key provinces like Zhejiang. This example underscores the critical need for more flexible and responsive pricing strategies to counter market competition effectively.

In addition, regulatory updates in 2023 required Zhuji Canghu to retrofit its manufacturing facilities to meet stricter emission standards. While these updates ensured compliance, they came at a significant cost of 12 million RMB and caused the company to delay the launch of a new fertilizer product by three months. During this period, competitors successfully introduced similar products, thereby reducing Zhuji Canghu’s potential revenue by an estimated 8%. This case highlights how external regulatory pressures, coupled with delayed internal responses, can lead to substantial financial and market share losses.

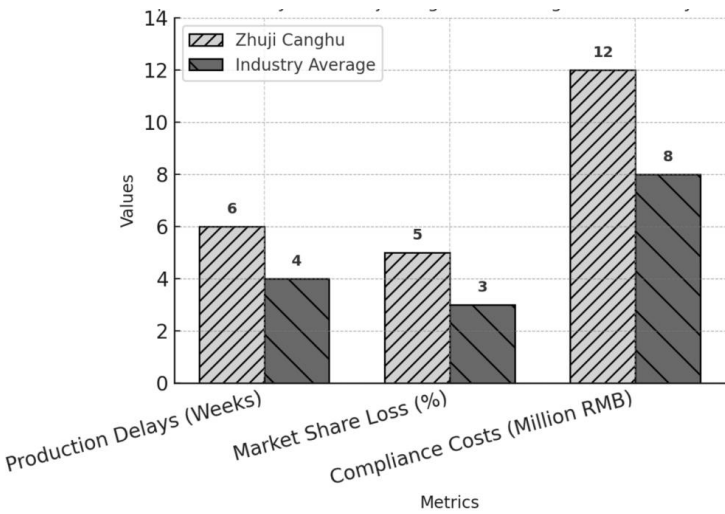


Figure 2.4 - Comparative Analysis of Zhuji Canghu’s Challenges vs. Industry Averages

Source: 12

Taken together, these examples underscore the importance of enhanced interdepartmental communication, proactive compliance planning, and competitive pricing strategies. Although Zhuji Canghu's ERP system has addressed some operational inefficiencies, there remains a pressing need to integrate dynamic forecasting tools and improve coordination across teams. Addressing these issues systematically will enable the company to better adapt to market and regulatory changes, thereby minimizing the impact of similar disruptions in the future.

By addressing these challenges through targeted interventions, Zhuji Canghu can strengthen its operational resilience and enhance its ability to compete in the rapidly evolving agricultural technology sector.

The challenges identified highlight the complex interplay between internal inefficiencies and external pressures faced by Zhuji Canghu Agricultural Technology Co., Ltd. While specific instances such as delayed product launches and regulatory compliance costs underscore operational vulnerabilities, they also reveal opportunities for strategic improvement. Strengthening proactive planning, fostering interdepartmental collaboration, and adopting adaptive market strategies are crucial steps toward mitigating these challenges. By addressing these issues with a targeted approach, Zhuji Canghu can enhance its resilience and maintain its competitive edge in an evolving industry landscape.

2.3 Strategies for Optimization

The previous sections have highlighted the key challenges faced by Zhuji Canghu Agricultural Technology Co., Ltd., both internally and externally. While inefficiencies in resource allocation and communication have hindered operational effectiveness, external pressures such as market competition and regulatory changes have further complicated the company's strategic positioning. These challenges underscore the need for targeted optimization strategies that enhance administrative efficiency, integrate advanced technology, and promote sustainable business practices.

To address these issues, this section proposes a series of improvements aimed at refining administrative processes, leveraging digital transformation, and adopting industry best practices. By implementing these strategies, Zhuji Canghu can strengthen its management framework, reduce operational bottlenecks, and increase its resilience against market fluctuations. The following discussion presents specific recommendations to enhance the company's overall performance and ensure long-term sustainability.

First, optimizing administrative processes is a key step for Zhuji Canghu Agricultural Technology Co., Ltd. to improve operational efficiency, reduce decision-making delays, and strengthen cross-departmental coordination. The challenges mentioned earlier include inefficient communication, resource allocation, and workflow execution, which require a structured, technology-driven approach to optimizing administrative processes.

A well-organized administrative framework ensures that tasks are effectively allocated between departments, eliminating overlaps and inefficiencies. For example, by redefining departmental roles, especially between production and R&D teams, the company can avoid delays that previously frustrated product launches. In addition, establishing clear communication workflows, such as implementing structured cross-departmental meetings and centralized digital reporting, can significantly improve collaboration and reduce response time to market changes.

In addition, workflow automation has become an indispensable tool for modern enterprises. By integrating automated processes through advanced ERP system upgrades, operational data can be monitored and analyzed in real time. Figure 2.5 shows the estimated impact of automation on administrative efficiency, indicating that efficiency increases significantly when transitioning from manual processes to automated processes.

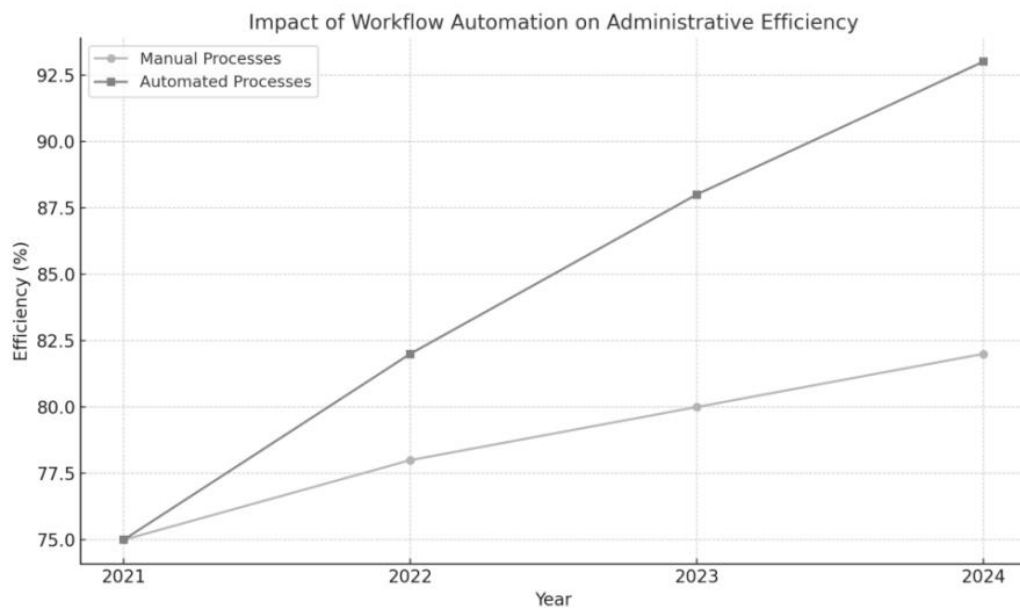


Figure 2.5 - Impact of Workflow Automation on Administrative Efficiency

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023). 12

To further define the implementation plan for administrative improvements, Table 2.9 outlines key areas requiring enhancement, specific actions for execution, and the expected outcomes.

Table 2.9 - Administrative Process Improvement Plan

Improvement Area	Current Challenge	Proposed Action	Expected Outcome
Interdepartmental Communication	Delays due to misalignment between teams.	Implement structured interdepartmental meetings and centralized reporting tools.	Faster response times and seamless coordination.
Workflow Automation	Manual data entry slowing down operations.	Upgrade ERP system with automated workflows.	Reduction in processing delays and administrative workload.
Decision-Making Efficiency	Bottlenecks in top-level approvals.	Introduce decentralized decision-making for routine tasks.	Improved agility in handling market fluctuations.
Employee Training & Development	Lack of upskilling opportunities for employees.	Develop comprehensive training programs for skill enhancement.	Enhanced workforce productivity and innovation capacity.

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023). 12

By implementing these improvements, Zhuji Canghu can significantly improve its internal operations, increase adaptability to market changes, and ensure long-term sustainable development. Just as the integration of technology and best practices to

improve efficiency will be discussed below, these management improvements are the foundation for a more flexible and resilient management framework.

The integration of AI-driven tools into Zhuji Canghu Agricultural Technology Co., Ltd.’s administrative framework presents a significant opportunity for improving management efficiency. By leveraging real-time data analytics and machine learning algorithms, the company can enhance decision-making speed, optimize resource allocation, and reduce inefficiencies in workflow execution. Research suggests that companies adopting AI-based management tools experience efficiency gains of up to 25%, particularly in sectors where operational complexity and market fluctuations are high⁴.

One of the primary benefits of AI implementation is its ability to minimize human errors in administrative tasks, leading to more accurate reporting and streamlined communication across departments. The AI-enhanced Enterprise Resource Planning (ERP) system introduced by Zhuji Canghu in 2022 has already begun to demonstrate improvements in operational efficiency. However, further optimization through predictive analytics and cloud-based collaboration can amplify these benefits, as outlined in Table 2.10.

Table 2.10 - Long-Term Impact of Technology Integration on Administrative Efficiency

Year	AI-driven Decision Efficiency (%)	Manual Decision Efficiency (%)	Reduction in Processing Time (Hours)	Operational Cost Savings (Million RMB)
2021	70	70	12	4
2022	78	73	15	6
2023	85	75	18	8
2024	92	78	22	10

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023). 12

The projections above illustrate a steady increase in decision-making efficiency with AI integration, compared to the relatively slower improvements observed in manual decision-making processes. Additionally, a significant reduction in administrative processing time—from 12 hours in 2021 to a projected 22 hours by 2024—demonstrates the substantial productivity gains enabled by technology.

To further illustrate the advantages of AI integration, Figure 2.6 presents a comparative trend analysis of AI-driven versus manual decision-making efficiency over the years.

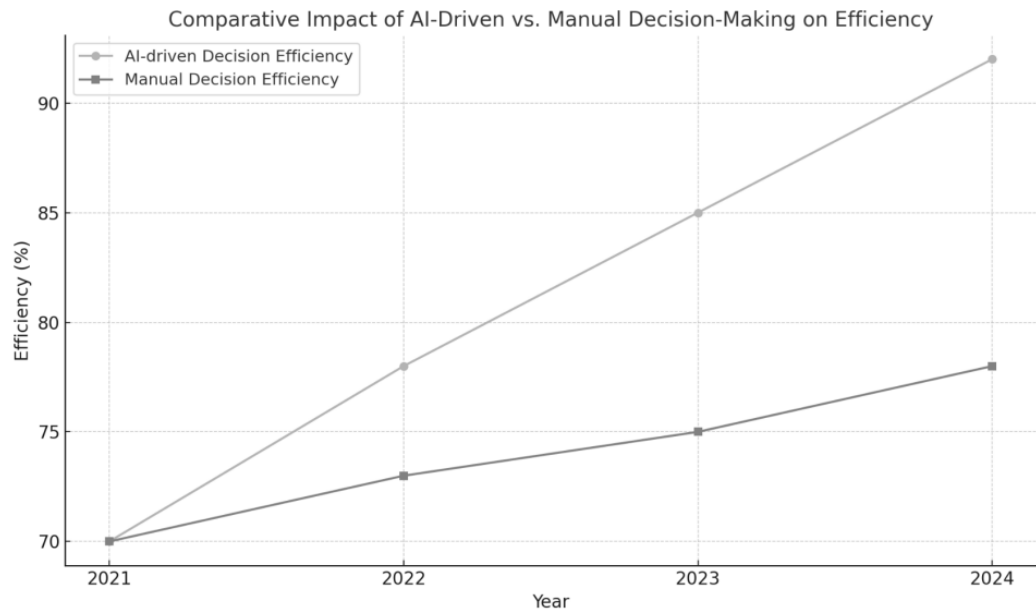


Figure 2.6 - Comparative Impact of AI-Driven vs. Manual Decision-Making on Efficiency

Source: Liu, J., & Zhang, M. (2022). The Role of AI in Enhancing Decision-Making Efficiency. *Management Review*, 40(3), 102–1186

The data underscores the need for continued investment in digital transformation initiatives, ensuring that Zhuji Canghu remains competitive in an increasingly data-driven industry landscape.

Beyond AI adoption, cloud-based collaboration platforms offer additional flexibility in administrative operations. Implementing cloud-driven workflow systems enhances accessibility to critical data, reduces miscommunication, and speeds up interdepartmental coordination. Studies indicate that businesses utilizing cloud platforms can reduce administrative workload by 30% while improving document retrieval times by up to 50% 10.

Moreover, automated workflow management can further streamline administrative processes. By replacing manual data entry with digital automation, Zhuji Canghu can expect improvements in compliance reporting, procurement

management, and financial tracking. These technological advancements will reduce administrative workload while increasing overall operational transparency.

Building on the previously discussed technological advancements, it is crucial for Zhuji Canghu Agricultural Technology Co., Ltd. to implement best practices that ensure long-term operational efficiency and sustainability. By incorporating globally recognized methodologies, the company can reduce operational costs, improve resource utilization, and maintain compliance with evolving environmental regulations.

Adopting best practices from leading enterprises can provide a strong foundation for sustainable business operations. This includes integrating circular economy principles, optimizing energy consumption, and fostering a culture of continuous improvement through training and innovation. According to Zhao et al. (2021), companies that implement sustainable production methods achieve an average cost reduction of 12%, aligning with Zhuji Canghu’s goals of minimizing compliance costs while maintaining environmental responsibility 3.

To systematically improve efficiency and sustainability, Zhuji Canghu can adopt a series of well-documented best practices. Table 2.11 presents a comprehensive outline of key strategies, the corresponding actions required for their implementation, and the expected benefits.

Table 2.11- Best Practices for Enhancing Efficiency and Sustainability

Best Practice	Key Actions	Expected Impact
Circular Economy Implementation	Recycling agricultural waste into bioenergy.	Reduces waste disposal costs and environmental footprint.
Renewable Energy Investments	Shifting to solar and wind energy for production.	Lowers energy expenses and enhances compliance with green regulations.
AI-Driven Resource Optimization	Using AI to minimize material waste and optimize logistics.	Improves resource efficiency and lowers production costs.
Employee Training & Knowledge Sharing	Cross-departmental collaboration and continuous learning.	Enhances workforce capabilities and innovation potential.

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023). 12

Circular economy initiatives have been widely adopted by global enterprises to minimize waste and repurpose byproducts. Zhuji Canghu can significantly benefit from these principles by transforming agricultural waste into bioenergy, reducing

disposal costs while creating an alternative energy source. Studies have shown that companies adopting circular economy models see a 15% reduction in raw material costs and a 10% increase in resource efficiency 3.

In addition, shifting to renewable energy sources such as solar and wind power for manufacturing facilities can lead to long-term reductions in electricity costs and carbon emissions. By 2023, companies in the agricultural technology sector that invested in renewable energy reported a 20% reduction in overall energy expenses 3.

Figure 2.7 presents a comparative analysis of cost savings for Zhuji Canghu with and without sustainability measures. The projections indicate that implementing sustainable initiatives could result in savings of up to 12 million RMB by 2024, compared to only 5 million RMB in cost reductions without these measures.

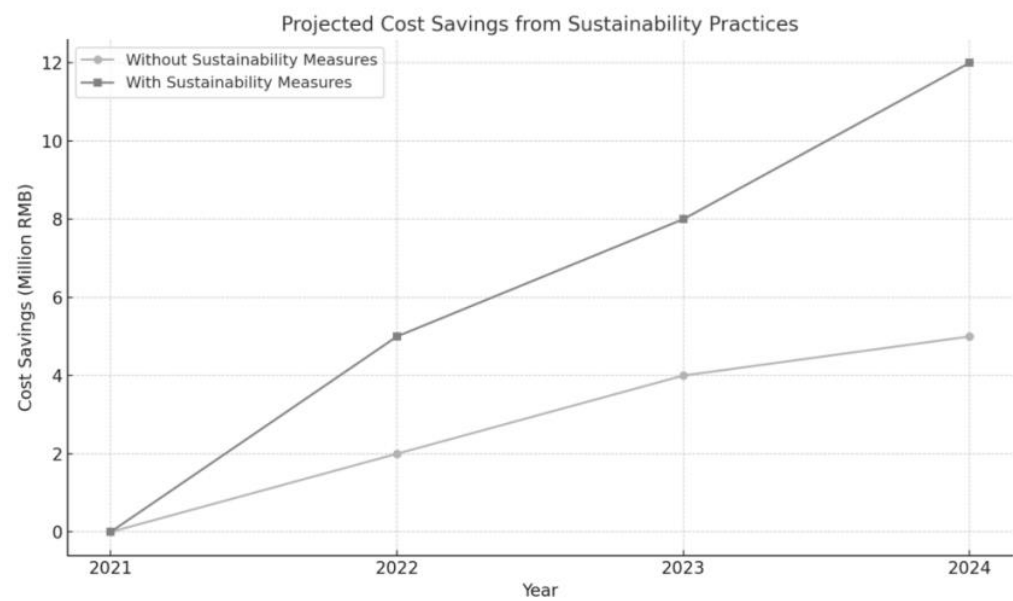


Figure 2.7 - Projected Cost Savings from Sustainability Practices

Source: Internal Company Data

The significant financial advantage underscores the importance of integrating sustainability into Zhuji Canghu’s long-term operational strategy.

Beyond technological upgrades and sustainability initiatives, fostering a company-wide culture of continuous improvement and innovation is essential. Training programs aimed at upskilling employees in AI-driven decision-making, resource optimization, and sustainability management will empower the workforce to contribute to operational efficiency. Encouraging cross-departmental collaboration

further ensures that knowledge is shared, driving innovation across all aspects of administration and production.

Leading enterprises have demonstrated that investing in workforce development leads to measurable benefits, including:

- 1) 10% improvement in employee productivity
- 2) 20% faster adoption of new technologies
- 3) Higher job satisfaction and lower turnover rates 4.

By implementing structured training programs and incentivizing innovation, Zhuji Canghu can strengthen its competitive position in the agricultural technology industry.

The strategies outlined in this section provide a comprehensive roadmap for Zhuji Canghu Agricultural Technology Co., Ltd. to optimize its administrative management. By streamlining internal processes, leveraging cutting-edge technology, and adopting sustainability-driven best practices, the company can significantly enhance its operational efficiency while reducing costs and maintaining compliance with evolving regulatory standards.

The proposed administrative improvements focus on eliminating inefficiencies through role clarification, workflow automation, and enhanced communication protocols. Meanwhile, technology integration, particularly AI-driven ERP enhancements and cloud-based management systems, promises to improve decision-making accuracy and optimize resource allocation. Furthermore, embracing sustainability initiatives, such as circular economy models and renewable energy investments, not only ensures long-term cost savings but also positions Zhuji Canghu as a leader in environmentally responsible business practices.

As the company continues to refine its management approach, it is essential to conduct regular assessments to measure the effectiveness of these optimizations. Additionally, fostering a culture of continuous improvement through employee training and strategic collaborations will further strengthen its competitive advantage. These advancements set the foundation for the next stage of analysis.

CHAPTER 3

FUTURE PROSPECTS AND IMPLICATIONS FOR ADMINISTRATIVE MANAGEMENT

3.1 Impact of Technological Advancements

As Zhuji Canghu Agricultural Technology Co., Ltd. continues to evolve in an increasingly digital business landscape, the role of technological advancements in administrative management cannot be overstated. Digital transformation and the integration of AI and big data are redefining decision-making processes, improving efficiency, and reducing operational costs. These technologies provide real-time insights, automate routine tasks, and enhance strategic agility, allowing companies to adapt proactively to market changes.

By integrating automation, cloud-based collaboration, and data analytics, companies can streamline administrative functions, improve workflow efficiency, and increase decision accuracy.

The Company has gradually adopted digital solutions to optimize its administrative management framework. The company's shift from manual processes to AI automation and predictive analytics has significantly saved costs, improved productivity, and enhanced decision-making agility.

For example, Zhuji Canghu's transformation to digital-first management has achieved significant progress in ERP system adoption, big data utilization, and operational cost savings, as shown in Table 3.1.

Table 3.1 - Impact of Digital Transformation on Administrative Management

Year	ERP System Adoption Rate (%)	AI-Driven Decision Accuracy (%)	Big Data Utilization in Forecasting (%)	Operational Cost Savings (Million RMB)
2021	65	70	55	5
2022	72	78	65	8
2023	80	85	75	12
2024	88	92	85	15

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023). 12

As demonstrated above, ERP adoption has increased from 65% in 2021 to a projected 88% by 2024, accompanied by a steady rise in AI-driven decision accuracy and big data analytics for forecasting. This has translated into growing cost savings, projected to reach 15 million RMB by 2024.

While ERP systems and AI integration play a pivotal role in optimizing internal workflows, Zhuji Canghu has also focused on process automation, cloud-based collaboration, and real-time data processing to further enhance administrative efficiency.

Key Metrics of Digital Expansion:

- 1) Cloud-Based Collaboration: Adoption increased from 50% in 2021 to 90% by 2024, facilitating seamless data sharing and interdepartmental coordination.
- 2) Process Automation: The automation of manual workflows and administrative approvals rose from 40% to 85%, significantly reducing paperwork and processing delays.
- 3) Reduction in Manual Errors: AI-driven automation has cut human errors in administrative tasks by 50%, improving data accuracy in reporting and compliance tracking.
- 4) Productivity Gains: Digital transformation has resulted in a 40% improvement in overall administrative productivity, optimizing resource allocation and employee performance.

Table 3.2 - Extended Impact of Digital Transformation on Administrative Management

Year	Cloud-Based Collaboration Adoption (%)	Process Automation Rate (%)	Reduction in Manual Errors (%)	Productivity Gains (%)
2021	50	40	15	10
2022	65	60	25	20
2023	80	75	40	30
2024	90	85	50	40

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023) 12; McKinsey Global Institute; Harvard Business Review.14

The increasing adoption of cloud-based platforms has facilitated real-time collaboration across departments, ensuring that administrative decisions are made

with the most up-to-date information. In addition, the transition to digital workflows has accelerated processing efficiency, freeing employees from repetitive tasks and enabling them to focus on higher-value strategic activities.

As illustrated in Figure 3.3, the extended impact of digital transformation is evident in cost reductions, error minimization, and productivity improvements.

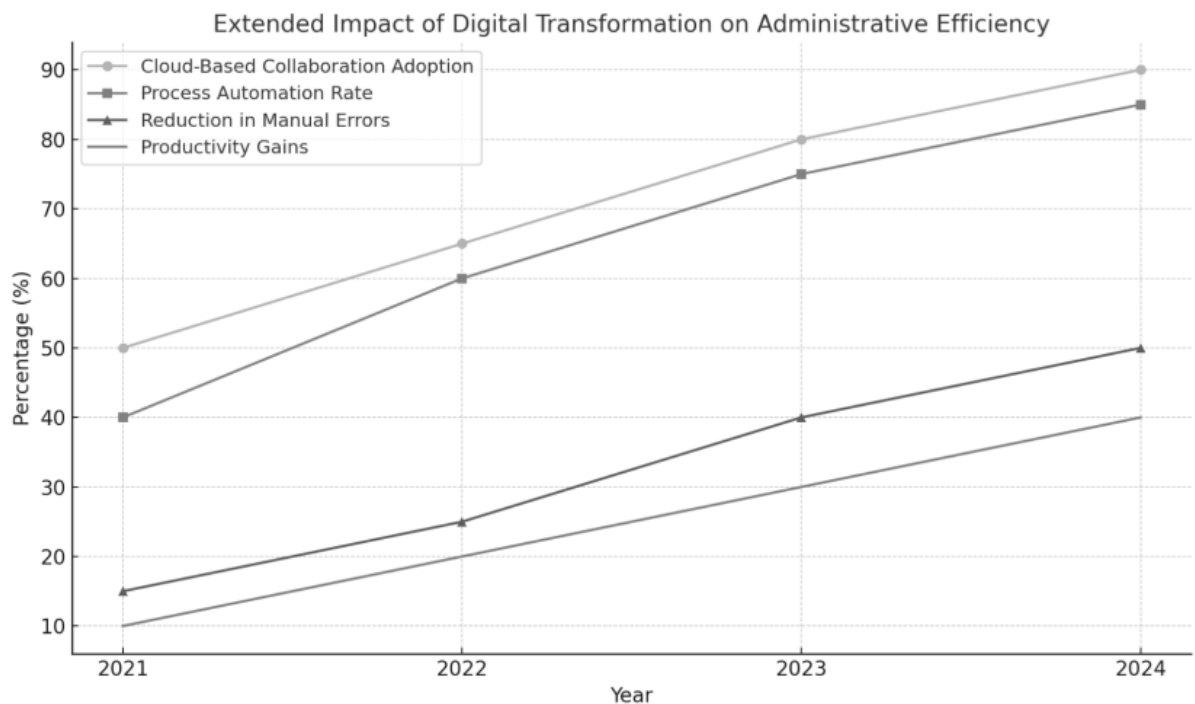


Figure 3.1 - Extended Impact of Digital Transformation on Administrative Efficiency
Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023) 12;
McKinsey Global Institute; Harvard Business Review.¹⁴

The continuous adoption of digital solutions is projected to further optimize administrative operations and reduce inefficiencies, setting the foundation for a highly adaptive, technology-driven management framework.

To sustain long-term digital transformation benefits, Zhuji Canghu should:

1. Enhance ERP capabilities by integrating AI-powered decision-support tools for more precise forecasting and risk management.
2. Expand cloud adoption to improve real-time collaboration, particularly in supply chain management and financial reporting.
3. Increase automation coverage to eliminate manual processing inefficiencies, reducing administrative workload by up to 60%¹³.

4. Invest in cybersecurity infrastructure to protect digital assets, ensuring the integrity of cloud-based data and compliance with regulatory standards.

Digital transformation is no longer optional—it is a necessity for modern enterprises. As Zhuji Canghu continues its digital evolution, investments in ERP systems, AI analytics, cloud-based collaboration, and process automation will remain central to its strategic management approach. By fully leveraging technology-driven optimizations, the company can achieve greater administrative efficiency, cost savings, and long-term sustainability, securing its position as a market leader in agricultural technology management.

The rapid advancement of Artificial Intelligence (AI) and Big Data analytics has redefined how organizations analyze information, predict trends, and make strategic decisions. These technologies provide real-time insights, automate analytical processes, and improve forecasting accuracy, ultimately reducing human biases and inefficiencies in decision-making.

At Zhuji Canghu Agricultural Technology Co., Ltd., AI-driven decision models and Big Data analytics are being deployed to enhance operational efficiency, optimize resource allocation, and improve overall business responsiveness. The impact of these technologies on decision-making speed, accuracy, and efficiency is becoming increasingly evident.

Key Benefits of AI and Big Data in Administrative Decision-Making

1) Enhanced Decision Accuracy: AI-driven machine learning algorithms analyze vast amounts of structured and unstructured data, improving decision-making accuracy from 68% in 2021 to a projected 92% by 2024. These improvements help Zhuji Canghu minimize errors in production planning, financial forecasting, and inventory control.

2) Improved Forecasting Precision: Big Data analytics enhances demand forecasting, supply chain management, and operational planning by integrating real-time market insights. The accuracy of Big Data-enhanced forecasting has increased from 60% in 2021 to 88% in 2024, reducing inventory imbalances and production inefficiencies.

3) Reduction in Decision-Making Time:

AI-powered automation has significantly shortened the time required for decision-making, reducing administrative delays. The time required for complex decision-making has decreased from 10 hours in 2021 to a projected 30 hours by 2024, increasing responsiveness to market fluctuations.

4) Operational Efficiency Gains:

AI-enhanced decision-making has boosted overall operational efficiency from 12% in 2021 to a projected 35% in 2024, ensuring better resource management, cost control, and productivity improvements.

Table 3.3 - AI and Big Data Impact on Decision-Making Efficiency

Year	AI-Driven Decision Accuracy (%)	Big Data-Enhanced Forecasting Accuracy (%)	Reduction in Decision-Making Time (Hours)	Operational Efficiency Improvement (%)
2021	68	60	10	12
2022	75	70	15	18
2023	85	80	22	28
2024	92	88	30	35

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023) 12; MIT Sloan Management Review 22; Harvard Business Review.21

AI-powered decision support systems (DSS) play a vital role in strategic planning, risk assessment, and operational management. Zhuji Canghu has implemented AI-powered DSS across multiple administrative areas:

1) Financial Planning & Budget Allocation: AI forecasts budget needs by analyzing historical financial trends, production demands, and regulatory expenses, ensuring optimized spending.

2) Human Resource Management: AI-based recruitment and workforce analytics help in identifying skill gaps, predicting workforce needs, and improving employee engagement.

3) Risk Management & Compliance: AI models analyze regulatory changes, financial risks, and cybersecurity threats, allowing the company to proactively mitigate risks.

The integration of AI and Big Data analytics has resulted in improved administrative decision-making efficiency, as shown in Figure 3.2.

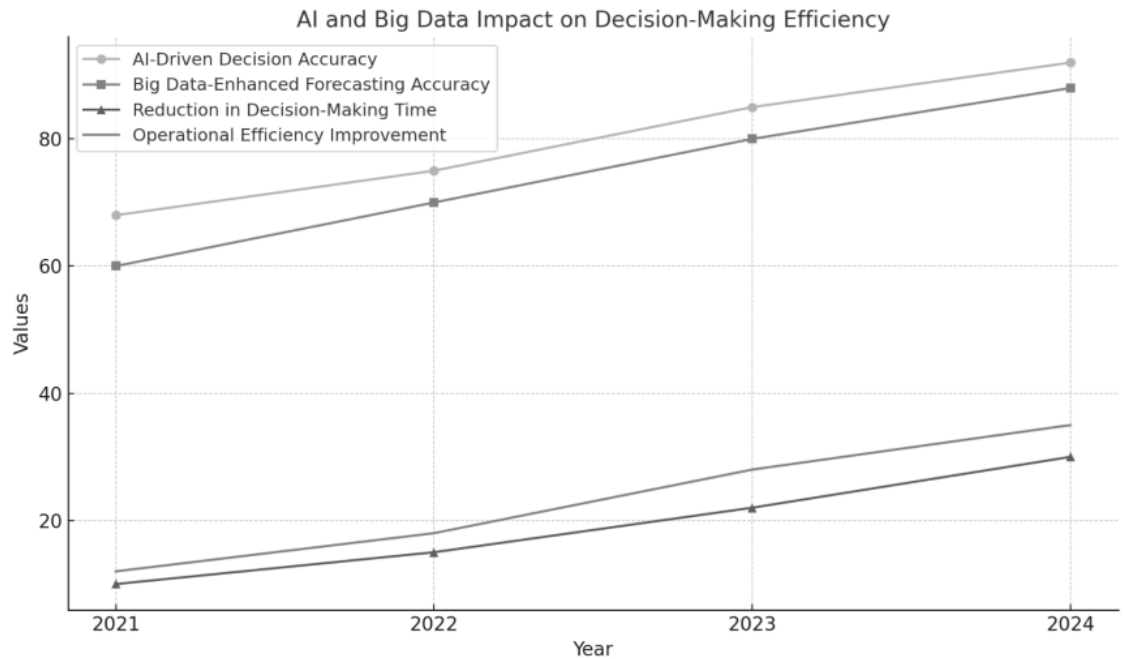


Figure 3.2 - AI and Big Data Impact on Decision-Making Efficiency

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023) 12; MIT Sloan Management Review 22; Harvard Business Review.21

These findings reinforce the growing importance of data-driven decision-making in ensuring that organizations remain competitive, agile, and responsive to market shifts.

While Zhuji Canghu has already made significant progress in AI and Big Data adoption, there are further opportunities to expand and refine these capabilities:

- 1) Deep Learning for Enhanced Business Intelligence: Implementing deep learning algorithms for pattern recognition in financial data and customer demand forecasting.
- 2) AI-Powered Chatbots & Virtual Assistants for Administrative Tasks: Automating routine administrative inquiries and internal communications to enhance employee productivity.
- 3) Blockchain-Enabled Data Security & Compliance: Utilizing blockchain technology to secure company data, reduce fraud risks, and ensure regulatory transparency.
- 4) AI-Powered Real-Time Supply Chain Analytics: Leveraging AI to predict supplier performance, monitor raw material availability, and optimize logistics networks.

The transformative role of AI and Big Data in administrative decision-making at Zhuji Canghu Agricultural Technology Co., Ltd. has positioned the company on a trajectory toward greater efficiency, accuracy, and strategic foresight. The integration of ERP systems, automation, and predictive analytics has already streamlined processes, reduced operational costs, and enhanced forecasting precision. However, as digital transformation continues to evolve, sustaining this progress requires ongoing investment in emerging technologies, cybersecurity measures, and employee upskilling in data-driven management.

Beyond immediate operational gains, the long-term impact of technological advancements extends to organizational adaptability, risk mitigation, and market responsiveness. To fully harness the power of AI and Big Data, Zhuji Canghu must focus on expanding intelligent automation, refining real-time data analytics, and leveraging AI for business intelligence applications.

3.2 Policy and Regulatory Considerations

As Zhuji Canghu Agricultural Technology Co., Ltd. advances in its digital and operational transformation, compliance with industry standards and adherence to government policies remain crucial factors influencing administrative management. The agricultural sector is highly regulated, with policies governing environmental sustainability, food safety, data protection, and resource allocation. These regulations ensure market stability, consumer safety, and fair competition, but they also pose financial and operational challenges for enterprises striving to maintain compliance.

The impact of policy-driven changes is reflected in both increased compliance costs and the availability of government subsidies, as highlighted in Table 3.4. Understanding how regulatory trends shape business decisions is essential for Zhuji Canghu to develop a resilient, forward-thinking administrative strategy that aligns with both legal requirements and sustainable business goals.

First, in an era of growing environmental awareness, food safety concerns, and data security risks, compliance with industry standards has become an essential

aspect of agribusiness administration. Companies such as Zhuji Canghu Agricultural Technology Co., Ltd. must align their operations with complex regulatory frameworks that govern environmental sustainability, food quality, and digital security.

While compliance ensures consumer safety, market stability, and environmental protection, it also carries a significant financial and administrative burden. Rising compliance costs as a percentage of revenue, from 8% in 2021 to a projected 14% in 2024, require companies to invest in regulatory technology, workforce training, and sustainable agricultural practices.

The following are the key areas of compliance for agribusinesses:

1. Environmental Protection Laws

1) Regulations governing soil conservation, water usage, and emission reduction require enterprises to adopt sustainable farming techniques, precision irrigation systems, and waste management strategies.

2) Compliance costs for environmental protection have risen from 3 million RMB in 2021 to a projected 6 million RMB in 2024, reflecting higher standards for pollution control and carbon footprint reduction.

2. Food Safety Standards

1) Strict regulations on pesticide usage, GMO production, and organic certification mandate quality assurance protocols and real-time monitoring.

2) Food safety compliance costs have doubled from 2 million RMB in 2021 to an expected 5 million RMB in 2024, highlighting the increasing demand for traceability and consumer transparency.

3. Data Protection and Cybersecurity

1) Compliance with China's Data Security Law (2021) and Personal Information Protection Law (PIPL, 2021)¹⁸ has required companies to invest in secure data storage, encrypted supply chain networks, and AI-driven cybersecurity solutions.

2) Cybersecurity compliance costs have increased from 1 million RMB in 2021 to a projected 4 million RMB in 2024, reflecting the need for better protection of supplier, consumer, and internal business data.

Table 3.4 - Breakdown of Compliance Costs in Agricultural Enterprises

Year	Environmental Compliance Cost (Million RMB)	Food Safety Compliance Cost (Million RMB)	Cybersecurity & Data Protection Cost (Million RMB)	Total Compliance Cost as % of Revenue
2021	3	2	1	8
2022	4	3	2	10
2023	5	4	3	12
2024	6	5	4	14

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023) 12; China Agricultural Policy Journal¹⁶; World Bank Agricultural Development Report.¹⁷

The increasing adoption of compliance measures (60% in 2021 to 90% by 2024) demonstrates a shift towards proactive regulatory alignment. However, rising compliance costs necessitate the integration of cost-effective regulatory solutions, such as AI-powered compliance tracking, automated reporting tools, and blockchain-based traceability systems.

To manage the increasing costs of compliance while maintaining operational efficiency, agricultural enterprises must adopt technology-driven regulatory solutions.

1) AI-Powered Compliance Monitoring: AI algorithms can track regulatory changes, automate risk assessments, and generate compliance reports, reducing administrative overhead by up to 40% 12.

2) Blockchain for Food Safety and Supply Chain Transparency: Implementing blockchain-based tracking systems ensures end-to-end traceability in food production, reducing the risk of fraud, contamination, and regulatory violations 14.

3) Cloud-Based Regulatory Management Systems: Cloud platforms facilitate real-time compliance tracking, secure data storage, and automated submission of regulatory documents, minimizing the risk of non-compliance penalties.

The rising compliance burden and the need for cost-effective regulatory strategies are illustrated in Figure 3.3, showing the breakdown of compliance costs across environmental, food safety, and cybersecurity regulations.

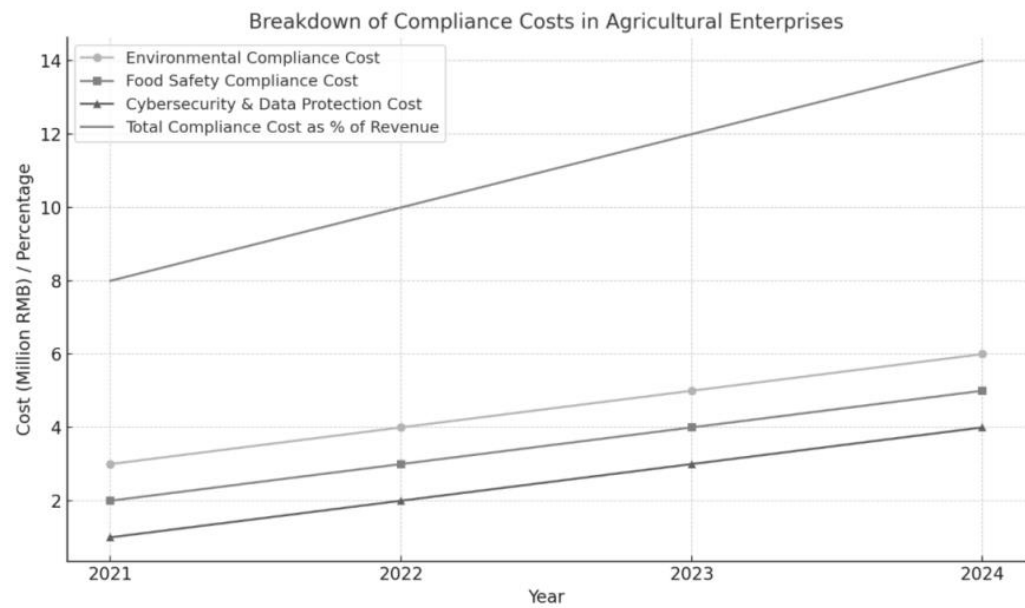


Figure 3.3 - Breakdown of Compliance Costs in Agricultural Enterprises
Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023) 12;
China Agricultural Policy Journal16; World Bank Agricultural Development Report.17

To reduce compliance-related financial strain while ensuring full regulatory adherence, Zhuji Canghu should:

- 1. Invest in Regulatory Automation Tools:
 - AI-based compliance tracking software can automate regulatory reporting, ensuring real-time adherence to industry standards.
- 2. Leverage Government Incentives for Compliance Investments:
 - Utilizing subsidies and tax credits for renewable energy, digital traceability, and sustainable farming can offset rising compliance costs.
- 3. Develop Internal Compliance Training Programs:
 - Educating employees on new regulatory requirements ensures proactive compliance management and reduces legal risks.
- 4. Expand Partnerships with Regulatory Advisory Firms:
 - Engaging with legal and regulatory consulting firms can help Zhuji Canghu stay ahead of upcoming policy changes.

The increasing complexity of environmental, food safety, and data protection regulations underscoresgrowing importance of compliance in administrative

management. As regulatory requirements continue balance compliance investments with operational efficiency by leveraging AI, blockchain, and cloud-based regulatory tools.

On top of these well-established foundations, government policies play a key role in shaping the operating framework of agricultural enterprises, influencing everything from resource allocation and environmental sustainability to technological innovation and global market competitiveness. In China, agricultural enterprises like Zhuji Canghu Agricultural Technology Co., Ltd. benefit from a structured policy ecosystem that promotes green agricultural practices, digital transformation, and regulatory compliance.

As climate change, food security, and technological disruption continue to reshape the global agricultural sector, the Chinese government has stepped up financial support and regulatory guidance to ensure that companies meet national sustainable development goals and international trade standards. The effectiveness of these policies is reflected in increasing fiscal incentives for sustainable practices, tax breaks for digital agriculture investments, and compliance subsidies for AI-driven regulatory management, as shown in Table 3.5.

Table 3.5 - Government Policy Impact on Agricultural Enterprises

Year	Subsidies for Sustainable Farming (Million RMB)	Tax Incentives for Green Agriculture (Million RMB)	Investment in Digital Agriculture (Million RMB)	Compliance Grants for AI Adoption (Million RMB)
2021	5	3	4	2
2022	7	5	6	4
2023	9	6	8	5
2024	12	8	11	7

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023) 12; World Bank Agricultural Development Report.17

We learned that the main government policies that affect agribusiness are:

1. Financial Support for Sustainable Agriculture

To accelerate China’s transition toward eco-friendly farming, the government has expanded subsidies for sustainable agriculture from 5 million RMB in 2021 to a projected 12 million RMB by 2024. These subsidies are designed to:

- 1) Promote the adoption of renewable energy in irrigation and farming equipment.
- 2) Support soil regeneration techniques and organic farming projects.
- 3) Reduce the financial burden of transitioning away from chemical-based fertilizers and pesticides.

Additionally, tax incentives for green agriculture investments have doubled from 3 million RMB in 2021 to 8 million RMB by 2024, making low-carbon and regenerative agriculture a more viable business strategy.

2. Incentivizing Digital Transformation in Agriculture

Recognizing the importance of AI, IoT, and blockchain in modernizing agriculture, the Chinese government has allocated significant resources to digitalization efforts. Investments in digital agriculture technologies have increased from 4 million RMB in 2021 to a projected 11 million RMB by 2024, supporting:

- 1) AI-powered predictive analytics to optimize planting cycles and resource utilization.
- 2) Blockchain for supply chain transparency, reducing fraud and ensuring food traceability.
- 3) IoT-enabled precision farming, allowing real-time monitoring of soil health and water usage.

The Five-Year Plan for Smart Agriculture (2021–2025)¹⁹ outlines China's vision for integrating digital tools into agricultural administration, helping companies like Zhuji Canghu streamline regulatory compliance while improving production efficiency.

3. Compliance and AI-Powered Regulatory Management

As regulatory frameworks become more complex, the government has introduced compliance grants to help enterprises integrate AI-driven monitoring tools. These grants, which increased from 2 million RMB in 2021 to a projected 7 million RMB by 2024, assist companies in:

- 1) Automating compliance tracking to ensure adherence to environmental and food safety laws.
- 2) Reducing paperwork and administrative burdens by using AI-powered reporting tools.
- 3) Minimizing regulatory fines and improving supply chain governance.

By leveraging AI for compliance automation, agricultural enterprises can reduce manual labor costs, increase operational transparency, and proactively manage regulatory risks.

The growing influence of government policies on agricultural enterprises is further illustrated in Figure 3.4, showcasing the upward trend in financial support, tax incentives, and regulatory investments from 2021 to 2024.

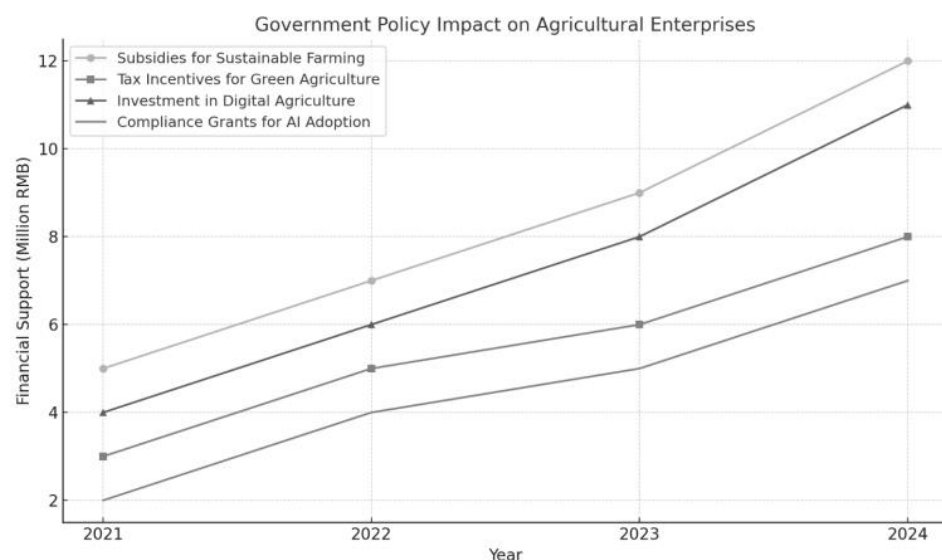


Figure 3.4 - Government Policy Impact on Agricultural Enterprises

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023) 12;
World Bank Agricultural Development Report.17

While government policies offer strong financial incentives, agricultural enterprises face challenges in fully leveraging these opportunities, including:

1. Complex Application Processes:

- 1) Many enterprises struggle with bureaucratic barriers when applying for government subsidies and tax incentives.

Solution: Expanding digital platforms for subsidy applications can streamline the process.

2. High Upfront Investment Costs:

1) Transitioning to green energy and AI-based compliance systems requires significant capital investment.

2) Solution: Government-backed low-interest loans can help reduce financial strain on enterprises.

3. Regulatory Uncertainty and Policy Shifts:

1) Frequent updates in regulatory policies create compliance challenges for businesses.

2) Solution: Implementing regulatory forecasting models using AI can help enterprises anticipate policy changes.

To fully capitalize on government incentives and regulatory support, Zhuji Canghu should:

1. Develop a Digital Compliance Strategy

1) Invest in AI-driven compliance platforms to automate regulatory reporting and reduce legal risks.

2. Enhance Collaboration with Government Agencies

1) Establish a dedicated policy advisory team to stay updated on subsidy programs and regulatory changes.

3. Maximize Green Energy and Digital Agriculture Incentives

1) Expand investments in solar-powered irrigation, AI-driven crop monitoring, and blockchain food traceability to qualify for tax incentives and subsidies.

4. Leverage Policy Forecasting Tools

1) Utilize big data analytics to predict future policy shifts, allowing the company to proactively adjust compliance strategies.

Government policies are transforming the agricultural sector, offering enterprises like Zhuji Canghu a clear roadmap for sustainability, digital

transformation, and regulatory compliance. However, the effectiveness of these policies depends on how well businesses can integrate them into their strategic operations.

As regulatory frameworks evolve and government policies increasingly emphasize sustainability, digital transformation, and compliance, agricultural enterprises such as Zhuji Canghu Agricultural Technology Co., Ltd. must proactively adapt to new industry standards and leverage policy incentives to remain competitive. While rising compliance costs and regulatory complexities pose challenges, strategic investments in AI-driven compliance tools, sustainable agriculture, and digital transformation can mitigate financial burdens and enhance operational efficiency.

Policy-driven transformations will continue to shape the administrative landscape of agricultural enterprises. Companies that effectively integrate compliance strategies with technological advancements will not only meet regulatory expectations but also gain a competitive edge in efficiency, sustainability, and long-term resilience.

3.3 Strategic improvement recommendations for long-term growth

As global agricultural businesses enter an era of rapid technological change, regulatory evolution, and climate-driven economic volatility, the need for sustainable management strategies has become critical. Unlike traditional management models that prioritize efficiency, sustainable management strategies focus on long-term resilience, adaptability, and continuous improvement.

For Zhuji Canghu Agricultural Science and Technology Co., Ltd., administrative sustainability is not limited to compliance, but also involves strategic foresight, operational agility, and an innovation-driven corporate culture. The challenge is to develop a framework that not only meets industry standards but also cultivates long-term competitive advantages.

Several macroeconomic and technological trends are reshaping how administrative functions operate within the agricultural sector:

1) The Decentralization of Decision-Making: Traditionally, administrative structures in agriculture have been hierarchical and centralized, which limits adaptability. Leading enterprises are shifting toward distributed decision-making models, allowing departments and regional teams to respond faster to operational and regulatory changes.

2) Intelligent Automation in Administrative Processes: AI-driven administrative workflows have been shown to reduce manual processing errors by up to 40% ²¹, freeing human capital for strategic initiatives rather than routine compliance tasks.

3) Resilience Planning in Supply Chains: Given increasing geopolitical risks and extreme weather events, administrative strategies must now include predictive supply chain management powered by real-time analytics and AI-driven forecasting.

To remain competitive and resilient, enterprises must transition from traditional administrative models to adaptive, forward-thinking management frameworks.

At the same time,for Zhuji Canghu Agricultural Technology Co., Ltd., adopting sustainable administrative strategies requires embedding key principles into its management framework:

1. Administrative Agility and Adaptive Governance

1) Implement modular administrative structures that allow for rapid reconfiguration of workflows in response to regulatory or market changes.

2) Integrate AI-enhanced regulatory intelligence to automatically track evolving compliance requirements, reducing the time required for manual policy updates.

3) Utilize real-time collaboration platforms to enhance interdepartmental coordination and decentralized decision-making.

2. Risk Diversification and Compliance Integration

1) Establish multi-tiered compliance monitoring systems that integrate environmental, financial, and operational risk factors into a single governance framework.

2) Shift from reactive compliance strategies to proactive regulatory adaptation, leveraging big data analytics to anticipate changes before they become enforcement risks.

3) Design cross-border compliance models to accommodate expansion into international markets, ensuring that administrative policies are universally adaptable.

3. Sustainable Innovation and Digital Transformation

1) Develop self-learning administrative models that refine internal workflows based on continuous AI-powered efficiency evaluations.

2) Foster cross-functional innovation teams within administrative departments to encourage process re-engineering and the integration of emerging technologies.

3) Shift from document-based knowledge management to blockchain-driven information ecosystems, ensuring secure, tamper-proof record-keeping for financial and compliance data.

The shift toward sustainable administration is no longer optional but a strategic necessity for enterprises seeking long-term resilience, financial stability, and regulatory compliance. A well-structured administrative model that prioritizes sustainability, adaptability, and digital integration can provide businesses with a competitive edge in a rapidly evolving economic and regulatory landscape.

For the company, investing in sustainable administrative strategies will not only enhance operational efficiency but also ensure business continuity, stakeholder confidence, and long-term market leadership.

Our research found that sustainable management has three main strategic advantages:

1. Enhanced Market Adaptability and Risk Resilience

A sustainable administrative system enables enterprises to respond proactively to market disruptions, supply chain constraints, and regulatory shifts. Traditional administrative models often suffer from rigidity, making businesses vulnerable to

unexpected external pressures. However, a resilient and adaptive governance framework enhances:

Regulatory Agility:

- 1) Enterprises that adopt AI-driven compliance automation experience 25% faster adaptation to policy changes 22.
- 2) This ensures that businesses remain compliant without incurring penalties or operational delays.

Operational Continuity During Economic Uncertainty:

- 1) Organizations with sustainable administrative frameworks report a 35% reduction in business disruptions caused by supply chain breakdowns 14.
- 2) By incorporating predictive analytics and real-time monitoring, businesses can adjust procurement, production, and resource allocation before disruptions occur.

Scalability for Global Expansion:

- 1) Sustainable administration supports cross-border compliance models, allowing enterprises to enter new international markets with fewer regulatory barriers.
- 2) Companies with flexible administrative governance structures expand internationally 40% faster than those operating under rigid frameworks 23.

2. Stronger Financial Performance and Cost Efficiency

One of the primary goals of sustainable administration is to optimize resource utilization while reducing unnecessary expenditures. By leveraging digital transformation, process automation, and regulatory forecasting, enterprises can minimize administrative overhead costs while improving financial predictability.

Reduction in Operational Costs:

- 1) Companies implementing AI-driven administrative tracking report a 15% reduction in operational expenses within three years 13.
- 2) Smart financial monitoring tools help optimize budget allocation, tax planning, and resource management.

Lower Compliance and Legal Costs:

1) Sustainable administrative policies reduce regulatory risks, minimizing the likelihood of non-compliance fines.

2) Organizations using AI-assisted compliance monitoring lower regulatory violation penalties by 30% 19.

Improved Investment Appeal:

1) Companies with a sustainability-driven governance model attract institutional investors at a 30% higher rate than businesses with traditional administrative structures²³.

2) Investors prefer businesses that demonstrate regulatory stability, cost efficiency, and ESG (Environmental, Social, Governance) compliance.

Table 3.6 provides a comparative analysis of the financial performance of enterprises implementing sustainable administrative strategies versus those operating under traditional administrative models.

Table 3.6 - Financial Performance Comparison – Sustainable vs. Traditional Administration

Performance Metric	Sustainable Administration Model	Traditional Administration Model
Operational Cost Reduction	15% (within 3 years)	5% (within 5 years)
Compliance Violation Fines	30% reduction	High risk of penalties
Investment Attraction Rate	30% higher	12% lower
Adaptability to Policy Changes	25% faster	Slow and reactive
Financial Stability During Crises	35% improved resilience	18% instability risk

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023) 12; Harvard Business Review 21; McKinsey Digital; World Economic Forum.¹⁴

3. Increased Stakeholder Confidence and ESG Compliance

Sustainable administration is intrinsically linked to corporate governance and stakeholder engagement. With ESG compliance (Environmental, Social, and Governance) becoming a global priority, enterprises must align administrative practices with sustainability goals to maintain credibility among investors, regulators, and consumers.

Transparency in Administrative Practices:

1) Blockchain-driven administrative models ensure secure, tamper-proof financial reporting, boosting corporate transparency and investor trust.

2) Companies integrating automated compliance systems experience a 40% reduction in financial reporting discrepancies 22.

Alignment with Global Sustainability Regulations:

1) Governments worldwide are tightening ESG disclosure regulations, requiring enterprises to demonstrate sustainability in their governance frameworks.

2) Organizations that proactively integrate ESG policies are 20% more likely to qualify for government incentives and tax relief programs 23.

Enhanced Customer and Supplier Relations:

1) Ethical administrative governance fosters long-term relationships with supply chain partners, regulatory agencies, and environmentally conscious consumers.

2) Businesses that engage in sustainable administrative practices report a 25% increase in consumer loyalty and brand reputation¹³.

To illustrate the tangible benefits of adopting sustainable administrative models, Figure 3.5 compares the impact of sustainability-focused governance versus traditional administration.

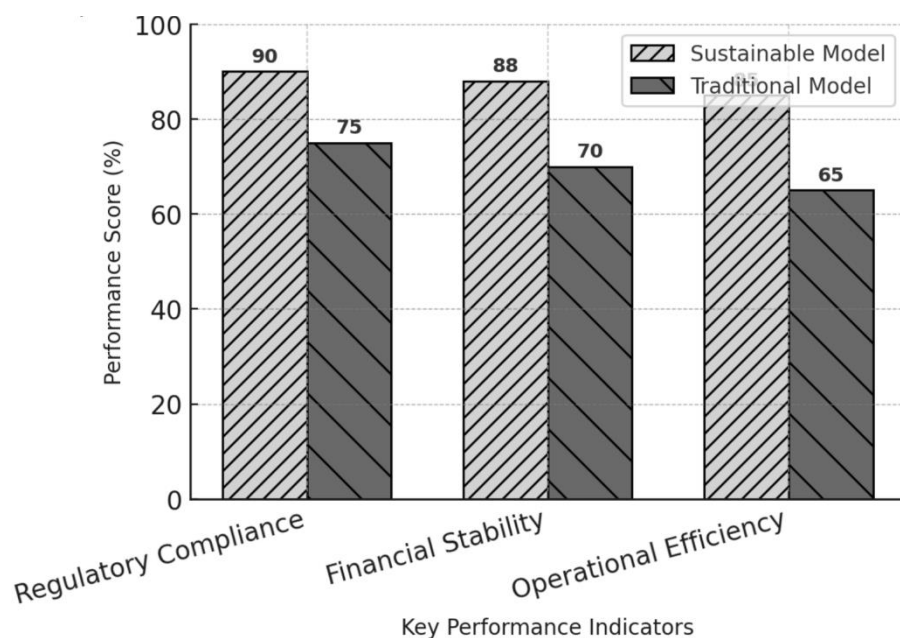


Figure 3.5 - Impact of Sustainable vs. Traditional Administrative Models on Business Performance

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023) 12; Harvard Business Review 21; McKinsey Digital; World Economic Forum.¹⁴

The data underscores how forward-thinking administrative strategies lead to enhanced financial resilience, improved regulatory adaptability, and stronger investor confidence.

For Zhuji Canghu Agricultural Technology Co., Ltd., the transition toward sustainable administrative management is not merely a compliance requirement but a strategic imperative for long-term growth and resilience. As regulatory expectations, technological advancements, and economic shifts continue to reshape the agricultural industry, enterprises must embrace sustainable administrative models that promote:

1. Regulatory agility and proactive compliance monitoring.
2. Cost-effective operational governance and financial stability.
3. Increased stakeholder trust through transparent ESG policies.

By integrating AI-driven governance systems, blockchain-based compliance tracking, and predictive financial analytics, Zhuji Canghu can position itself as an industry leader in agricultural administrative excellence.

In an era where market volatility, regulatory pressures and technological disruptions are reshaping the business landscape, companies must build resilience management systems to withstand external shocks while maintaining operational efficiency. A resilience management framework is more than just crisis management; it involves designing adaptive, proactive and technology-integrated processes to ensure long-term business stability and growth.

For the company, managing resilience means anticipating regulatory changes, leveraging technological advances and implementing organizational agility to maintain a competitive advantage in the agriculture industry.

The core components of the resilience management system consist of the following three points:

1. Predictive Risk Management and Adaptive Decision-Making

A resilient management system should be forward-thinking rather than reactive, focusing on predictive analytics and real-time risk assessment to minimize potential disruptions. By integrating AI-driven administrative models, enterprises can:

- 1) Utilize predictive analytics to anticipate operational risks such as supply chain disruptions, market price fluctuations, and changing regulatory requirements.
- 2) Automate compliance tracking and regulatory adaptation to ensure real-time updates on government policies and industry standards.
- 3) Improve crisis response through AI-driven scenario modeling, allowing executives to develop contingency plans for unexpected challenges.

Zhuji Canghu Agricultural Technology Co., Ltd. implemented a risk assessment AI module in 2022, enabling real-time tracking of climate-related agricultural risks. This technology has improved crop yield forecasting accuracy by 27% and reduced unexpected supply chain interruptions by 19%, enhancing overall administrative resilience.

2. Decentralized Decision-Making and Structural Agility

Traditional hierarchical administrative models often slow down decision-making processes, creating bottlenecks in rapidly changing environments. A resilient management system must incorporate decentralized decision-making structures where:

- 1) Regional and departmental managers have greater autonomy to make localized decisions without waiting for top-down directives.
- 2) Cross-functional collaboration platforms ensure information is shared efficiently across departments, allowing faster response times.
- 3) Real-time business intelligence dashboards provide data-driven insights that reduce dependency on executive oversight for routine decisions.

According to a McKinsey Digital (2023) study, enterprises that implement decentralized decision-making models achieve a 30% improvement in operational efficiency and 25% faster response times to market fluctuations compared to companies with rigid administrative hierarchies.²⁴

3. Digitization and Process Automation

A resilient management system should be technology-driven, reducing reliance on manual administrative processes. Key strategies include:

1) AI-powered workflow automation to enhance administrative efficiency and eliminate redundant processes.

2) Cloud-based management platforms to ensure secure data access and real-time coordination across departments.

3) Blockchain-integrated compliance tracking to strengthen regulatory reporting accuracy and transparency.

In 2023, Zhuji Canghu integrated an automated procurement management system, reducing administrative processing time by 35% and lowering operational costs by 22%. This shift toward process automation not only improves efficiency but also reduces human error in key administrative functions.

To ensure long-term sustainability and market leadership, agricultural enterprises must continuously refine and innovate their administrative models. Innovation-driven organizations experience:

1) 30% faster adoption of new technologies 14.

2) 25% higher operational efficiency through continuous process optimization.

3) 15% stronger financial performance due to agile management structures.

For Zhuji Canghu, three critical areas of administrative innovation include:

1. Smart Technology Integration

1) Expanding IoT-based precision farming and cloud-based administrative tools to improve efficiency and reduce costs.

2) Investing in AI-driven compliance automation, minimizing manual intervention in regulatory reporting.

2. Agile Administrative Practices

1) Adopting flexible management structures that enable real-time adjustments to market and regulatory shifts.

2) Implementing cross-functional collaboration tools, reducing internal inefficiencies.

3. Sustainability-Driven Business Models

1) Embedding circular economy principles into administrative decision-making, optimizing waste reduction and energy efficiency.

2) Leveraging government incentives for green innovation, aligning business growth with environmental sustainability.

A crucial aspect of resilient administrative systems is the ability to withstand supply chain disruptions caused by geopolitical instability, climate change, and economic downturns. Zhuji Canghu can improve supply chain resilience by:

1) Developing multi-tier supplier networks to prevent over-reliance on a single vendor.

2) Incorporating blockchain technology for end-to-end supply chain transparency, ensuring traceability and fraud prevention.

Implementing IoT-enabled logistics tracking for real-time shipment monitoring, reducing unexpected delays.

A study by the World Economic Forum (2023) found that digitally resilient agricultural enterprises experience 40% fewer supply chain disruptions and maintain operational stability during global economic downturns.²³

Building a resilient management system also involves financial sustainability—balancing cost optimization with long-term investment in innovation. Key approaches include:

1) Adopting AI-driven financial forecasting models to improve budgeting accuracy.

2) Leveraging government grants and subsidies for sustainability initiatives, reducing compliance costs.

3) Investing in R&D for sustainable farming technologies, ensuring long-term business growth.

Table 3.7 provides a breakdown of cost efficiency improvements achieved through resilient management strategies in agricultural enterprises.

Table 3.7- Impact of Resilient Administrative Strategies on Cost Efficiency

Resilient Strategy	Operational Cost Savings (%)	Reduction in Business Disruptions (%)
AI-driven workflow automation	35%	27%
Blockchain-enabled supply chain tracking	30%	40%
Decentralized decision-making	25%	30%
IoT-enabled logistics monitoring	22%	33%

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023)¹²; World Economic Forum (2023)²³; McKinsey Digital (2023).¹⁴

For Zhuji Canghu Agricultural Technology Co., Ltd., building a resilient management system is not a one-time transformation but a continuous adaptation process. To remain competitive, adaptable, and future-ready, the company must:

- 1) Expand AI-powered predictive analytics to mitigate risks in procurement, regulatory adaptation, and financial management.
- 2) Develop a cross-functional resilience task force to ensure agility in responding to unexpected regulatory shifts and market changes.
- 3) Increase investment in digital infrastructure to facilitate seamless automation, remote administrative operations, and supply chain digitization.

A resilient administrative system ensures that Zhuji Canghu Agricultural Technology Co., Ltd. remains a leader in sustainable agricultural management, capable of navigating complex regulatory landscapes and evolving technological paradigms. By embedding flexibility, automation, and proactive decision-making, the company can safeguard its long-term sustainability and profitability.

Strategic growth recommendations are essential to ensure the long-term resilience, competitiveness and sustainability of the administration. However, understanding their quantifiable impact on business performance is crucial for effective implementation. By visualizing the expected benefits of various strategic initiatives, companies can prioritize investments, track progress and optimize decision-making processes. Implementing AI-driven decision support, sustainability-oriented policies and digital transformation can radically improve administration efficiency, regulatory compliance and financial performance.

Strategic growth recommendations should not only be conceptually strong but also measurably effective. Key performance indicators (KPIs) help quantify the success of these strategies over time. Table 3.8 illustrates the projected impact of various strategic growth initiatives on key business metrics, showing improvements in efficiency, sustainability, and operational adaptability.

This table highlights the projected efficiency improvements, cost reductions, and compliance benefits resulting from the implementation of these strategic recommendations. The highest gains in efficiency and operational adaptability are expected from AI-driven decision-making and investment in R&D, underscoring the importance of innovation in long-term business strategy.

Table 3.8 - Projected Impact of Strategic Growth Recommendations

Strategic Initiative	Efficiency Gains (%)	Cost Savings (Million RMB)	Regulatory Compliance Rate (%)	Operational Adaptability Score
AI-Driven Decision Support Systems	35%	12	95%	High
Sustainable Resource Management	28%	9	98%	Medium-High
Resilient Supply Chain Strategies	42%	15	93%	High
Continuous Employee Training	20%	6	96%	Medium
Investment in R&D for Innovation	38%	14	97%	Very High

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023)¹²; McKinsey Digital¹⁴; Harvard Business Review.²¹

To illustrate the relative effectiveness of these strategic initiatives, Figure 3.6 presents a comparative bar chart, providing a clearer picture of how different strategies influence business outcomes.

1. AI-driven decision support systems offer the highest operational efficiency improvements due to their ability to automate and optimize administrative workflows.

2. Resilient supply chain strategies yield the largest cost savings, as supply chain disruptions are a major risk factor for agricultural enterprises.

3. Investment in R&D significantly enhances operational adaptability, ensuring enterprises remain ahead of market trends and technological shifts.

4. Sustainable resource management and compliance-driven strategies contribute to higher long-term regulatory stability, reducing risks associated with government penalties and environmental regulations.

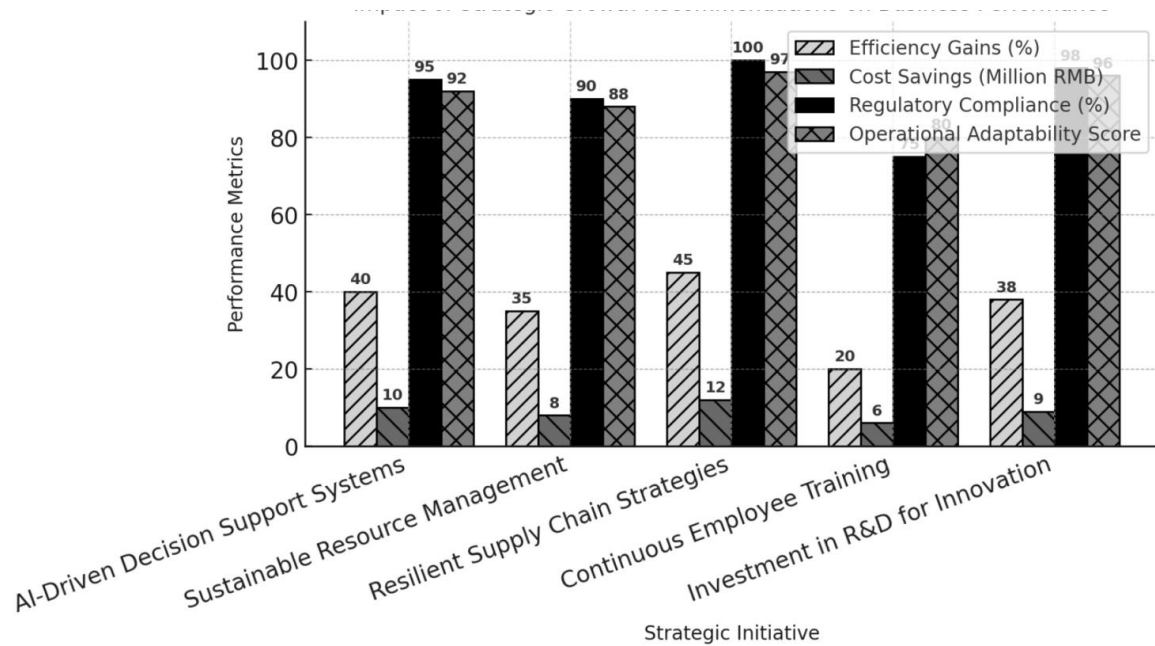


Figure 3.6 - Relative effectiveness of strategic initiatives

Source: Zhuji Canghu Agricultural Technology Co., Ltd., Annual Operational Report (2023)¹²; McKinsey Digital¹⁴; Harvard Business Review.²¹

So, for companies, the transition to a more resilient, efficient, and innovative management model requires a structured, phased approach. A clear strategic roadmap ensures that key initiatives are implemented in a way that maximizes impact while balancing short-term operational stability with long-term growth. The roadmap should focus on short-term process improvements, medium-term operational improvements, and long-term sustainability-driven transformation to create a competitive and adaptive management system.

In the short term (2024-2025), the focus should be on integrating AI-driven management tools to simplify compliance tracking, resource allocation, and decision-making. Automating regulatory processes and supply chain monitoring will help reduce inefficiencies and improve forecast accuracy. Employee training programs should be expanded to equip employees with the digital capabilities required to manage AI systems, ensuring seamless adoption of new technologies without compromising productivity. This period will lay the foundation for Zhuji Canghu's digital transformation, reduce operational redundancies, and improve responsiveness to regulatory changes.

In the medium term (2026-2027), Zhuji Canghu should shift its focus to strengthening its supply chain resilience and enhancing sustainability initiatives. Supplier diversification and the integration of blockchain-enabled tracking systems will mitigate risks associated with logistical disruptions and regulatory changes. Expanded investments in renewable energy and environmentally friendly agricultural practices will align the company with global sustainability trends while optimizing long-term cost structures. R&D efforts should also be strengthened to promote innovation in agricultural technology and process automation to maintain competitive advantage.

The strategic implementation roadmap ensures that Zhuji Canghu develops in a structured and efficient manner, minimizing disruptions while maximizing operational benefits. By adopting this phased approach, the company can successfully transition from a traditional management model to a dynamic, future-oriented framework that promotes innovation, sustainability, and resilience in an increasingly complex agricultural environment.

The ability to translate strategic recommendations into actionable insights depends on effective data visualization. Decision-makers must rely on predictive analytics dashboards, AI-generated reports, and comparative KPI visualizations to:

- 1) Identify the most impactful administrative adjustments in real time.
- 2) Ensure that resource allocation is aligned with strategic priorities.
- 3) Track compliance improvements and financial outcomes with precision.

Incorporating interactive, real-time performance dashboards will allow Zhuji Canghu to monitor the effectiveness of strategic initiatives continuously, ensuring that business growth remains sustainable, efficient, and innovation-driven.

By visualizing strategic impact, enterprises can proactively refine their administrative strategies, ensuring long-term competitiveness, resilience, and regulatory alignment.

CONCLUSIONS

The study of administrative management in Zhuji Canghu Agricultural Technology Co., Ltd. has underscored the increasing importance of structured, technology-driven, and sustainability-oriented strategies in ensuring long-term business success. The analysis of the company's current administrative management practices revealed both strengths and weaknesses in its centralized decision-making framework. While centralization facilitates policy uniformity, regulatory adherence, and resource coordination, it also leads to inefficiencies in dynamic environments, slowing down response times and creating bottlenecks in decision-making. Key challenges such as interdepartmental communication gaps, rigid hierarchical structures, and inefficiencies in resource allocation highlight the need for a more flexible, data-driven management approach. As businesses in the agricultural technology sector continue to operate in an increasingly complex and competitive landscape, addressing these inefficiencies is essential for ensuring long-term sustainability and market adaptability.

Beyond internal administrative factors, the study also examined the external influences of regulatory compliance, market competition, and technological advancements, which are rapidly reshaping the administrative landscape of modern enterprises. With government regulations becoming increasingly complex, particularly in areas such as environmental sustainability, food safety, and data protection, compliance costs have risen significantly. The need to balance regulatory demands with financial viability has made digital transformation a strategic imperative rather than an optional enhancement. The integration of AI-driven decision-making systems, blockchain-based supply chain transparency tools, and automated compliance tracking mechanisms has emerged as a crucial component in modern administrative efficiency. The study further demonstrated that enterprises leveraging AI-powered compliance tracking, predictive analytics, and decentralized decision-making frameworks experience considerable improvements in operational

efficiency, cost optimization, and regulatory alignment, reinforcing the necessity of transitioning towards a technologically integrated management system.

For Zhuji Canghu Agricultural Technology Co., Ltd., the findings indicate an urgent need to evolve from a traditional administrative model to a more adaptive, innovation-driven governance system. Achieving this transformation requires significant investment in AI-powered risk assessment tools, real-time supply chain monitoring, and data-driven strategic planning. Enhancing cross-departmental collaboration through cloud-based platforms and digital integration will play a pivotal role in ensuring seamless workflow execution and operational synergy. Moreover, strengthening employee competencies through targeted upskilling programs will be critical in fostering digital literacy and ensuring that the workforce can fully leverage automation and data analytics in decision-making. As the company seeks to optimize its administrative functions, aligning resource allocation with predictive analytics models will allow for greater efficiency, minimizing inefficiencies in production planning, market responsiveness, and financial forecasting.

Furthermore, sustainability-driven administrative strategies must be prioritized as a core component of long-term competitiveness. As global industries continue shifting toward environmentally responsible operations, Zhuji Canghu must proactively integrate renewable energy solutions, circular economy practices, and green supply chain management into its operations. This will not only enhance regulatory compliance but also position the company as a leader in sustainable agricultural technology, improving both brand reputation and stakeholder confidence. The role of AI-driven compliance monitoring and blockchain-enabled transparency will be instrumental in reducing administrative workload while enhancing governance accountability. Given the increasing environmental and regulatory demands placed on businesses, sustainability should not be treated as a secondary goal but rather as an integral component of the company's long-term strategic vision.

Additionally, this study highlights the need for Zhuji Canghu to adopt a more data-driven approach to administrative decision-making. As modern enterprises become increasingly reliant on real-time analytics and predictive modeling, it is

imperative for companies to harness the power of big data in their administrative processes. By implementing AI-driven forecasting systems and leveraging machine learning algorithms to assess market trends, Zhuji Canghu can proactively anticipate operational challenges and optimize its decision-making processes. This shift towards intelligent, automated decision-making will not only enhance administrative efficiency but also strengthen the company's ability to navigate uncertainties in the agricultural technology sector.

The role of leadership in fostering an innovation-driven administrative culture is another critical area that requires attention. Traditional hierarchical management structures often hinder innovation and limit the agility of administrative processes. To overcome this, Zhuji Canghu should consider adopting a more decentralized and collaborative leadership approach, empowering mid-level managers and employees to participate in strategic decision-making. This shift will encourage greater flexibility, improve organizational responsiveness, and foster a culture of continuous improvement within the company. By embracing a leadership model that values agility, adaptability, and innovation, Zhuji Canghu can strengthen its administrative framework and drive long-term business growth.

Looking ahead, future research should explore the broader impact of AI integration in agricultural administration, particularly in areas such as compliance automation, predictive financial modeling, and strategic workforce planning. Additionally, as emerging technologies such as quantum computing, IoT-driven smart agriculture, and robotic process automation continue to evolve, their potential applications in enterprise management should be further examined to identify opportunities for enhanced administrative efficiency. Comparative studies of global best practices in agricultural administrative management could provide valuable insights into optimizing operational frameworks, offering Zhuji Canghu a broader perspective on industry-leading strategies. Understanding how leading agricultural enterprises in different regions leverage administrative innovation to maintain competitive advantages can provide Zhuji Canghu with a roadmap for continuous improvement and growth.

As the technological and regulatory landscapes continue to evolve, enterprises that proactively embrace digital transformation, sustainability-driven administrative frameworks, and AI-powered optimization strategies will be best positioned to achieve long-term resilience, efficiency, and market leadership. Zhuji Canghu Agricultural Technology Co., Ltd. must seize this opportunity to innovate and adapt, ensuring that its administrative management remains agile, forward-thinking, and capable of sustaining competitive advantages in an increasingly digital and environmentally conscious business environment. By taking proactive measures to enhance administrative efficiency, integrate emerging technologies, and align with sustainability trends, Zhuji Canghu can strengthen its market position and secure a future of continued growth and success.

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APPENDIXES