DOI: 10.53469/jtpms.2023.03(02).01

# The Role of Human Resources in Landscaping Construction

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**Abstract:** ***Under the basic situation of rapid social development, economic level and people's material living standard constantly rising, environmental problems have become increasingly prominent. Through change and development these years, haze phenomenon can be said to be relatively common in our country, which has caused serious impact on People's Daily life. In order to promote our social economy to get better development, in order to ensure people's health, strengthen the greening projects, then, this paper in view of human resources in the landscape construction role of the detailed discussion, in view of some common problems proposed concrete improvement measures, hope to promote the role of human resources in the greening engineering projects to get adequate play, promote the garden The rapid development of forest greening.***

**Keywords:** Human resources; Landscaping; function.

## 1. INTRODUCTION

Landscaping projects can be said to play a vital role in improving the natural ecological environment, improving our overall image and promoting the rapid development of our social economy. In the rapid development of socialist market economy in our country today, the landscape greening project construction begins to rise as a common focus problem, but at the present stage in our landscape greening project still exist many problems, the existence of these problems caused a great influence to our landscape construction efficiency and engineering quality improvement, therefore, only pay attention to human resources in the garden The function of greening construction, from the actual situation of the engineering construction starts with systematic analysis of the existing problems, and timely adoption of reasonable problems solutions, so as to promote our country landscaping project construction to get better development.

1. Analysis of characteristics of landscaping construction

### 2.1 Environmental factors are very restrictive

From the situation of landscaping construction in our country, which was greatly influenced by all kinds of external environmental factors, the general situation, landscaping construction is at the most end of all kinds of municipal engineering construction, all kinds of facilities have already been arranged in the engineering construction operations, only to fully understand all kinds of facilities and construction materials detailed situation, can prevent the landscaping plants and other factors produce Conflict, plant culture in the process of watering, fertilization and pruning can not bring adverse effects on other construction facilities, therefore, the existence of these problems will cause certain difficulties to the construction of landscape greening.

### 2.2 Strong seasonality

Strong seasonality is a significant feature of landscape greening construction. Only by selecting suitable plants for growth where landscape greening works are located, can the best landscape greening construction effect be achieved. Because the landscaping construction has a very prominent seasonal characteristics, therefore, the overall construction period is very short, which requires the construction of high-quality landscaping engineering within the existing construction period, at the same time, to do a good job in the future landscaping engineering maintenance and daily management work, so as to make the role of landscaping projects to maximize play out.

### 2.3 Complex Program

Landscaping construction process is very complex, therefore, its construction procedures have very strict requirements, because each construction project is composed of many different activities, and it will be related to a number of departments, a number of professional, therefore, to all aspects of close cooperation to be able to successfully complete the construction of the project. Landscaping application. In the work industry, we should start with the specific characteristics and relevant requirements of garden construction, and use scientific and reasonable construction methods and management means, so as to be able to put the landscaping construction management work into practice in a real sense.

2. The important role of human resources in landscaping construction

### 3.1 Talents are the premise of doing a good job in landscaping projects

In the construction of modern city, landscaping engineering is an important symbol of city development and an effective way to promote the effective improvement of ecological environment. In the whole landscape greening work, the maintenance and management of landscape greening engineering is a very important work content. Only by constantly improving the maintenance and management level of landscape greening can the role of landscape engineering be given full play to the maximum extent and create the maximum social ecological benefits. In addition to that. Landscaping engineering should arrange professional construction and technical personnel to carry out the construction management work in an orderly manner. Only by effectively guaranteeing the quality of talents fundamentally can landscape engineering be done well in the true sense. Therefore, we should constantly strengthen the selection of all kinds of talents and professional systematic training, constantly improve the skills and comprehensive literacy of enterprise professional talents, and improve the relevant personnel's responsibility consciousness, so as to promote the further development of the landscape engineering construction in our country.

**3.2 Scientific and perfect talent structure is an important guarantee for doing a good job in greening projects.**

The person in charge of landscape greening construction should pay attention to creating scientific and reasonable enterprise talents. Structure, seriously do a good job in the systematic training of landscape engineering professionals, so that we can correctly recognize the importance of their own management work, with their own high professional level to promote the continuous improvement of landscape design concept, so as to promote the role of human resources in landscape construction to fully play.

3. Problems existing in human resource management in landscaping construction

**4.1 The cultural quality of greening project staff is uneven**

Landscaping project construction needs to have professional qualifications, capable management personnel to carry out systematic management, however, from the overall situation of the current urban landscaping project management personnel, construction management personnel in the overall quality has been in a lower state, in this case can not be landscaping as their own home to carry out green construction, its role can not really Play it out. In addition, many landscaping staff lack a sense of responsibility, to simply cope with the ideological understanding to carry out daily project management work, resulting in landscaping construction operations, in the case of emergency, the existing construction personnel root. This does not have any solution, simply can not be in the first time to effectively deal with the problems, resulting in landscaping construction quality can not be strong guarantee. In this basic situation, the development of landscape engineering construction will be affected by various factors.

**4.2 The human resource structure of the greening project is unreasonable**

The unreasonable structure of human resources is a very significant problem in the current landscape construction, and most of the landscape engineering units have not created the perfect talent management system at all. In the landscape construction units of various parts of the complex situation, the management system can not be unified implementation. At present, many people in charge of landscape engineering in our country do not correctly recognize the important role of talent to enterprise development. Therefore, did not pay attention to talent management, selection and training related work, then leads to the lack of professional technicians in many of landscape engineering construction in our country. Under this basic situation, it leads to our country landscape construction projects in manpower, material resources and financial resources The irrational phenomenon is very prominent.

**4.3 The greening project lacks scientific and perfect talent management mechanism**

To formulate a scientific and perfect talent management system, so as to make all kinds of greening construction can be fully implemented, for the enterprise in manpower, material resources and financial input to the lowest degree, promote the continuous development of the landscape project construction. But, from the current situation of our country's landscape engineering project, has not been created a scientific and reasonable mechanism of talent management, landscape construction has not formed a good work atmosphere, some construction personnel stagnant, do not have a clear orientation of their work, and did not put all their time and energy into their daily work, for the landscape engineering construction The future development can be said to be extremely unfavorable.

4. Effective measures to improve the efficiency of human resource management in landscaping construction

**5.1 Attach importance to the human resource reserve of greening projects**

Strict landscaping engineering construction personnel, technical personnel recruitment specifications and processes, prohibit people without enough qualifications and ability to mix into the construction team, so as not to cause adverse effects on the quality of landscaping construction management. In addition, landscaping engineering to regular construction technical staff for professional training, only to cultivate a group of rich theoretical knowledge and high comprehensive quality of talent, to be able

to treat their own work with a high degree of master spirit, clear the nature of their own work, so as to be able to landscaping construction work in the real sense of good, for landscaping construction contributions of their own A force.

**5.2 Develop a sound talent management mechanism**

Landscape engineering construction operations, high-quality professionals can be said to play a vital and effective role in the construction of the whole landscape engineering, therefore, it is necessary to cultivate technical personnel with high degree of professionalism and sense of responsibility, only in this way, can promote the management of the project to be effectively carried out, in order to ensure that there are problems in the construction of landscape engineering And solve the problems in time. Only in this way can the problems existing in reality be fundamentally solved and the loss of enterprises be reduced to a minimum degree.

**5.3 Create a benign promotion mechanism between the enterprise and employees**

To create a benign promotion mechanism between enterprises and employees, so as to better promote the further development of landscaping project construction. To this end, it is necessary to do the following aspects of work seriously: first choice, personnel matching. By distinguishing different types of employees, create a scientific and reasonable system of division of labor and cooperation; Secondly, work incentive. It mainly evaluates each employee's role and contribution to the enterprise, closely links the benefits of the enterprise with the contributions made by the employees, so as to obtain corresponding returns. Third, labor relations. Build a stable cadre of talents, build a community of interests between the enterprise and the employees, and promote the future development of the enterprise and the employee's personal labor insurance, medical care, insurance, credit, so as to promote the role of human resources in landscaping construction to maximize play.

5 Closing Remarks

This paper starts with the characteristics of landscaping engineering construction, aiming at the important role of human resources in landscaping construction and the actual problems of human resources management in the greening project to make a systematic analysis, so as to propose effective measures to enhance the efficiency of human resources management in landscaping construction, hoping to achieve a high degree of unification of human resources, material resources and financial resources in landscaping construction Firstly, the level of construction management of Chinese landscaping should be improved fundamentally, and the development of Chinese landscaping construction should be promoted rapidly.

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[3] SHEN Hongbiao. Discussion on the measures of human resources development in landscaping units [J]. Commodity and Quality,2012(S1):42.When you submit your paper print it in two-column format, including figures and tables [1]. In addition, designate one author as the “corresponding author”. This is the author to whom proofs of the paper will be sent. Proofs are sent to the corresponding author only [2].

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- Column Width 86.8 mm (3.42”)
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Place illustrations (figures, tables, drawings, and photographs) throughout the paper at the places where they are first discussed in the text, rather than at the end of the paper. Number illustrations sequentially (but number tables separately). Place the illustration numbers and caption under the illustration in 10 pt font. Do not allow illustrations to extend into the margins or the gap between columns (except 2-column illustrations may cross the gap). If your figure has two parts, include the labels "(a)" and "(b)".

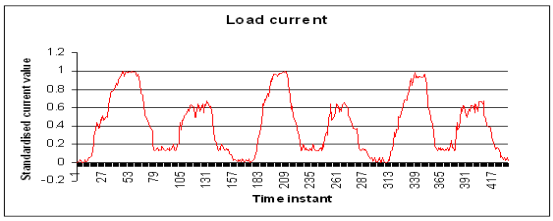


**Figure 1:** Testing data- load current (amperes)

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Place table titles above the tables.

**Table 1:** Margin specifications

| *Margin* | *A4 Paper* | *US Letter Paper* |
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| Left | 18.5 mm | 14.5 mm (0.58 in) |
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Section headings come in several varieties:

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3. third level: 1.2.3 Heading 3
4. forth level: (a) Heading 4
5. fifth level: (1) Heading 5

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If you are using *Word*, use either the Microsoft Equation Editor or the *MathType* add-on (http://www.mathtype.com) for equations in your paper (Insert | Object | Create New | Microsoft Equation *or* MathType Equation). "Float over text" should not be selected.

Number equations consecutively with equation numbers in parentheses flush with the right margin, as in (1). First use the equation editor to create the equation. Then select the "Equation" markup style. Press the tab key and write the equation number in parentheses.

$$E = \sum_{p=1}^{P} \sum_{k=1}^{K} (\delta_{pk}^{o})^2 \tag{1}$$

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Equalize the length of your columns on the last page. If you are using *Word*, proceed as follows: Insert/Break/Continuous.

## REFERENCES

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## Author Profile

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