

The Effective Methods of Strengthening Labor Management in Construction Enterprises

Di Wu

Caofeidian College of Technology, Tangshan, Hebei, China

Abstract: *Labor management is an important content of construction management system, which has an important influence on project construction efficiency and quality, and runs through construction management work throughout, but at present does not form a perfect and mature management mechanism, which leads to labor management still has problems and deficiencies. To this end, the paper explores the problems existing in the labor management of construction enterprises, and analyzes effective management methods in view of the problems, so as to improve the quality and effect of labor management. Through effective education and rectification within public security and regular education and training, the correct law enforcement concept of law enforcement police is constantly cultivated, and the authority of law enforcement police is safeguarded, and the "people-centered" law enforcement ideology is firmly established. The law enforcement of grassroots public security is both hot and warm, and reflects the authority of the law, creating a kind of mass satisfaction that reflects the value of the masses, based on their needs and full of government care. To learn and implement thought on the rule of law, the correct law enforcement behavior needs to be spawned by the correct concept of the rule of law in order to be nurtured. This requires continuous learning and education, to adopt a variety of effective and innovative ways to strengthen the education of police groups on the concept of socialist rule of law, firmly establish the concept of "strict, standardized, fair and civilized" law enforcement, and truly the concept of law enforcement for the people, strict adherence to law and order, fairness and justice, people-oriented, etc. rooted in the souls of all civilian police and police officers, The police will be able to ensure that they do not deviate from the direction.*

Keywords: construction enterprise; Labor management; Effective method.

In recent years, the construction industry every year due to labor subcontracting disputes occur frequently, seriously affecting the harmonious and stable development of the industry, and the reason why labor subcontracting has not been effectively dealt with, is the current lack of a unified and perfect labor management mechanism, to provide scientific, professional, advanced guidance for the labor management of construction enterprises. Therefore, in order to effectively restrain the impact of labor subcontracting, it is of great practical significance to explore effective ways to strengthen labor management in construction enterprises.

Supervision and management of grassroots public security law enforcement refers to the supervision, management and guidance of law enforcement behavior of grassroots public security organs to ensure lawful, fair and standardized law enforcement behavior and guarantee social stability and public security. In order to strengthen law enforcement supervision and management of grassroots public security organs, we can start from the following aspects: First, to strengthen the awareness of policies and regulations, the law enforcement behavior of grassroots public security organs must follow the national laws and regulations and the instructions of higher leaders. Therefore, strengthening the publicity, education and training on law enforcement policies and regulations of grass-roots public security organs and improving the awareness of policies and regulations and law enforcement ability of police officers are the keys to strengthening the supervision and management of law enforcement of grass-roots public security organs. Second, improve the law enforcement supervision mechanism. To establish and improve the supervision mechanism for law enforcement of grass-roots public security organs, it is necessary to pay attention to both internal and external supervision. Internal supervision includes daily inspection, examination and evaluation of law enforcement behavior of grass-roots public security organs by superior organs, organs at the same level and internal discipline inspection institutions; external supervision includes social supervision and judicial supervision, etc. Through public supervision and public opinion supervision, the supervision and control of law enforcement behavior of grass-roots public security organs can be strengthened. Third, strengthen the information construction. The law enforcement work of grass-roots public security organs needs a lot of data support, and information construction can effectively improve the level of law enforcement informationization and supervision and management efficiency. By establishing an informatization platform for law enforcement, the sharing and exchange of law enforcement information can be realized, which facilitates timely supervision and management of law enforcement behaviors of grassroots public security organs by higher authorities, authorities at the same level and social supervision agencies. Fourth, strengthening assessment and evaluation Assessment and evaluation is an important means to strengthen the supervision and management of law enforcement of grass-roots public security organs. For the law enforcement behavior and management of grass-roots public security organs, scientific assessment and evaluation standards and indexes should be formulated, regular evaluation and performance assessment should be conducted, and the assessment results should be used as the basis for the promotion, rewards and punishments of police officers, so as to promote the standardization and scientificization of law enforcement behavior of grass-roots public security organs. In conclusion, strengthening law enforcement supervision and management of grass-roots public security organs is an important guarantee for social stability and public security, and requires the joint efforts of the whole society. Only through improving mechanisms, strengthening awareness, enhancing information construction and strengthening assessment and evaluation can the law enforcement level and efficiency of grassroots public security organs be further improved, and greater contributions be made to social harmony and stability.

1. LABOR FORMS AND MANAGEMENT CHARACTERISTICS OF CONSTRUCTION ENTERPRISES AT THE PRESENT STAGE

1.1 Labor service forms of construction enterprises

First, labor subcontracting. This is the most common form of labor service currently in existence. It mainly grants labor management authority to social labor service companies according to their own labor needs through labor subcontracting. Labor dispatching companies dispatch labor workers according to the requirements of construction enterprises, and the subcontracting units are responsible for the organization and management of labor workers [1]. Second, mixed post labor service. Due to the frequent shortage of personnel in the construction of construction projects, construction enterprises will be the existing construction personnel as the main body, according to the need to recruit some temporary workers, most of these personnel for migrant workers, this way is called mixed post labor. This form can effectively reduce the labor cost of the construction enterprise, but the overall professional level of the labor team will be affected, which is easy to lead to excessive work burden in the construction. Third, labor dispatch. This way is often used in large and medium-sized construction enterprises, by the enterprise according to their own needs to provide employment plan to the labor dispatch company, when the construction of the enterprise labor shortage, you can submit an application for employment to the labor dispatch company, labor dispatch company will directly send labor to the construction enterprise, this form also has the role of reducing the burden of enterprise labor, protect the interests of the enterprise .

1.2 Characteristics of labor management of construction enterprises

Construction as a labor-intensive industry, its complex construction content requires a large number of human resources as the subject of practice. However, due to the limitations of the development of construction enterprises, the construction process cannot guarantee that all employees are internal employees, and there are usually a large number of external labor personnel to assist construction. The ability and quality of these employees also affect the construction quality and quality of the project Important factors [2]. Therefore, the current problem of labor management restricting the development of construction enterprises should be paid attention to by the industry, through strict labor management, standardize the labor team, improve the quality and ability of labor; Strengthen the construction of organizational structure to ensure that the labor force can play a positive role and value in the construction process. From the existing form of labor, in the construction enterprise labor management is not in an independent state, it is still the composition of the management system, in the construction organization plan it is still closely related to the construction progress, and from the construction design to the construction acceptance settlement, each link has the figure of labor, but in the actual management work, the construction enterprise for labor The solution is not clear. Once there is a large mobility of labor personnel and enterprises face risks, the difficulty of labor management will be greatly enhanced [3].

2. DEFICIENCIES IN LABOR MANAGEMENT OF CONSTRUCTION ENTERPRISES

Implement different practical training contents for different recruitment subjects. Because of the different professional backgrounds and functional positions, the demand for police skills and expertise of new grassroots police officers is also different. The purpose of the current stage of the entry training system is to cultivate better police professional awareness and basic literacy for new police officers at the grassroots level, but it is still far from enough for new police officers to be able to quickly perform their jobs after joining the force. Therefore, the training of new police officers is associated with professional background and functional positions, which can improve the practicality and job matching of new police officer training.

In the provision of basic security, the implementation of the three-year action plan highlights and initiatives to strengthen the standardization of police station security, improve the implementation of funding, equipment, infrastructure security standards, and promote the implementation of measures to love police warm police, and actively create a tethering environment. In terms of welfare benefits, you can improve the welfare of grassroots police by implementing duty post allowances, overtime allowances outside the legal workday, etc.; in terms of equipment and facilities, for the old, repair many times and a high risk factor of police vehicles for timely replacement, through the purchase of better police vehicles, equipped with more efficient communication equipment, police equipment, protective equipment, police vehicles and other equipment to strengthen the grassroots police stations Finally, establish a perfect incentive mechanism to reward and commend the grassroots police to stimulate their enthusiasm for work.

2.1 Management process out of control

Due to the complex construction content, numerous projects, the need for a large number of human resources, which leads to construction enterprises in the construction of irregularly provide employment needs to labor enterprises, thus ignoring the main body qualification examination link, which lays the foundation for the occurrence of labor risks, but also greatly increases the difficulty of labor management. Once there is a problem in the process of project construction, due to the lack of detailed understanding of labor workers, it is impossible to carry out standardized management, investigate the responsibility of the relevant responsible person, execute the labor contract in accordance with the orderly process, and ensure that the interests of

both parties are not damaged. This form leads to the labor management of construction enterprises is very chaotic, often out of control in the management process, causing serious losses to construction enterprises. Second, to realize the transformation from "looking for the police in difficulty" to "looking for the police in distress". The original intention of the concept of "looking for the police when in trouble" is to strongly combat crimes and solve the difficulties of the public. Some of the non-police police situations, such as handling disputes and purely service work, do not fall within the scope of duties of the people's police, but in accordance with the requirements of the "police must receive", the people's police have to deal with routine police situations while freeing up time to deal with these non-police situations, thus making the law enforcement case inefficient. There are many reasons for non-police police situations, all of which cause a great deal of occupancy and waste of the limited police resources available. Non-police police situations not only cause a considerable burden to the work of the police, but also damage the credibility of the public security organs if the non-police work is not completed, and are not conducive to the development of good and harmonious relations between the police and the public. Therefore, the boundaries of police-type police cases can be clearly defined in legislation, and non-police police cases such as requests for help or disputes can be handed over to other social service organizations.

2.2 Employment risks exist objectively

On the one hand, with the development of the current labor management, the quality of the labor team has been greatly improved. Before determining the labor relationship, they can clearly define their legitimate rights and interests in accordance with the Labor Law and other legal documents. However, in the process of labor management, the concept of most labor workers is still influenced by the traditional concept of working, which still affects the standardization of the implementation of labor management. The emergence dispute of the relevant provisions of the law of our country is still tilted to labor, which has caused construction enterprise to suffer greater loss [4]. On the other hand, in the process of construction, because the construction is often completed by subcontracting projects, many subcontracting enterprises often abscond due to a variety of reasons, which leads to the transfer of labor responsibility to the construction enterprises, thus making them bear the consequences of disputes. First of all, by analyzing the data related to the high crime rate and the actual security situation, we can coordinate the establishment of institutions and set up "localized" institutions according to the different security situations in different jurisdictions. At the same time the implementation of the "three- year action plan (2023-2025)" to further optimize the layout of the police force as a traction, to promote "a village (grid) a police" full coverage, active urban and rural community policing teams, the development and growth of group defense forces, adjusting and enriching the police force in police stations. Around the implementation of the accountability system, deepen the reform of "two teams and one room", pilot the promotion of city and county public security organs, improve the effectiveness of police coordination and disposal, consolidate and improve the quality and efficiency of grassroots police operations. Drawing on the Maple Bridge experience of the new era, the Party is leading the way in maintaining social security and carrying out social governance, adhering to the people's main body, adhering to the "three governance fusion", adhering to the "four preventions" and adhering to the common construction and sharing. Further clarify the responsibilities of each institution, improve the quality of daily work in police stations, and integrate functional configuration.

2.3 Labor relations are chaotic and lack of legal protection

At present, most labor workers sign labor contracts with labor enterprises, rather than directly sign labor contracts with construction enterprises. Therefore, labor workers still belong to the construction enterprises for the construction of the need to temporarily convene labor personnel, strong flexibility, after the completion of the corresponding construction content, it is necessary to dissolve the labor personnel; But many companies still need workers after construction is complete, that is, by verbal agreement. Maintain labor relations with labor workers, which leads to a very chaotic labor relations, and no legal protection. To sum up, the imperfection of law enforcement supervision mechanism of grassroots public security needs to be paid great attention, and the independence, openness and transparency of supervision agencies and scientificity of supervision need to be strengthened in system design and practical operation, so as to establish a scientific and standardized law enforcement supervision mechanism, realize the fairness, transparency and predictability of law enforcement and improve the law enforcement ability and credibility of public security organs. The law enforcement supervision mechanism of grass-roots public security organs lacks scientific and standardized supervision standards and methods, and the supervision results often depend on the subjective judgment and experience of the supervisory bodies, lacking objective and scientific data support, and are easily influenced by emotional factors. At the same time, due to the lack of professionalism of the supervisory bodies, it is difficult to effectively supervise the professional skills of law enforcement officers and the standardization of law enforcement procedures, which easily leads to the problems of improper, unfair and illegal law enforcement.

3. EFFECTIVE METHODS OF LABOR MANAGEMENT IN CONSTRUCTION ENTERPRISES

Everyone is equal before the law in our country, and any citizen must abide by the Constitution and the law. China's criminal law is clear that the punishment of crime and the protection of human rights are unified. However, in the actual law enforcement process, due to the large volume of work undertaken by the grassroots police station, so in the actual work process often pay more attention to the handling of cases and the arrest and interrogation of criminal suspects, between substantive justice and procedural justice does not achieve a balance. Due to the different levels of development, the legal awareness of grassroots

police stations and law enforcement standardization awareness varies. Some police officers in grassroots police stations are unable to fully comply with the relevant systems and regulations for handling cases in their daily work, which can lead to a lack of credibility of the public security organs in law enforcement, destroy the harmonious and good relations between the police and the public, and cause new social conflicts.

As the main force of law enforcement in grassroots public security organs, public security police officers with official establishment are currently recruited and employed in three ways: first, students graduated from public security colleges and universities enter police stations by taking the joint public security examination. These law enforcement officers have four years of police management and professional and systematic knowledge training, a strong sense of obedience, strong physical fitness and a certain reserve of public security expertise. However, due to the curriculum and other reasons, students from public security colleges lack long professional internship experience and experience, and short-term professional internship does not allow them to quickly become familiar with various cases and other practical law enforcement, so these law enforcement subjects are not able to undertake law enforcement work independently soon after graduation. When they initially join the work, it will affect the overall case handling efficiency to a certain extent. The second is the military transfer cadres, refers to the officers and civilian cadres who quit active service for transfer placement. Since military transfer cadres have military experience, they often have a strong sense of mission and responsibility and treat the task will, but because they know less about public security work before transferring, they do not have a rich reserve of public security expertise and lack professional and systematic law enforcement induction training experience. Finally, there are the civilian police recruited through open recruitment. Most of the socially recruited civilian police are students from local general colleges and universities, who have broader knowledge, although they do not learn public security expertise systematically and professionally, but have a strong reserve of legal expertise and relatively strong learning ability, with the disadvantage of poor physical ability and lack of obedience awareness.

In addition, due to the rapid development of big data artificial intelligence and computer software, in some relatively developed regions, differences in learning background and education will indirectly lead to differences in the use of case-handling tools and software among civilian police, which will also affect the efficiency of case-handling to a certain extent. In addition, inadequate knowledge of relevant laws will also be detrimental to the overall standardization of law enforcement and the construction of the rule of law in grassroots public security.

3.1 Improve the construction of relevant laws

The top leader of the construction industry is the relevant government administrative department, which does not need to refer to the legal provisions in the management, and also has the responsibility to supervise the entire construction industry. In the implementation process, in order to improve the management, the government will increase the punishment on the subcontracting behavior of the construction enterprises, and at the same time, it needs to strictly restrict the construction enterprises through laws. It can be seen that the labor management of construction enterprises still needs the support of laws and regulations, so as to ensure that construction enterprises have a legal basis to standardize their own subcontracting behavior when carrying out labor subcontracting work, examine the qualifications of labor enterprises, sign relevant contracts, determine the payment method of labor costs according to law, restrict bilateral activities according to law, and protect their own interests [5]. In addition, in recent years, it is not uncommon for some government agencies to assign non-police activities to public security organs for various reasons. These non-police activities cover a wide range of areas, and their contents are trivial and complicated, which brings a considerable burden to the work of the grassroots police. Some of the more typical ones are as follows: First, intercepting and evacuating the masses who petition. In some important meetings, local governments will arrange to deploy a large number of police officers on duty around the meeting to intercept the masses of petitioners and calm down the situation, in order to prevent the masses from overreacting and maintain social order; secondly, in land acquisition and demolition, old house renovation and other conflicts and disputes easily arising from compensation issues, the government needs to maintain order at the scene with the help of police coercive force, etc.; thirdly, to participate in joint law enforcement and other non-Police activities. Therefore, there are many places where police force is inevitably abused. In addition, in order to build a good and harmonious relationship between the police and the public, some grassroots police stations will take up the task of escorting elementary school and kindergartens to and from school in their jurisdictions, in addition to the necessary daily work. Although grassroots police stations are state organs providing public security services, non-police policing not only consumes a lot of physical strength and energy of grassroots police workers, but also makes a lot of police resources wasted and unreasonable use, and reduces the efficiency of social public resources services.

3.2 Strengthen bidding management

On the one hand, the scientific formulation of labor bidding plans. The selection of labor bidding scheme is mainly based on the contracting mode, and the main behavior subject of labor bidding is labor personnel. In order to ensure the coordination and cooperation between construction enterprises and labor personnel and ensure the smooth progress of construction, the ability and quality of labor personnel should be strictly regulated in the bidding process, so as to reduce the quality or safety problems guided by human factors in the construction [6]. At the same time, in the process of labor team bidding, the scientific formulation of labor bidding scheme can ensure the rational and orderly allocation of human resources, achieve the goal of reducing the project cost, and further optimize the organizational structure of the enterprise, ensure the reasonable positions of

the labor team, give full play to their value and role, thus reducing the efficiency of resource utilization. Take a police station in a certain county of Zhejiang Province as an example, according to the daily police record data for March 2023, the non-police police cases in this police station accounted for nearly 80% of the total number of police cases received by 110 in March. This shows that grassroots police stations face not only the necessary police-type police situations every day, but also non-police police situations occupy a significant part of the daily workload of the grassroots police. In these non-police police cases, mainly including conflict resolution and other absolute service work such as unlocking, helping with children, retrieving pets, etc.. These unrelated matters take up the vast majority of police resources, and also increase the workload of the grassroots police.

On the other hand, standardize the drafting of labor bidding documents. In the process of compiling the labor bidding documents, it is necessary to further refine the provisions of the labor bidding documents according to the evaluation standards of labor enterprises and the qualification requirements of labor personnel, so as to ensure that the conditions and requirements of the bidding plan meet the employment needs of construction enterprises, and the bidding documents are also the main basis for drafting the labor contract. In the labor management, it is also necessary to take the labor bidding documents as the basis to refine the management rules. Be sure. Among them, regulations should be strictly aimed at the technical ability and comprehensive quality of labor personnel to reduce all kinds of problems caused by the comprehensive quality and quality of labor personnel.

3.3 Improve contract management

Contract management should run through the construction engineering labor management and realize the dynamic management of the whole process. In the process of construction, frequent disputes occur due to unclear labor settlement, resulting in the interests of both parties affected situation is mainly due to unclear contract management content, which requires the subcontract to be signed before determining labor relations. Detailed stipulations should be made in terms of project safety, construction schedule, construction quality, etc., to clarify who should bear the responsibility and who should be responsible for the losses caused by labor workers, so as to reduce disputes between the two parties and improve the operability of subcontract [7]. At the same time, both parties should clearly stipulate in the contract various document formats, such as the division of labor details, labor enterprises and construction enterprises to labor workers to carry out a detailed record of the workload, with the division of labor details as the basis for checking, so as to avoid labor workers unclear workload increase enterprise labor costs. In addition, the contract also needs to make detailed provisions on the site acceptance, settlement methods and other issues, so as to ensure that both parties can fulfill their responsibilities and obligations in accordance with the contract during the survival of the labor relationship, avoid the interests of both parties being threatened, and reduce the probability of labor risks suffered by construction enterprises. Public security under the rule of law means that under the framework of the rule of law, public security organs perform their duties of safeguarding national security, protecting people's security, maintaining social stability and guaranteeing public safety in accordance with the law, and safeguarding the legitimate rights and interests of citizens and the safety of their personal property. In public security under the rule of law, public security organs administer the law, enforce the law strictly, administer justice fairly, and provide active services to protect the legitimate rights and interests of citizens and maintain social harmony and stability. At the same time, public security organs should also bear legal and social supervision, and contribute to the construction and development of a society under the rule of law. Public security under the rule of law is one of the important contents of the rule of law and one of the important indications of the effectiveness of the construction of China under the rule of law. It is of great significance to promote the construction of public security under the rule of law and continuously improve the rule of law of public security organs to enhance the rule of law of the whole society.

4. CONCLUSION

To sum up, although the management object does not belong to the construction enterprise, it should not be carried out as an independent process in the construction. It needs to be integrated into the construction management work of the construction project. Combined with the comprehensive consideration of the construction quality, construction progress, construction safety, construction cost and other management work, the labor needs of the enterprise can be met and labor workers can be created Due value, together to complete the construction task. Therefore, labor management should arouse the attention of construction enterprises, and constantly improve the management means and management strategies, improve the quality of labor management, and realize the efficient cooperation between labor personnel and construction enterprises.

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