

# Research on Reform Measures of Labor Wage Statistics

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**Abstract:** *Under the background of the continuous development of our country's market economy system, the internal personnel system of public institutions has also undergone obvious changes. In combination with the actual situation, labor wage statistics is an important part of the internal personnel management system of public institutions in nature, and its statistical quality will have a very direct impact on the overall operation efficiency of public institutions. Based on this, this paper conducts an in-depth study on the status quo and reform measures of labor wage statistics in public institutions, hoping to play a certain role in the development of relevant work. With the deepening of economic and cultural integration, the scope of wushu culture industry is more and more extensive. Factors such as the degree of association and quality among industries are affected by the external ecosystem and change with the change of industry content. The external ecosystem is composed of talent flow, knowledge flow, capital flow, information flow and material flow, which can be divided into four levels. The first is the talent system, which is the key factor for the sustainable development of the martial arts cultural industry.*

**Keywords:** Public Institution; Labor Wage Statistics; Reform Measures.

## 1. INTRODUCTION

With the continuous development of our country's economic system, the value of labor wage statistics in the operation of public institutions is also constantly improving. Combined with the actual situation, labor wage statistics is one of the important contents of our country's national economic system, and the quality of its development will have a very direct impact on the efficiency and effect of the development of social undertakings in public institutions. Therefore, on the basis of correctly recognizing the statistical value of labor wage, public institutions should conduct in-depth research on the current situation of their own labor wage statistics, and actively explore relevant reform measures, so as to provide more adequate guarantee for the full play of their own social value. Whether it is inheritance or innovation, whether it is the marketization operation or policy support of the cultural industry, it is the talent at the root. Wushu should carry forward the leading figures of wushu culture and give play to the exemplary leading role of inheritors, so as to forge ahead in the process of inheritance and innovative development[9]. The second is the basic system. The development of wushu culture industry is based on the rich resources of wushu culture. Five thousand years of civilization development has endowed wushu with rich resources and laid a solid foundation for the development of Wushu culture industry. The 1.4 billion population and the rapid development of national fitness have increased the competitiveness of Wushu culture industry. In recent years, the scale of Chinese Wushu Association has expanded and the number of its members has increased, which provides basic guarantee for the development of Wushu. The third is the support system of Wushu culture industry. The development of economy and the improvement of living standard provide possibilities for the development of Wushu culture industry. The development of Wushu culture industry meets people's needs and is also the inevitable outcome of social development and market economy. The public demand provides the driving force for the formation and development of Wushu culture industry, and the policy support of the government escorts the development of Wushu culture industry. The fourth is the dynamic system of Wushu culture industry. The application and innovation ability of science and technology is the life source and vitality of Wushu culture industry to adapt to modern development. In this Internet era, digital science leads the development trend of sports industry, and the marriage of martial arts culture industry and high technology boosts the rapid development of martial arts culture industry.

## 2. CURRENT SITUATION OF LABOR WAGE STATISTICS IN PUBLIC INSTITUTIONS

Wushu is China's national culture, the development of wushu cultural industry should first adhere to the scientific development concept, adhere to China's value system and political direction[9]. Wushu culture industry is a spiritual product with material as the carrier. As a spiritual product, it will have an impact on people's thoughts, morals, concepts and psychology, as well as the national image and appeal. Therefore, in the development process

of wushu culture industry, the pursuit of social benefits should not be lost. Secondly, the development of wushu culture industry should reflect the advanced culture of the contemporary era. The products of wushu culture industry bear the connotation of wushu culture, which is advanced, positive and healthy, and should avoid absorbing some backward and vulgar unhealthy culture in products for the sake of economic benefits. Finally, the development of wushu culture industry should adhere to cultural consciousness and innovation. In the process of developing the sports culture industry, the domestic sports values and sports thoughts should be integrated into various products produced by the wushu culture industry, so as to spread the wushu culture and expand the influence of China's sports culture with the help of these products. On the basis of the original traditional martial arts culture to bring forth the old and bring forth the new, so that The Times and tradition fit, the nation and the world fit. On the basis of retaining the original cultural core elements in her products, she actively integrates the elements of modern culture and absorbs the nutrition of foreign developed sports culture.

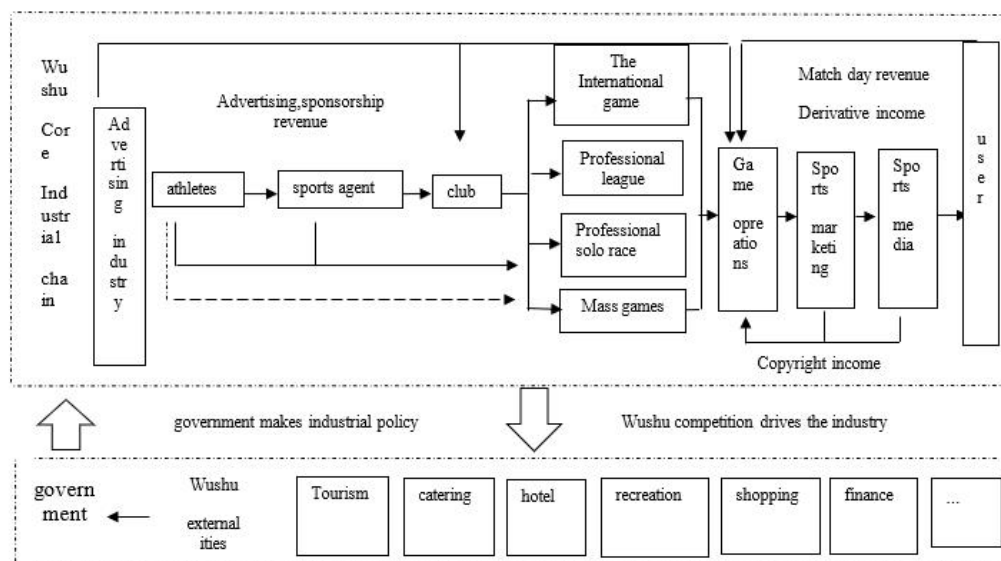


Figure 1: Industrial ecological chain of Wushu Competition

## 2.1 the salary statistics system is not perfect

Combined with the actual situation, the institutions are mostly cycle quarter of labor wage statistics work, which makes the labor wage statistics for inspection, will often appear parameter problems, for example, labor wage statistics data chaos and loss of original data, statistics report a lack of rationality and so on. In the operation process of public institutions, the emergence of such problems will lead to the lack of authenticity and effectiveness of the internal management of public institutions, and then directly affect the efficiency of the modernization of public institutions. In addition, public institutions are prone to post transfer in the process of development, which makes public institutions have obvious imperfections in the salary statistics system. Therefore, the efficiency and quality of labor wage statistics cannot be effectively guaranteed [1].

## 2.2 Single way of statistical information

In the current society, when the public institution implements the statistics of labor and salary, the staff of each department will make statistics separately and report to the superior department in a unified manner. Then the statisticians of the competent department will sort out the data of each department and draw the statistical data statements in a monthly, quarterly or annual manner. Combined with actual situation, in the process of institution running, this kind of statistical methods exist obvious single negative problems such as low efficiency, ways, and in this type of statistical model, the comprehensive nature of the labor wage statistics is often difficult to get effective guarantee, this makes the actual situation of the department staff wages could not be accurately reflected. In addition, in this kind of statistical model, the competent departments in the implementation of the labor wage statistics report drawn work, can only rely on data and information provided by the various departments to draw, makes it hard for most of relevant departments of authenticity and efficiency of this kind of data information, finally statistical work value labor work hard to get.

### **2.3 The basic data are not perfect**

For institution of labor wage statistics analysis we can know that from inside the business entity, labor wage statistics of basic data mainly related to employee information, database, and the staff personal data information, the information is business unit labor wage statistics work quality and efficiency can be guaranteed. However, due to the relatively frequent job transfer in public institutions at the present stage, it is easy to appear the loss of original data and other negative problems affecting the quality of labor wage statistics in the implementation of labor wage statistics, which ultimately leads to the quality of labor wage statistics in public institutions can not be guaranteed.

### **2.4 Improve the Internal Ecosystem of Wushu Culture Industry and Promote the Development of the Ecological Chain of Wushu Culture Industry**

In the process of the development and enhancement of wushu culture industry, the basic elements in the structure of wushu culture industry are comprehensively analyzed to accurately understand the characteristics of marketization operation in the internal ecosystem of Wushu culture. To enhance the strength of China's martial arts culture industry, as President Xi said, "One needs his own strength to make iron." First of all, optimize the industrial structure of wushu and promote the coordinated development of wushu. Starting from the core industry of wushu, relevant industrial departments should be mobilized to participate in the promotion and publicity of wushu professional league, so as to enrich the industrial group of wushu professional league, extend the industrial chain, enhance the competitiveness of the professional league, improve the overall efficiency of the industry, deepen the association of the industry, and enhance the ability of sustainable development. Secondly, through effective resource allocation, we should fully expand and utilize the economies of scale benefits of wushu culture industry to enhance its sustainable development ability.

## **3. ESTABLISH AND IMPROVE THE LABOR AND WAGE STATISTICS SYSTEM**

In combination with the actual situation, in the operation process of public institutions, the implementation of labor and wage statistics is mainly to improve the authenticity and effectiveness of internal data information while effectively improving the standardization of internal management work of public institutions [2]. It can be seen that in the current society, the development of labor statistics can effectively improve the standardization and scientific nature of the internal management of public institutions, and thus provide a more adequate guarantee for the improvement of their social value. From the perspective of internal management of staff in public institutions, improving the labor wage statistics system can not only ensure the effect of labor work statistics in public institutions, but also help them more comprehensively and systematically grasp the operation of various departments in public institutions. In this context, public institutions need to pay more attention to the improvement of labor and wage statistics system. In the implementation of the system of perfect work, business unit to the original system for its first comb screening, to timely revision is inconsistent with its own development system at the same time, in the form of a system to identify the labor wage statistics method, statistical functions, and in the process of science set statistical standards, the labor wage has the characteristics of the differentiation of further highlighted, Finally to ensure that the development of the value of labor wage statistics can be more comprehensive play.

### **3.1 Optimize the Ecological System Outside the Martial Arts Cultural Industry to Guarantee the High-Quality Development of the Martial Arts Cultural Industry**

Optimizing the exogenous system of wushu culture industry is an important measure to promote the high-quality development of wushu culture industry. First, deepen reform and improve the support system. The government actively guides the construction of the development plan of wushu culture industry, implements the laws and regulations of wushu culture industry, expands the financing channels, and solves the problem of development funds [14]. Secondly, we should accelerate the training of talents in the wushu culture industry. The wushu culture industry is a special emerging industry in China, and has its own special requirements for talents. It is necessary to train compound talents who know martial arts and can promote and market the martial arts industry, as well as scientific and technological innovation talents, so as to integrate with the international sports industry and realize leap-forward development. In addition to the linkage mechanism between colleges and universities, social organizations and enterprises, and the new talent model of martial arts culture industry, it is necessary to actively introduce extroverted talents, especially professional managers, brokers and other special talents. Finally, strengthen science and technology research and development, adhere to innovation-driven. Science and

technology has become a decisive factor in the development of the cultural industry, and the martial arts cultural industry has increasingly become the "content" of the high-tech industry, while the high-tech industry has become the "carrier" of the martial arts cultural industry. With science and technology reflect the charm of wushu culture, marriage of high-tech, high-cultural industry with modern science and technology as the engine, with the power of media dissemination of martial arts information to the audience to the masses wushu culture, in order to gain greater social and economic benefits, the purpose of spreading wushu culture, the martial arts culture consumption market.

### **3.2 Innovate statistical methods**

In the current era, the development of labor wage statistics in public institutions is easily affected by all kinds of negative factors, such as management system, staff post salary system and so on. Therefore, in order to be able to further ensure the quality of the institution of labor wage statistics work, and to ensure the integrity of the statistical information, it is the labor wage statistics must be optimal value, and through the way of perfecting labor wage statistics index, to ensure business unit staff salary each position to all the changes in the labor wage statistics reflected effectively. In addition, the public institutions also need to integrate the total salary, average amount and other data information into the labor wage statistics work, and further ensure the unity of their own labor wage statistics method and the authenticity of statistical information on the basis of in-depth analysis of relevant data information.

### **3.3 Improving the construction of basic data**

In combination with the actual situation, whether the basic information is perfect is the basis of whether the labor wage statistics can be guaranteed, and only on the basis of the basic information is perfect enough can further ensure the authenticity and effectiveness of the labor wage statistics information. Therefore, enterprises should be the following two work seriously rise: 1, do a good job in the construction of personnel archives database through the application of information technology to traditional paper files into electronic data file, which caused by changes in effectively avoid the negative problems such as lack of basic data at the same time, further to ensure the validity of the labor wage statistics work; 2. Improve the sharing of basic data and information, and incorporate the records of rewards and punishments and post changes of staff of each position into the basic data for management, and lay a solid foundation for the improvement of the value of labor wage statistics in public institutions while accurately recording the increase and decrease of wages [3].

## **4. ANALYSIS OF THE INDEPENDENT INNOVATION INCENTIVE STRATEGY OF PRIVATE ENTERPRISE R&D PERSONNEL**

In the era of "Internet +", the development space and prospects of a private enterprise depend on whether the core links of the enterprise are online. The incentive and investment of R&D personnel is the top priority of enterprise management. Whether it is offline or online directly determines the survival of private enterprises. Efficiently promote the independent innovation ability of private enterprise R&D personnel. In addition to correctly understanding the different ability and work characteristics of private enterprise R&D personnel, to identify different independent innovation scenarios, it is necessary to select an appropriate incentive strategy or a combination of incentive strategies based on the above content.

Based on the research of previous scholars and the characteristics of R&D personnel, this article summarizes short-term basic salary and benefits, bonuses, and long-term stock options as salary incentives; summarizes R&D personnel's vision for job promotion, achievement development, and cultivation and learning as growth and development needs; summarizing factors such as corporate culture, entrepreneurship, and company prospects as corporate environmental incentives. According to the ERG theory proposed by Clayton Alderfer, it is believed that existence (Existence), correlation (Relatedness), and growth and development (Growth) are the three core needs of human beings. Different from Maslow's characteristic of leveling from low to high and gradually satisfying, the three needs in ERG theory can play a role at the same time and are not limited to a certain level. Based on this, the incentives of private enterprises for R&D personnel should also be based on these three needs, mainly considering the three incentive strategies of salary incentives, growth and development incentives and corporate environmental incentives. Salary incentives can meet people's basic living needs such as food, clothing, housing and transportation; the role of the corporate environment is to meet the needs of people's mutual relations and social communication, emphasizing the impact of the environment and the social relationships formed by the environment; growth and development incentives meet people's personal realization and self-realization perfect

the needs of higher levels. Moreover, according to the different independent innovation scenarios of the independent innovation of R&D personnel mentioned above, companies should adopt different incentive strategies or use a certain incentive as the key incentive, and the rest of the incentives are auxiliary incentives. The specific embodiments are as follows:

#### **4.1 Salary Incentive Strategy**

Salary incentive strategy refers to a combination of various ways that private companies give R&D personnel based on the performance results of R&D personnel, including short-term compensation such as basic salary, bonuses and benefits, as well as profit sharing, stock options, etc. In the era of "remuneration is king", high salary and high efficiency are still the last word, and it is also the most important and important talent incentive method for private enterprises. Affected by the scale of funds, many private enterprises simply treat salary as human capital expenditure, ignoring the role of good salary incentives in maintaining and increasing the value of corporate talents. Private enterprises should regard salary incentives as a kind of human capital investment, and turn salary incentives into the driving force of employees' professional behavior and an important means to attract high-end talents. Taking corresponding management measures flexibly according to changes in the environment is the basic idea of the contingency theory mentioned above. Similarly, private enterprises should choose and use the three incentive strategies of salary incentives, growth and development incentives, and corporate environment incentives according to the independent innovation situation of R&D personnel themselves.

#### **4.2 Growth and Development Incentive Strategy**

Growth and development incentive strategy refers to a series of measures taken by private enterprises to provide their employees with systematic training and learning according to their own needs, to help employees achieve professional development and even meet personal achievement needs, such as employees training and learning, personal promotion, participation in corporate management, etc. For high-tech talents engaged in research and development, training and learning opportunities are more worthy of attention. Under the vision of many private enterprises with complex internal relationships, random training and chaotic management, a good training system and career planning mechanism are important measures for companies to recruit high-end talents and stimulate their willingness to work.

#### **4.3 Enterprise Environmental Incentive Strategy**

Enterprise environmental incentive strategy refers to a series of measures adopted by private enterprises to absorb and maintain stability by improving the internal state of the company, creating a good atmosphere and correct orientation. Mainly reflected in the quality and spirit of entrepreneurs, simple and harmonious interpersonal relationships, positive and good corporate culture, pioneering and innovative atmosphere and so on. A good corporate environment can enable employees to focus more on their own work, enhance their sense of belonging and improve the quality and efficiency of their work.

Based on the previous research, this article puts forward the independent innovation incentive strategy of private enterprise R&D personnel based on the ERG theory, which is mainly divided into three methods: salary incentive strategy, growth and development incentive strategy, and corporate environmental incentive strategy. Individuals' different independent innovation incentive scenarios are specifically used to construct an independent innovation incentive model.

### **5. ENDNOTES**

To sum up, in the current society, the value of labor wage statistics has been constantly improving. Therefore, public institutions need to correctly recognize the value of labor wage statistics, clarify their shortcomings in labor wage statistics, and actively explore countermeasures. Through the innovation of their own labor wage statistical methods to further highlight the statistical value of labor wage.

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