Current status of human resource management in China and EU

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Abstract

This paper studies the situation of human resource management in the construction industry between China and the European Union. According to the analysis, it shows the importance of human resource management. It summarizes the current situation and existing problems of human resource management in China and the European Union. Corresponding measures are proposed to facilitate the sustainable and healthy development of human resource management. Since the establishment of diplomatic relations between China and the EU, bilateral relations have developed smoothly. Later, the two parties established a strategic partnership. Subsequently, trade cooperation in various fields continued to develop. China proposes to implement the "One Belt One Road" initiative, and the European Union actively participates in the "One Belt One Road" framework agreement. The two parties' research on human resource management in the construction industry will be of great significance to promote further in-depth cooperation between the two parties in the field of construction and human resource management, and to expand and create a broader development space.

Suggested deepening the reform of teaching content and curriculum system in accordance with the modern development of human resources. Emphasized that education investment for developing human resources and improving the quality of workers is not a simple consumption, but a long-term productive investment. Emphasis is placed on the personnel appraisal system establishment of its the guarantee for the stability of the management staff.

Keywords: human resource management, performance appraisal system, development status, construction industry, EU, China.

Introduction

This article aims to study the current situation of human resource management in China and the EU. This article will conduct an indepth understanding and analysis of the current situation, existing problems and solutions to the human resource development and management of the construction enterprises of the two sides from the data in the "Statistical Yearbook of the People's Republic of China". Make some suggestions for development.

Use statistical analysis methods to collect statistics on the construction industry of China and the EU, objectively explain the current situation and existing problems of the human resource development and management of the construction enterprises of both sides; quantitative and qualitative analysis methods combined with the data analysis results, put forward the problems and impacts of China and the EU Factors of development. The data used in this article comes from the "Statistical Yearbook of the People's Republic of China" database (https://data.stats.gov.cn/).
Material and methods

Human resource management is an important strategic task in modern enterprise management. Only by realizing the scientific management of human resources can the sustainable and stable development of the enterprise be promoted. The construction industry has a certain degree of particularity. It has higher technical requirements for talents, and involves many related industry management content, so it is more difficult in human resource management. After China proposed to implement the "Belt and Road" initiative, the European Union actively participated in the construction of the "Belt and Road" initiative. My research on the construction industry of both parties is mainly to promote the further deepening of cooperation between the two parties in the field of human resources in the construction industry, and to expand and create a broader development space.

Due to China's special national conditions and the geographical distance between China and the EU, the exchanges between the EU and China have decreased. With the implementation of the "One Belt, One Road" strategy, my country's economic construction has developed rapidly, and the pillar status of the construction industry in the national economy has become more and more obvious. The stable development of the construction industry has become the key to social and economic stability. The development of China's construction industry it has also led to the development of the construction industry in other countries, and issues related to human resource management have become the object of many scientific studies. In important national and global studies involving this issue, follow-up work should be emphasized.

"Human resources" was first proposed by the famous contemporary management scientist Peter Drucker in his book "Management Practice" in 1954. He pointed out that "the only difference compared with other resources He is a human being," and Drucker believes that it has qualities that other resources do not possess, such as "coordination ability, fusion ability, judgment ability and imagination" and so on (Liu Zhaorui, 2018, Issue 02).

White Bart published the book "The Function of Human Resources" in 1958, which discussed the issues of human resource management in detail. With the deepening of related research, human resource management research has penetrated into the human resource comparison and cross-cultural management of various countries and regions (Zhao Weixin, 2017).


Peng Jianfeng, a well-known human resource management expert in China, believes in his book "Introduction to Human Resource Management" that: human resource management is based on the needs of organization and personal development, the effective development, rational use and rational use of human resources in the organization. The sum of scientific management mechanisms, systems, procedures, and technical methods (Sun Konghe, 2011. (8)).

The well-known Chinese scholar Zhao Shuming believes in the book "Human Resource Management Research" that: human resources refer to the total number of people with labor ability in a certain range of population, and they are people with intellectual and physical labor ability who can promote social and economic development. The general term. It is a kind of productive capacity contained in the human body, manifested in workers, and a resource represented by the quantity and quality of workers (Nie Huiping, 2012/2).

In the 1980s, the "new economic growth theory" or "endogenous growth theory"
represented by American economists Paul Romer and Rober Lucas developed the theory of human capital. They believe that knowledge accumulation, technological innovation, and specialized human capital as the decisive input factors are the main factors of economic growth. They can not only increase their own income, but also increase the income of other input factors such as material capital and labor. The return to scale of the entire economy is increasing, and the increasing return guarantees long-term economic growth. The law of increasing returns caused by human capital investment means that under established conditions, the boundaries of social production possibilities are expanded outside of the input of natural resources, material capital, and labor, or under the established conditions of output, natural resources and material resources are permanent. Continue to use, thus becoming a guarantee of sustainable development. On the basis of explaining the importance of human resources to economic growth, the new growth theory also puts forward the impact of human capital investment on the sustainable development of enterprises. It is the theoretical basis for this article to take the innovation of human resource development mechanism as an important content, and to propose a sound. The human capital investment system has laid the foundation (Luo Shan, Li Jiasheng, 2012-15).

L.E. Davis and D.C. North pointed out in The Theory of Institutional Change: Concept and Reason: If the expected net benefit exceeds the expected cost, an institutional arrangement will be innovated. Only when this condition is met, we can hope to find an attempt to change the existing system and property rights structure in a society. The manpower system of private enterprises has seriously affected the development of enterprises. This research is the theoretical basis of the system innovation proposed in this article (Wang Chengli, 2011-12).

North (1997) pointed out: "If a society does not achieve economic growth, it is because the society... does not guarantee the minimum compensation or benefits that the actors of innovative activities should receive from the system. This also shows that private enterprises. The development of China has stagnated, and institutional problems have become the biggest obstacle (Cao Yuanyuan, 2015 (11)).

The famous American scholar Eaton once predicted: "We are convinced that in the near future, the highest economic interests of our country will depend on the creative talents of our compatriots, not on natural resources." Today, Eaton’s predictions have already become reality. The management and application of people in various industries have received unprecedented attention, especially in the construction industry. The large number of employees in the construction industry, high mobility, unstable structure, and low quality of personnel all determine that doing a good job in human resource management is by no means an easy task, and there is no fixed model and routine, which needs to be integrated. Analysis and moderate innovation (Sun Konghe. First Half Month, 2011 (8)).

Schultz believes: "As the main factor of economic growth, human capital is the most economically valuable type of capital. Its contribution to economic growth is far more important than factors such as the increase in material capital and the number of labor". Therefore, when we are studying human resources in my country’s construction industry, we must first have a preliminary understanding and analysis of the current human resources in the industry, so as to provide basic prerequisites for in-depth research on related issues (Zhang Xin, 2013 (26)).

The purpose of the article. The construction industry is a major part of national economic development and social progress, and human resource management, as one of the main means for the construction industry to gain competitive advantages, is playing an increasingly important role in the construction of construction enterprises. China and the EU only made contact between economic and trade, but did not make contact in the field of construction. This article will use the data in the "Statistical Yearbook of the People's Republic of
China" to conduct an in-depth understanding and analysis of the status quo, existing problems and solutions to human resource development and management of both construction companies, so that human resource management can achieve sustainable and healthy development.

Research method. Use statistical analysis methods to collect statistics on the construction industry of China and the EU, objectively explain the current situation and existing problems of the human resource development and management of the construction enterprises of both sides; quantitative and qualitative analysis methods combined with the data analysis results, put forward the problems and impacts of China and the EU Factors of development. The data used in this article comes from the "Statistical Yearbook of the People's Republic of China" database (https://data.stats.gov.cn/).

Results and discussion

The proportion of interdisciplinary talents and scientific research and development talents among the construction staff in China and the EU (Li Bin, Zhao Guogang, 2011). According to data from the "Statistical Yearbook of the People's Republic of China" database, according to relevant data, the number of construction enterprises in China increased from 78,919 in 2014 to 95,400 in 2019, and the number of employees in construction enterprises increased from 45,283,600 in 2014 Increased to 55.632995 million in 2019. It is obvious that competition within the construction industry has become increasingly fierce. From 2014 to 2018, the number of employment in the construction industry in the 28 EU countries showed a growth trend. In 2018, the number of employment in the construction industry in the EU 28 countries further rebounded to 15.340 million. As of 2019, the number of technical personnel employed in the construction industry in China was approximately 2,280,800, accounting for 4.1% of the industry's employees, and the management personnel were approximately 2.781 million, accounting for 5% of the industry's employees; among the EU's construction industry employees, approximately 598.86 million technical personnel, accounting for 3.9% of industry employees, and about 613,600 management personnel, accounting for 4% of industry employees. This also includes professional talents borrowed by low-qualified companies, as well as those with outdated knowledge.

Fig.1 The trend of the number of employees in the construction industry from 2014 to 2019
Source: the author formed and calculated based on the data of the <People's Republic of China National Database>

In the field of specialized talents, there are many application-oriented talents, but few research and development talents. This situation determines the lack of technological innovation in the construction industry, the weaker ability to transform scientific and technological achievements, and the low technological content of production and management processes.

2. China and EU construction education training goals (Cao Yuanyuan, 2015) and the specifications of talent goals. There are 125 construction technical schools, 6 advanced technical schools, and nearly 700 vocational high schools in China. The number of higher education institutions in the EU and the number of students at all levels are decreasing. The number of construction technical schools has...
been reduced to 370. These schools have trained a large number of first-line technical backbones for the national construction cause and made positive contributions to the development of human resources. In recent years, under the influence of certain factors, some schools have blindly raised their training goals, unrealistically compete with secondary schools and colleges for the market, and have given up on the training of talents at the operational level. As a result, the school is in a recession. There is a shortage of students and a large amount of resources are idle. Some construction vocational schools or majors were closed.

In the construction industry, migrant workers in China and the EU account for 80%. Various sectors of the construction industry have become channels for absorbing surplus rural labor. Migrant workers are mainly employed in the construction industry. Most of them have not completed compulsory education, and those with elementary education account for a certain proportion, and the operation level senior technical workers are less than 3%, and the technical engineers less than 1%. The vast majority of migrant workers have been employed without any training. They have poor cultural quality, no professional common sense, lack of quality awareness and safety awareness. Cause engineering quality accidents and frequent safety accidents. Although the construction industry has promulgated a number of job access permit systems, implementation still requires a period of time. At present, those who have been trained to work are mainly at the technical and management level, and it is an indisputable fact that a large number of migrant workers are not trained. On the other hand, because there is no special organization to organize and implement training, a large number of migrant workers do not receive vocational training before they go to work, and they are blindly employed. Become one of the main reasons that cannot be avoided.

3. Staff assessment and incentive mechanism (Zuo Yajing, 2010). The assessment system in human resource management is not perfect. The assessment system promotes the enthusiasm of the staff under the establishment and implementation of the construction enterprise and realizes the standardized enterprise development. However, during the implementation period, some companies have not established a complete assessment system for human resource management. There is a single management form in terms of adaptability and system innovation. The management staff did not really realize the positive effect of the performance appraisal system on the entire enterprise. For example, under the implementation of the incentive policy, the company only expresses it in the form of year-end awards, and the incentives for some outstanding staff are not enough, and the establishment of the punishment system is not perfect, thus reducing the standardization of human resource management. Therefore, in order to enhance the enthusiasm of the staff and ensure the standardization of human resources work, it is necessary not only to establish a complete reward and punishment system to ensure the stability of the staff’s salary, but also to analyze according to the actual performance of the individual at work. In order to realize the rigor and standardization of the assessment system, the actual efficiency and work effect of the system are rewarded and penalized.

**Conclusions**

Since the implementation of the “Belt and Road” strategy in 2013, the research on human resource management in the construction industry of both parties has opened up a broad space for the rapid exchange and development of the construction industry between China and the EU; the human resource management of construction companies is not perfect It is a major problem that
seriously restricts the development of enterprises, and this problem seriously hinders the further development of construction enterprises (Zhao Weixin, 2017). How to strengthen and improve the human resource management of construction enterprises is a problem that needs to be solved urgently in the development process of Chinese and EU construction enterprises. It analyzes and discusses the importance of human resource management in China and EU construction enterprises, the problems and countermeasures in human resource management, and puts forward corresponding countermeasures:

1. With the rapid development of the construction industry, the establishment of a modern enterprise system, and the implementation of the qualification system, practitioners are required to continuously update their scientific and technological knowledge and skills, and continuously improve their overall quality. This objective situation urges us to establish a multi-level and multi-type architectural education system that is compatible with it. Not only must there be a secondary vocational education system, but also a higher vocational education system, an adult education system, a labor training system, and an employee education system. Higher education in architecture is the top priority. All levels and types of schools, especially those of higher education, should focus on broadening the scope of professionalism, enhancing the adaptability of talent training, and laying the foundation for lifelong learning and continuing education for students. School education must change the concept of pure knowledge transmission. Carry out comprehensive, all-staff, and whole-process quality education. It is necessary to continuously cultivate students’ sense of social responsibility, realistic dedication, hard work style, high humanities accomplishment, solid basic theory and certain modern economic management knowledge, systematic engineering awareness and environmental awareness, advanced competition awareness and Engineering innovation ability. Deepen the reform of teaching content and curriculum system. According to the trends of science, technology, economy, and society in the 21st century, combined with the training objectives, constantly update the teaching content, optimize the curriculum system, break the barriers between disciplines and courses, strengthen the logical and structural connections and integration between the curriculum systems, and reflect science in time. The latest achievements in technology management technology. Strengthen the research and application of modern educational technology and management methods. Pay attention to the study of modern information technology with computer technology as the core, strengthen the combination of student information technology and professional technology, and actively encourage teachers and students to participate in the development of new knowledge and technology fields. Vocational education institutions at all levels should establish a sense of service facing the market economy and serving the grassroots, strengthen the pertinence and advancement of professional settings, and the application and practical guidance of talent training to cultivate grassroots-oriented technology applications and technology management. The first purpose of running the school is to provide suitable talents with various services. Through the concerted efforts of all parties, a policy-oriented mechanism for the construction of competent departments of governments at all levels is finally formed; an active adaptation mechanism for various construction educational institutions to meet the needs of career development; an active training mechanism for talents by enterprises and institutions and an active learning mechanism for individual practitioners Participation mechanism.

2. It is necessary to change the understanding of education investment in the past. Education investment for developing human resources and improving the quality of workers is not a simple consumption, but a long-term productive investment. With this new concept, investment in education and training will be on the right track. When the government invests in major infrastructure projects, it should set aside a certain proportion, dedicated to human resource development and employee education and training, so that as key projects progress, a high-
quality construction team will also be formed, strengthened, and improved. Local governments should also formulate policies to specifically plan the training costs for migrant workers. In particular, some districts and counties with the traditional export of construction labor services should allocate special funds to do a good job of training at all levels and types before the export of labor services. With a long-term view, today’s investment in education and training will be exchanged for more local fiscal revenue tomorrow. Construction companies should increase their investment in human resource development. In particular, small and medium-sized enterprises and township enterprises should establish an education investment mechanism to ensure that every employee has the opportunity and funds to receive continuing education, and treat investment in employee education as the most vital welfare for employees. Only if this continues, enterprises will have a wider living space. Competent departments of the construction industry and education departments should face up to the investment in construction secondary vocational schools (secondary schools, vocational schools, and skilled workers). Due to many reasons, the enrollment of construction secondary vocational schools has declined in recent years, and some schools have been cut off from financial supply, making survival and development difficult. These schools are the main channels for human resource development in the construction industry. Their status is of vital importance to the development of human resources in the construction industry.

3. The establishment of the performance appraisal system can stimulate the enthusiasm of the staff and ensure the effective management of the construction enterprise. The system is the guarantee for the development and progress of an enterprise, and the establishment of its performance appraisal system is the guarantee for the stability of the management staff. Therefore, to form a sound human resource management and stimulate the enthusiasm of the staff, it is necessary to establish a reasonable performance appraisal system. First, implement a punishment mechanism. The construction company regularly evaluates employee performance, work results and other factors, rewards staff with better performance, and punishes staff who are opportunistic and not serious in their work through the relevant funding system. However, this assessment system does not truly show the actual ability of employees, it only serves as a warning. Regular appraisal of staff is also required to ensure the authenticity of staff appraisal results in various forms. Such as written examination, practical operation and other assessment forms. Finally, the assessment results of the staff are evaluated, so that the staff can analyze their own problems and improve their ability in the future.

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