Analysis of measures to improve the technical level of late development of high water cut oilfield

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Abstract. Oilfield exploitation has the characteristics of bad environment and complex construction. Under the background of changing oil reserves and structure, how to use advanced exploitation technology to ensure the development direction of Oilfield on the basis of gradually improving oil recovery is an important problem faced by oilfield enterprises. Therefore, the oilfield in the late stage of high water cut must improve the ability of technical personnel In order to ensure the long-term high efficiency and stable production of the oilfield, we should adopt advanced production technology, tap the potential of remaining oil in the later stage of oilfield development, control the production decline and water cut rising speed.

Key words: Oilfield; remaining oil; development technology; research.

At the present stage, in the face of the long-term international oil price is not optimistic, the continuous improvement of safety and environmental protection supervision and the realization of modern management of oil enterprises and many other situations, the enterprise business must put the staff training work on the height of enterprise strategic development, through continuous innovation of training methods, strengthening control, and constantly improve the professional ability and professionalism of the majority of employees, in order to achieve stable development The ultimate goal of China's economic development is to add impetus.

With the deepening of socialist reform and opening up, the training methods of oilfield enterprises are also innovating. Under the continuous reform of the market economy, enterprises have gradually realized self-management, and established modern enterprise management mode compatible with the socialist market economic system. All these have led to the increasing influence of the market mechanism on enterprises. At present, the degree of marketization is expanding. In order to meet the requirements of market development, we should innovate the staff training mode and realize the requirements of the socialist market economic system, Change the traditional mode of innovation, establish a new way of training.
1. Current situation of staff training in petroleum enterprises

1.1. Analysis of current situation of staff training in Petroleum Enterprises

The vast majority of oil companies are located in remote areas and far away from urban areas, with extremely scattered personnel. In addition, most of the employees come from local sources. Therefore, it is generally difficult to carry out the training systematically. But in recent years, affected by various reasons, petroleum enterprises pay more and more attention to employee training, generally regard employee training as an important part of human resource management, and take effective measures, so that the training work has achieved great results in the short term. But at the same time, we should also face up to the gap with advanced petroleum enterprises, especially compared with the strategic development goals of foreign advanced petroleum enterprises, there is still a big gap.

1.2. Problems existing in the current staff training of Petroleum Enterprises

(1) We can't understand the training work correctly and the training idea and method are backward. First of all, due to the dual needs of social economic development and social development, China's oil demand shows explosive growth in a short period of time, which also makes the oil enterprises obtain rapid development. In the process of rapid development, affected by the rapid growth of all aspects, the oil enterprises generally lack enough attention to the staff training. Secondly, although some enterprises can carry out training regularly or irregularly, they always pay blind attention to professional skills training and ignore the cultivation of employees' comprehensive quality. Under the long-term influence, there is a big gap between employees' professional and technical ability and comprehensive quality. Finally, the training work is lack of innovation, the content of training work carried out many times is the same, what is lacking is training, what is the core of training. Under the influence of this wrong guiding ideology, the comprehensive ability of enterprise employees is lack of reserve and foresight. Once there is a major industry change, it will be difficult to adapt to the new development needs in the short term, which seriously restricts the development of enterprises.

(2) Lack of a sound training mechanism. First of all, the lack of scientific training planning, the management system and assessment mechanism is not in place, it is difficult to form a good incentive mechanism. In this context, it is difficult to stimulate the enthusiasm and initiative of enterprise employees. Secondly, there is a lack of a sound system for training teachers. For example, in many training activities, the teachers in charge of training are all composed of advanced employees within the enterprise. This kind of teacher structure is not sound, and it is difficult to absorb advanced technology and working methods from the outside world. Under this mode, the scope of training work is firmly limited to internal learning. In the long run, the employees of the enterprise are generally satisfied with the training. They lack a sense of identity. Thirdly, due to the lack of perfect training evaluation mechanism, previous training work is difficult to get effective evaluation, and the transformation of training results is difficult to achieve the expected goal. Finally, due to the lack of effective communication and supervision, the training work lacks discipline for a long time, so it is difficult to maximize the training effect.

(3) The training method is rigid. First of all, it is difficult to determine the demand for training, which makes the training work lack direction and it is difficult to achieve the real purpose of training. Secondly, the training content does not aim at the current outstanding problems, which makes the training difficult to adapt to the needs of the work. Finally, the training method is backward and single, it is difficult to stimulate the enthusiasm and initiative of employees.

2. Strengthen the research on the staff training in petroleum enterprises

2.1. Training of management staff

Based on the actual situation of the management personnel, and fully combined with the annual quarterly assessment results and daily work performance, the comprehensive analysis is carried out. At present,
the core of the training of the management personnel in the gas production plant should be in the following aspects:

(1) Fully combined with the actual situation of the gas production plant, the training of management personnel is focused on the training of laws and regulations, political policies, business management knowledge, management ability and corporate culture knowledge, so as to continuously strengthen the moral quality, ideological quality, political quality, professional quality and leadership quality, control ability, decision-making analysis ability and pressure handling ability of management personnel. And global awareness.

(2) According to the difference of work nature and work content, carry out targeted business skills training for managers, so that they can easily carry out daily work.

(3) For reserve managers, training should focus on management knowledge, political policy, self-awareness and work efficiency. For the general managers, the training should focus on the business skills, strengthen the executive power and work strength.

(4) Strengthen the management of independent work ability and team cooperation ability and physical and mental health knowledge training, encourage and supervise the management staff, form good living habits and work habits, play a leading role, lead all staff to work with full enthusiasm.

2.2. Technical staff training

First of all, for senior and middle-level technicians and technicians in important research positions, their training should focus on the innovation of technical ability and the improvement of professional quality and accomplishment. Secondly, for junior technical personnel, the training should focus on improving operation skills, production technology, risk identification awareness, fire safety technology and professional theoretical knowledge. Finally, for the legal, accounting, statistics and other auxiliary technical personnel, the training work should focus on improving business ability, so as to achieve the purpose of reducing work errors. The training of operating staff should be based on staff behavior, skill specification, staff post level and post specification, and fully combined with star level training and skill identification training. The training work should focus on safety operation specification and post skill training, so as to continuously improve their emergency response ability, behavior specification ability and technical operation ability.

(1) Starting from the management system, concept, moral etiquette and ideological quality of the enterprise, we should carry out the training centered on improving the comprehensive quality.
(2) Focus on the training of production operation skills and safety. It is necessary to strictly abide by the provisions of the relevant management system, and strengthen the training of the staff's operation procedures, safety knowledge, self-help and mutual rescue by effectively using various methods such as emergency drills and star staff training.

(3) Strengthen the training before skill appraisal. It is necessary to check and determine the professional level of skill appraisal in detail, and carry out pre appraisal training in a planned, targeted and organized way.

(4) Strengthen the training of special operators, mainly including pump, pressure vessel, boiler operators, electricians, welders, etc., and strictly follow the principle of working with certificates.

(5) In addition to basic training, the training should focus on communication and coordination, improvement of production organization ability and management knowledge.

2.3. Innovative ideas of oilfield enterprise staff training

(1) Change ideas through innovation. In the enterprise training, ideology is the most important, the process of industrialization has been gradually accelerated under the market economy, positive development, all enterprises in order to achieve high-quality development in the fierce market competition, should update the enterprise management mode, in line with the social requirements. Whether the training mode is successful or not is closely related to the scientific integrity of the training system and the determination of the implementation. At the same time, enterprises should improve the training system according to their own situation, meet the requirements of market economy, and reform the traditional training mode. According to the position, content, ability, level and other aspects of enterprise employees, we should formulate a targeted training system. At the same time, we should ensure that the training mode is simple and clear, which can have a positive impact on employees. Enterprises should start from the inside to carry out diversified training mode reform, change those limitations, and realize the innovation of training mode from ideology.

(2) Explore human resources. In the oilfield enterprises, human resources are very important factors, it is the core of enterprise development and blood society, the degree of social modernization is accelerating, some development is also facing many challenges and opportunities, in order to make rational use of opportunities, overcome challenges, the development of oilfield enterprises should also be from all aspects to enhance ability, put an end to personal heroism. Select high-quality employees, explore human resources, cultivate the enterprise's dedication to home, unite and cooperate, and promote the development of the enterprise among various departments. For enterprise employees, they all have their own characteristics. In the training of human resource management department, we should tap the advantages of employees, improve their shortcomings, and develop their own ability in the professional field. In addition, we should also pay attention to the training of problem-solving ability. For the employees with strong ability in the enterprise, the enterprise should carry out in-depth training, improve higher ability, employ professionals at home and abroad to carry out training work, explain theoretical knowledge and technical means, and continuously guide and improve the professional ability of high-quality employees, so as to improve the overall quality of work.

(3) Formulate promotion policies to attract excellent trainers. Due to the lack of high-quality teachers in oilfield enterprises, which is not conducive to the development of employee training in oilfield enterprises, enterprises should formulate standard policies according to the specific situation, attract high-quality trainers to introduce advanced ideas, and have practical operation skills in enterprises. For those urgently needed talents, the standard can be appropriately reduced. For enterprises to judge the ability of employees, it should be carried out by means of assessment and evaluation. Encourage employees to actively report some suggestions, enterprises should also carry out actual investigation to solve the group's problems and improve work efficiency.
3. Thinking on the staff training of petroleum enterprises

(1) Expand the connotation of training. As a systematic project, training can effectively cultivate employees' skills, ideas, rules and attitudes. Effective training can help employees achieve a good combination between individual personality and enterprise development requirements. In this context, the concept of training is no longer the traditional learning or teaching, but as long as the staff can benefit from the work or team life, should be listed as training. As for how to innovate training methods and improve the training effect of employees through various training channels, it is a problem that the training workers should focus on in the new era.

(2) Combine practical, urgent and long-term development. Training is not only an important form of enterprise investment activities, but also a kind of welfare for employees. Since training is a long-term investment of enterprises, we should study various training mechanisms and long-term strategic plans from the perspective of long-term interests.

(3) Integrate teachers and improve institutions. Through the establishment of a variety of template training materials, the records and materials are standardized, and the teacher system and internet teaching system combining part-time and full-time teachers are established to continuously expand the training resources; through the continuous improvement of relevant training institutions, the professional training management personnel are equipped, the supervision, management and control of the training process are strengthened, and the evaluation mechanism is continuously improved In order to realize the professional management of training.

(4) Strengthen the evaluation of training work. Enterprises can use a combination of quantitative and qualitative methods to carry out training evaluation. For example, after the end of training activities, organize student exchange seminars, issue questionnaires, organize tests, case analysis, expert interviews, opportunity cost analysis, cost-benefit analysis, etc. from the overall perspective, evaluate the training effect, carefully analyze the current training methods, and find solutions In order to realize the efficient transformation of training results, we should find out the shortcomings and correct them.

(5) Pay attention to the training of professional skills and comprehensive quality of employees. If all employees are regarded as a barrel, then the professional skills and knowledge that employees have are the boards that make up the barrel, and the comprehensive quality that employees have represents the bottom of the barrel. Assuming that the capacity of the barrel increases with the increase of the length of the surrounding boards, once the bottom of the barrel cannot bear the weight, the barrel will gradually
leak, and it will become more and more serious with the passage of time. Finally, the bottom of the barrel will crack or even fall off, causing the whole barrel to fall apart.

4. Conclusion

In order to improve the oil field development recovery, it is necessary to conduct in-depth research and Analysis on the oil field development. It is necessary to analyze and predict the actual production capacity of the oilfield dynamically in combination with the actual production situation of the oilfield, and then use the most appropriate oilfield production technology to effectively improve the oil and gas production of the oilfield, so as to keep the oil and gas production in the best level.

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