Analysis of the Status Quo and Countermeasures of Logisticians in Land Engineering Scientific Research Units

Lu Sun¹,*, Jing Zhang³,a

¹Shaanxi Provincial Land Engineering Construction Group Co., Ltd, Xi'an 710075, China; Institute of Land Engineering and Technology, Shaanxi Provincial Land Engineering Construction Group Co., Ltd., Xi'an 710075, China;
²Shaanxi Provincial Land Engineering Construction Group Co., Ltd, Xi'an 710075, China; Institute of Land Engineering and Technology, Shaanxi Provincial Land Engineering Construction Group Co., Ltd., Xi'an 710075, China;

*Corresponding author e-mail: 930845324@qq.com, *jingzhangzhj@126.com

Abstract. In order to protect the land engineering research work smoothly, this paper takes shaanxi construction and engineering institute of technology as an example, analyzes the structure, age, gender and other structural components of the logistics personnel. For the related problems of logistics personnel management, it proposes countermeasures such as raising the awareness of teamwork, carrying out relevant professional knowledge training, and establishing a job evaluation mechanism.

1. Introduction

Land engineering scientific research is a special and heavy work, which includes a lot of indoor testing and analysis, field monitoring and sampling. As one of the important components of scientific research units, the scientific research logistics department is responsible for providing various logistics support services for scientific research and staff life. Whether the composition of the logistics team is reasonable, whether the work arrangement is appropriate, and the degree of condensation of the entire team affects the overall efficiency of the logistics support service more or less. Comrade Deng Xiaoping once said that "the task of logistic work is to serve scientific research and education, and to create conditions for scientific research workers and educators so that they can devote themselves to scientific research and education" [1], which shows the importance of logistic work in scientific research. Based on this, this paper carefully sorted out the situation and existing problems of the logistics team of Shaanxi institute of land engineering technology (hereinafter referred to as the institute, and put forward corresponding measures and Suggestions on how to further improve the team collaboration ability and improve the service quality of the logistics team.

2. Current situation of logistics team composition

Up to now, the research institute has a total of 126 people, among which 43 are logistics personnel, accounting for 34%. The reason why the proportion of logistics personnel is relatively high is that the research institute is divided into three places, with two scientific research bases. The base serves as a platform for the transformation of theoretical research into generic technology research and a bridge for the transformation of scientific research results into industry. In order to facilitate the normal
development of logistics support work in various regions, each base has set up its own logistics support department. In the latter group, there were 24 men, accounting for 54.55%. There were 19 women, accounting for 44.18%. In order to facilitate the normal development of logistical support work in various places, each base has set up a dedicated logistics support department. There are 24 males in the logistics team, accounting for 54.55%; 19 females, accounting for 44.18%.

2.1. Personnel relations of logistics team
Among the logistics team, 86.05% are labor dispatch personnel, 16.28% are contract employees, of which 13.95% are management personnel. Two kinds of personnel management relationships exist at the same time, mainly one of them, which is a typical representative of the personnel composition of many units logistics team [2].

2.2. Logistics team composition

2.2.1. Age composition. The youngest members of the institute's logistics team are 23 and the oldest 65, with an average age of 42. According to statistics, the logistics team is mainly composed of 41-50 years old, accounting for 37%. The reason for this phenomenon comes down to three points: First, compared with other positions, the professional and technical content of guards, security guards, and cleaners are not high, the physical quality requirements are not high, and the corresponding treatment is relatively low. From the perspective of livelihood, young people cannot be retained. Second, the work of guards and security guards is easy, but the work is cumbersome. Every day, people at different levels are confronted. Young people are not patient enough, while older people experience relatively more and more serious things. Third, most of the elderly people have arranged their children's affairs properly. In addition, some people have been freed from the busy work, and the spiritual world is suddenly empty. They will find some easy work. One is to pass the time, the other is to find some meaning in life.

| Age (years) | Age percentage% | Labor dispatch% | Contract system% |
|------------|------------------|-----------------|-----------------|
| 0~30       | 16               | 29              | 71              |
| 31~40      | 23               | 100             | 0               |
| 41~50      | 37               | 94              | 6               |
| 51~60      | 21               | 100             | 0               |
| 61~        | 2                | 0               | 100             |

2.2.2. Composition of professional qualifications. According to Table 2, the logistics team of the institute has a total of 12 people, who have the national professional qualification certificate, accounting for 27.91%. There are two reasons for the low proportion: 1. a total of 18 cleaning and guards, accounting for 41.86%. At present, the cleaning and guard industry do not have the relevant qualification certificates for national vocational qualifications; 2. Most of the management personnel in the logistics team of the research institute are transferred from scientific research work, and few of them come from the professional management background. This is caused by the special nature that all the contract staff of the research institute take into account both the staff work and scientific research work at the same time.
Table 2. Professional Qualification Statistics

| Professional qualification certificate | Number of people | Proportion% |
|----------------------------------------|------------------|-------------|
| Chef certificate                        | 4                | 9.30        |
| Driver license                          | 6                | 13.95       |
| Electrician certificate                 | 2                | 4.65        |
| No                                     | 31               | 72.09       |

2.2.3. Working atmosphere. Through the daily work performance, the logistics team members of the research institute are generally not enthusiastic about their work and lack of initiative and creativity. The work content is mainly based on management personnel. Most of the above problems are waiting for the solution. They seldom take the initiative to find solutions, less communication between colleagues, and there are more or less contradictions among individual colleagues, and there are fewer mutual help and mutual assistance.

In summary, the logistics team of the Institute is seriously aging, the overall professional skills are low, and the salaried system of labor dispatchers has no promotion gradient except for the driver. The mobility of the staff is large, the work enthusiasm is not high, and the employee happiness is low. Active service awareness needs to be improved.

3. Problem Analysis and Countermeasures

3.1. Enrich your leisure life and enhance your sense of belonging
Employees can live a healthy life and work happily, which is an effective way to improve work efficiency [3]. Nowadays, the overspeed development and overloading life pressure have put forward new requirements to the management level, which requires them to pay attention to the situation of each team member not only materially but also spiritually. According to the actual situation of the institute, each experimental site can organize some activities in combination with existing conditions, which can enhance teamwork and increase communication between colleagues. For example, watching educational film and television works, organizing fun sports games, etc., thus mobilizing the enthusiasm of the staff and promoting the unity, health and sustainable development of the logistics team.

3.2. Focus on business training and improve comprehensive quality
The logistics work involves a lot of complicated matters, so it puts forward higher requirements for the logistics personnel's business ability and comprehensive quality. In order to continuously improve the relevant knowledge reserves. Actively organize special business training and exchange activities for different job types. For example, irregular training activities, such as hydropower safety knowledge, garden tree maintenance, sanitation cleaning tips, kitchen food safety knowledge, etc. Continuously improve the overall quality and professional ability of logistics personnel, so as to carry out work more efficiently.

3.3. Improve system construction and formulate salary promotion system
According to scientific argumentation, salary management is positively correlated with employee satisfaction [4]. On the other hand, salary treatment is also one of the main factors affecting the composition of age. According to the actual situation, establish and improve the salary promotion system for employees in different positions, and try to make employees achieve fairness from the external, internal and individual dimensions. Guarantee the basic material needs of employees, motivate employees to work, improve employee satisfaction, and reduce staff turnover.

3.4. Transform service roles and enhance service awareness
Service is the starting point of logistics and the destination. All sorts of things called "little things" are the basic building blocks of logistical support. It is extremely difficult to make the client reach 100%

satisfaction. A slight mistake or delay will often lead to a misunderstanding of slack work[5] In order to better carry out the logistical support work, we must change our consciousness and focus to do a good job of routine logistics support, but also commit ourselves to doing all kinds of sudden and accidental Logistics of the incident, with the idea of “service-oriented, guarantee priority”. It is necessary to take precautions for all kinds of work, and strive to turn passive services into active services, and increase the initiative of work with the advancement and foresight of work. For example, hydropower and production equipment are subject to fine management, and the operation of the line and equipment is checked irregularly every week, and the problem is stifled in the bud.

4. Conclusion
In order to ensure the smooth development of scientific research logistics and reduce the incidence of accidents, we must persist in using innovative thinking, combining modern technology to continuously improve the logistics management system, establish a system for upgrading the salaried personnel compensation system, strengthen the business training of logistics personnel, and enrich the leisure life. Thereby improving the efficiency of logistics work, and improving the work well-being of labor dispatch workers, thus escorting the smooth development of scientific research work.

References
[1] Fully understand the importance of logistics work, and strive to do a good job in logistics support [J]. Journal of Guangxi Institute of Socialism, 2004 (S1): 31-34.
[2] Feng Wen, Ren Tao. Analysis of the current situation of manpower in the logistics department of a city hospital [J]. Chinese Hospital, 2014, 18 (09): 71-73.
[3] He Jun. Social work intervention study of corporate employees' spiritual life [D]. Suzhou University, 2014.
[4] Xu Min. The Impact of Corporate Salary Management Equity on Employees' Work Attitudes and Behaviors [J]. Human Resource Management, 2016(2): 101-102.
[5] Sun Benwei. On the new ideas of the logistics management of the Institute [J]. Modern Marketing (late issue), 2018 (07): 130.