

Investigation and Analysis on the Improvement of Personnel Quality in Tianjin Agricultural Enterprises

Feng Han^{1,a} and Zheng Wang^{2,b,*}

¹Male, Graduate Student in the School of Economics and Management, Tianjin Agricultural University in China. Full address: No. 22 Jinjing Highway, Xiqing District, Tianjin, China 022-2378 1287

²Male, professor in the school of Economics and Management, Tianjin Agricultural University in China. Full address: No. 22 Jinjing Highway, Xiqing District, Tianjin, China 022-2378 1287

^aemail:365474598@qq.com, ^bemail:wangzheng7007@163.com

*Corresponding author: Zheng Wang

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Abstract: The education and training of employees in agricultural enterprises refers to the education of academic qualifications and vocational skills for employees in agricultural enterprises. It is the main source of power to speed up the development of rural economy, the basis and important support for implementing the strategy of Rural Revitalization and giving priority to the development of agricultural and rural modernization. In this study, through questionnaires and interviews with relevant management departments, training institutions, agricultural enterprises and practitioners, the basic situation of education and training for practitioners of agricultural enterprises in Tianjin will be understood, problems in education and training for practitioners of agricultural enterprises in Tianjin will be summarized, and relevant countermeasures and suggestions will be formulated to help implement the strategy of revitalizing rural towns.

Introduction

Rural population, as a large base group in China, its development has a great impact on the development of contemporary China's economy and society and the process of modernization. Agricultural enterprises provide a large number of posts for rural labor force. Agricultural enterprises, as one of the important subjects of agricultural development, have an unusual position and role. One of the sources of the development of agricultural enterprises is to have high-quality employees, so the education and training of their employees is the most important. As the main body of agricultural enterprises, the employees of agricultural enterprises are characterized by low overall quality, which is difficult to meet the requirements of the times for the development of agricultural enterprises and the strategy of Rural Revitalization and the priority development of agriculture and rural areas. Therefore, it is necessary to strengthen education and training, improve the overall quality, and provide talents and intellectual support for the Rural Revitalization Strategy and the smooth realization of the goal of agricultural and rural modernization.

Detailed description of questionnaires and interviews

Questionnaire and interview outline design

Questionnaire survey and interview outline are discussed, designed and completed through consulting data, literature, after many revisions and pre-investigation. This questionnaire is designed from the age, household registration, life stage, occupation, income, educational background, health status, access to information, ways to alleviate psychological pressure, ideological quality, knowledge level, ability status, whether or not to receive education and training, etc. After many modifications, 21 questions have been identified. At the same time, in order to make up for the shortcomings and deficiencies of the questionnaire, we have conducted a targeted survey of village cadres, rural entrepreneurs and various training institutions at all levels, referring

to the main contents of the questionnaire, hoping to have a comprehensive understanding of the quality of personnel in Tianjin agricultural enterprises.

Sample Composition of Survey

In this study, a questionnaire survey was conducted among employees of agricultural enterprises in Binhai New Area, Baodi District and Jizhou District. The subjects were managers, executives, technicians and wage earners of agricultural enterprises. A total of 538 questionnaires were investigated.

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Questionnaire data analysis

Age profile

This questionnaire surveyed 538 employees and 538 respondents answered age questions. According to the data analysis, the age of employees in the enterprises surveyed is mostly between 30 and 50 years old. From the age distribution of the respondents, the age distribution of the sample is basically reasonable, and the proportion under 25 is low. The main reason is that this age group is in the stage of study. The proportion of people over 60 years old is relatively low, mainly because of their poor working ability.

Educational status of respondents

Of the 538 employees surveyed, 8 did not answer this question. Among them, 365 had final education of junior high school or below, 110 had final education of senior high school or secondary school, 45 had college education and 10 had undergraduate education. According to the distribution of education, only 1.9% of the respondents have received higher education, nearly 67.8% of them have junior high school education or below, which indicates that the educational level of employees in agricultural enterprises is generally low.

The knowledge that should be mastered most

Among 538 employees surveyed, 146 thought that the most important knowledge to be mastered was family education knowledge, 112 thought that the most important knowledge to be mastered was work-related knowledge, 129 thought that the most important knowledge to be mastered was life knowledge, 125 thought that the most important knowledge to be mastered was legal knowledge, and 12 thought that the most important knowledge to be mastered was other knowledge. Agricultural enterprise employees should grasp knowledge most. Family education knowledge and life health knowledge are the most important knowledge for agricultural enterprise employees. This is also in line with the new trend of employment of agricultural enterprise employees.

The ideological quality that should be mastered most

Among 538 employees surveyed, 91 believed that social morality should be mastered most, 57 believed that professional morality should be mastered most, 140 believed that family virtue should be mastered most, 117 believed that personal accomplishment should be mastered most, 131 believed that legal consciousness should be mastered most, and 96 believed that other aspects should be mastered most. From the survey of the willingness of the employees of agricultural enterprises to master the ideological quality, the most important ideological quality they pay attention to is legal consciousness and family virtues.

The ability that should be possessed most

Among 538 employees surveyed, 147 think that the most necessary ability is work ability, 94 think that the most necessary ability is interpersonal communication ability, 93 think that the most necessary ability is innovation ability, 95 think that the most necessary ability is the ability to regulate family relations, 59 think that the most necessary ability is the ability to regulate

psychological pressure. Twelve other people thought that the most important ability was other abilities. From the point of view of the distribution of the most desirable abilities, they are generally scattered. There are different abilities in different stages of life, different occupational types and different age structures. Education and training should be carried out in different categories to meet their different needs for technical abilities.

Whether participated in educational training

Of the 538 employees surveyed, 228 answered the question of whether they had received education and training, of which 214 had participated in education and training, accounting for 39.78% of the total number of respondents; 305 had not participated in education and training, accounting for 56.69% of the total number of respondents. This part of the work should be further strengthened to improve the quality of employees in agricultural enterprises.

Reasons for not receiving training

Of the 538 employees surveyed, 228 were not trained in agricultural enterprises. We asked the reasons. 83 of them thought that the training time was inappropriate, 7 thought that the training place was inappropriate, 9 thought that the training content was inappropriate, 31 had no desire to learn, 88 had not been informed, and 10 chose other reasons. There are two main reasons for never receiving training: one is not being notified, the other is that the training time is inappropriate. No notification was received, indicating that the training of enterprise employees needs further improvement and improvement; inappropriate training time indicates that there are some problems in the training of enterprise employees.

Interview and Investigation

Through visiting and researching, we found some problems and some experiences. Firstly, carrying out colorful and diverse education and training activities can greatly enhance the effect of improving the quality of employees in enterprises; secondly, finding the right entry point and carrying out education and training activities can easily achieve better results; thirdly, improving the quality of employees in agricultural enterprises is a slow and long-term work, which cannot be done too quickly, and only by constantly grasping unremittingly can we achieve better results.

In addition, we found some problems when we visited and investigated, such as the management system of practical talents in agricultural enterprises needs further innovation, the supervision and inspection mechanism of education and training is not perfect, etc. We also found that the construction of teachers is not perfect enough, and the concept needs innovation; the school-running point and teaching practice basis for improving the quality of employees in agricultural enterprises need to be improved. Land construction still needs to be further strengthened and improved.

Conclusion

Through questionnaires and visits, the following conclusions can be drawn.

Firstly, the interviewees' general willingness to receive further training and improve their educational level is not strong enough. Subjectively, the cultural foundation of employees in agricultural enterprises is poor, and learning is difficult. Objectively, the contents and methods of education and training provided by us do not meet the needs of employees in agricultural enterprises, and do not conform to their cognitive characteristics and rules of receiving knowledge and skills. At the same time, we also found that the younger the age, the stronger the willingness to receive training, the higher the willingness to upgrade education, the more information received through mobile phones and the Internet, the older the age, the more information received through television.

Secondly, there are two main reasons for not receiving training: one is the inappropriate time, the other is not informed. The main reasons for this problem are that the time and place of education and training provided by us cannot meet the characteristics of the life and work of employees in agricultural enterprises. On the other hand, it also reflects that the management work of agricultural

enterprises has not been done well and the quality of employees in enterprises has not been paid attention to.

Thirdly, the top-notch talents in agricultural enterprises can play a very good leading, demonstrating and leading role in improving the employment and income of employees in agricultural enterprises, especially the overall quality. They can make full use of the educational resources of institutions of higher learning and industrial institutions, professional groups and scientific research institutes to jointly train innovative talents and support and train a number of high-tech talents of employees in agricultural enterprises. These high-tech talents should make use of their knowledge and skills to solve problems, train enterprise employees systematically, and promote the overall quality of employees in agricultural enterprises.

Fourthly, on the effective and targeted ways to improve the quality of employees in agricultural enterprises, first, through the development of rich and varied forms of education and training activities, the effect of improving the quality of employees in agricultural enterprises can be greatly enhanced, and the interest of employees in agricultural enterprises in learning cultural knowledge and skills can be enhanced. Secondly, it is easy to find the right entry point and carry out education and training activities to achieve better results. At the same time, we also find that the improvement of the quality of employees in agricultural enterprises is a slow and long-term work, which should be implemented into the long-term management and work plan of agricultural enterprises. We cannot rush it too quickly, and only by persistent efforts can we achieve better results.

Fifth, agricultural enterprises should also test the training effect of training institutions. In education and training, we should not only formulate practical training objectives, but also focus on monitoring the quality and effectiveness of training. The formulation of training plans should be based on expert research, macro-design (needs, teachers, etc.) and precise training direction and scope. At the same time, we should establish authoritative institutions, preferably third-party institutions, to supervise and evaluate training institutions and institutions. The evaluation system for the effect of labor force education and training in agricultural enterprises should be established, and the evaluation criteria should be formulated. All kinds of training institutions that carry out rural labor force education and training should be evaluated comprehensively on a regular basis. Agricultural enterprises should incorporate the education and training of enterprise employees into the annual assessment of relevant departments, so as to ensure the quality and effect of enterprise employees' education and training by arranging before training, evaluating during training and accepting after training, and publishing in time.

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