



Discussion on Solving the Problem of “Labor Disturbance” in Construction Labor Under the Mode of Project Management

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Abstract

In construction enterprises, the issue of "noise operation" in the collection of migrant workers' wages has emerged as a pressing and fundamental problem that needs immediate attention. In addition to the issue of certain enterprises maliciously withholding wages from migrant workers, there are also contractors and labor intermediaries who exploit migrant workers to demand higher wages, thereby encouraging them to ask for more during the wage negotiation process. This practice seeks to secure illegal benefits for the contractors and labor intermediaries. In the context of the economic downturn, the profits of construction companies have fallen, leading to emerging issues and resulting in losses on some projects. As the Project Security Manager, you will be required to assist the Project Department in handling such incidents. This paper mainly analyzes the root causes of such problems and proposes methods to address and prevent them. These findings can serve as a valuable reference for enterprises and project managers during the actual management process.

Keywords

Migrant workers, seek a salary, work interference, predecomposition

1. The main crux of the "work interference" problem

1.1 In the management of an associate enterprise, the enterprise cannot accurately grasp the project labor management situation

Subsidiary joint ventures are common in the engineering industry. In joint venture projects, the labor force is selected by the joint venture owner, so as managers of the enterprise, they do not manage the construction site. Due to the large number of on-site labor teams and strong mobility, it is impossible to effectively and accurately grasp the specific work content and working hours of labor personnel in each team of the project, and it is not familiar with how much labor wages each construction worker should receive at each time point [1]. Therefore, after the "work interference" problem occurs, the authenticity of the work order and calculation sheet presented by the labor can not be effectively verified, resulting in a passive situation.

1.2 The labor management system is not perfect, and the project management personnel cannot accurately grasp the labor situation

The labor management system of a project is not perfect in many projects and enterprise management, and even in some projects, there is no full-time labor staff, resulting in the project department's lack of understanding of the labor force. It is unclear how much work each team did and how much money each worker should receive. Therefore, it has become the norm for migrant workers to demand too much and demand too much when asking for wages, and project departments and companies can only eat dumb. Such problems are particularly acute in joint venture projects. The affiliated boss

directly leads the contradiction of such problems to the affiliated enterprise, resulting in the affiliated enterprise often being surrounded by labor teams, asking for wages, affecting the normal office, but also affecting the reputation of the enterprise.

1.3 Some government staff are blindly biased and do not really understand the actual situation

After the "work wave" occurs, some workers will take the initiative to contact the labor Bureau, the local people's government, and other relevant departments. However, sometimes the staff of the local labor department, the people's government, and other relevant departments are not actively aware of the specific situation. In the absence of clear verification of the amount owed by each worker, even if the worker was a worker on the project, verification was not carried out. In order to calm the situation, the general contractor was blindly asked to pay in advance to calm the situation. This has led to the phenomenon of excessive demand and disorder in some labor teams. However, this behavior of the government departments also encouraged "industrial unrest", resulting in industrial unrest. However, this excessive money has been distributed within the labor force, and there has even been a phenomenon of "noisy" workers "cash back" to the foreman who organized to ask for wages, resulting in the loss of profits of construction enterprises [2].

1.4 Arbitrary appointment of key project managers leads to passive salary negotiation

Especially for some "joint venture, affiliated" projects, affiliated units randomly select affiliated unit management personnel as project managers, technical leaders, and other key project management personnel. However, after the appointment is issued, contracts, work orders, statements, and other documents signed by the appointee have the force of law and form the basis for salary negotiations. However, if the management and labor personnel of the affiliated unit collude, the issuance of false statements or work orders may cause unnecessary economic losses to the affiliated unit. Therefore, the appointment of project management personnel cannot be published at will, and non-staff members of the unit cannot publish the appointment of key personnel of project management. In addition, appointments should be authorized on a case-by-case basis and the words "plenipotentiary" should not be used as much as possible in appointments.

2. How to solve the problem of "work interference"

2.1 Verify and clarify the salary payable and actual work content of each salaried personnel

After the occurrence of migrant workers' salary negotiation, it is necessary to verify the actual amount of wages payable for each migrant worker. The verification basis should be based on the valid work order and settlement sheet provided by the wage negotiator, combined with attendance records, punch records, project third-level education information, and other certification materials. The settlement statement signed by non-project designated effective management personnel, the liquidation order signed by non-staff of the unit, the work order, and other information should be checked emphatically. And understand the actual work of the claimant and the amount of wages payable. For the work content that is difficult to clearly verify, it is necessary to ask them to provide effective settlement records, etc., and apply to the enterprise for wage settlement after confirming that it is correct.

2.2 Pay wages payable in a timely and accurate manner on a reasonable basis in response to wage claims

After the event of salary negotiation, the project manager should be the person in charge and come forward in time. Salary negotiators should be asked to provide statements, work orders, contracts, and other relevant evidence, and verify with the relevant management. They should point out unreasonable terms and contents in settlement statements and contracts with reasonable evidence, reject invalid or problematic reasons for wage settlement, and arrange to pay migrant workers' wages in a timely manner after verification and confirmation work is completed. For the comrades in the relevant supervision work of the government labor departments, sub-district offices, and people's governments, it is necessary to reasonably explain the relevant demands of the enterprises and project departments, and reasonably resolve the wage crisis. [3]

3. How to effectively prevent the "work interference" phenomenon

3.1 Establish and improve the project labor management system and improve the project labor management system

The project department and the enterprise should establish the labor management system and system in time. First, at the enterprise level, the labor management system should be improved. The enterprise should also have a labor management work system, and the corresponding work system should complete the relevant approval process within the enterprise. The project department should also establish the project labor management system in time, and have an emergency plan

for labor and wage negotiation events. After the occurrence of the salary negotiation event, the emergency plan shall be launched in a timely manner in accordance with the management system and system, the relevant responsible person shall deal with it in a timely manner, and the salary problem shall be solved and dealt with in a timely manner [4].

3.2 Establish and improve the project labor management organization, and clarify the responsibilities of corresponding managers

The project department and the enterprise should improve the organizational structure of the project labor management, clarify the corresponding responsible person, and clarify the post responsibilities of the relevant personnel. At the enterprise level, the engineering department, engineering management center, and other relevant departments should be the supervision and management departments of engineering labor wages. The enterprise shall set up senior management personnel responsible for labor and wages and may report directly to the person in charge of the enterprise when necessary. At the project level, the project manager is the main person in charge of the project labor management, and the project technical leader, production manager, labor worker, construction worker, safety officer, cost administrator and other related positions should assist the project manager in supervising the project labor wages. At both the enterprise and project levels, it is essential to clearly define the job responsibilities of the relevant personnel. These defined responsibilities should be visibly posted on the wall to ensure full understanding. Any issues that arise should be promptly addressed without avoiding responsibility.

3.3 Formulate countermeasures for compensation incidents, and carry out countermeasures with reasons and evidence

To solve the problem of "labor disturbance" in construction labor service, we need to start from many aspects. By developing effective countermeasures, ensuring the real validity of the settlement basis, and actively communicating and cooperating with the relevant government regulatory authorities, we can gradually solve this problem, protect the rights and interests of workers, promote the stable development of enterprises, and promote the continuous progress of the entire construction industry.

In today's construction industry, labor problems have always been an important factor restricting the development of the industry. Among them, the problem of "labor disturbance" is widespread, which not only affects the rights and interests of construction workers but also brings no small trouble to the normal operation of enterprises. In order to solve this problem, it is necessary to formulate a series of effective countermeasures from the project management model. In view of the compensation incident in the "labor disturbance" problem, the person in charge of the enterprise, the person in charge of the project management center, the project leader, and the main management personnel of the project department should work out the coping strategy together. These strategies should be based on the actual situation of the enterprise, and fully consider the interests of workers and the development needs of the enterprise. At the same time, it is necessary to ensure that these strategies have enough pertinence and operability so that they can be effectively implemented in practical work. In the process of developing response measures, special attention should be paid to the use of legal and valid documents as a basis. For example, documents such as labor contracts, work orders, clock-in records, and third-level education records are important evidence of a worker's workload and pay. These documents not only help ensure that workers' compensation is settled in a timely and fair manner but also avoid disputes and disputes arising from compensation issues to a certain extent. As the closed-loop basis of settlement, the authenticity and accuracy of the statement are very important. Therefore, the main responsible persons should earnestly perform their duties and carefully review the statements to ensure that they are true and effective. At the same time, a sound supervision mechanism should be established to monitor the entire settlement process to ensure that the final settlement result is true and fair. In carrying out the response work, we should always insist on the basis of reasons and evidence. This not only requires us to have a sufficient basis when dealing with compensation incidents but also requires us to provide strong evidence when communicating with the relevant regulatory authorities of the government. Only in this way can we ensure that our work is both legal and reasonable, protecting the rights and interests of workers and safeguarding the interests of enterprises. In addition to developing countermeasures and ensuring the real effectiveness of the settlement basis, we should also pay attention to communication and cooperation with the relevant government regulatory authorities. This will not only help solve the current "labor disturbance" problem, but also promote the government's supervision of the construction industry to a certain extent, and promote the healthy development of the industry. In the process of communicating with the relevant government regulatory departments, we should actively provide relevant evidence and information so that the government departments can fully understand the actual situation of the "labor disturbance" problem. At the same time, we should also actively cooperate with the work of government departments to jointly promote the solution of the problem [5].

3.4 Do a good job of summarizing and reviewing the work, and timely improve the mistakes in the work

Enterprise and project managers should conduct a summary and review of work after handling the wage negotiation incident. Summary review work should be carried out from four aspects: system, organizational structure, responsibility setting, and on-site disposal.

It is necessary to do a good job of work summary and review, and timely improve the work mistakes. Business and project managers should not end the wage negotiation incident after handling it but should conduct an in-depth summary and review work. This process should be carried out from four aspects: system, organizational structure, responsibility setting, and on-site disposal. In terms of the institutional system, it is necessary to examine whether there are loopholes in the existing labor management system and whether it conflicts with national laws and regulations. If necessary, the system should be revised and improved to ensure its legitimacy and effectiveness. In terms of organizational structure, it is necessary to examine whether it is reasonable and whether it can deal with labor problems efficiently. If there are problems, the organizational structure should be adjusted so that it can better adapt to the characteristics and trends of the construction industry. In terms of responsibility setting, it is necessary to clarify the duties of managers at all levels in labor management. By clarifying responsibilities, you can avoid the situation of blaming each other when problems occur, and improve the efficiency of solving problems. In terms of on-site disposal, attention should be paid to the signing of labor contracts, the production of work orders, attendance records, and wage settlement. These jobs may seem trivial, but they are directly related to the vital interests of workers. Therefore, managers should strictly check to ensure that every job is carried out in accordance with the regulations.

Through reviewing and summarizing the four aspects mentioned above, we can gain a comprehensive understanding of the issues in labor management and subsequently propose an appropriate improvement plan. At the same time, any issues that arise in the work should be addressed and rectified promptly. Only in this way can we ensure the healthy and stable development of the construction industry. It is necessary to identify and address issues in the work promptly, correct management issues comprehensively, propose corresponding improvement plans, make necessary adjustments, and provide relevant suggestions for the enterprise to excel in labor management.

4. Conclusions

To sum up, in the face of the current endless "labor tide" phenomenon, the main reason is that the project management personnel are not clear about the specific work of the labor team, and the project labor management system and system are not perfect, resulting in excessive demand and disorder in some teams. Enterprises and project managers must address their shortcomings in labor management from various perspectives, including system, task, and site management. This will ensure that migrant workers receive fair wages without leading to unnecessary losses for the enterprises. By doing so, enterprises can prevent recurring financial losses during operations and effectively eliminate the issue of "work interference".

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