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Organization and Construction of Scientific Research Management of the Environmental Monitoring Department

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Abstract: Taking the scientific research management of the environmental monitoring Center as an example, this paper analyzes the nature of scientific research and the main mode of scientific research management of the environmental monitoring department under existing conditions, the existing drawbacks and future development tries to find the research direction and management mode of environmental monitoring scientific research through the interpretation of the implementation plan of environmental monitoring network construction and regional planning, and closely combines the characteristics of scientific research management of environmental monitoring system. Put forward the scientific research management plan idea and the concrete steps that can be realized.

Keywords: Environmental monitoring; Scientific research; Organization; Construction

1. Basic situation of scientific research organization of environmental monitoring department

The environmental monitoring department is a social public welfare environmental monitoring department affiliated with the government management department, with independent legal personality and technical supervision and management functions, is engaged in environmental monitoring and scientific research, environmental management, and social economic services, the environmental monitoring department financial management system.

2. Nature of scientific research of environmental monitoring departments

Article 2 of the National Regulations on the Administration of Environmental Monitoring stipulates that one of the tasks of environmental monitoring is to "carry out research on environmental testing technology and promote the development of environmental monitoring technology". The duties of environmental monitoring stations at all levels respectively put forward requirements for scientific research.

3. Human resource management status of the environmental monitoring department

3.1 The concept of personnel management in the environmental monitoring department is backward, which affects the innovation of the work

Environmental monitoring departments in various regions of our country in a long period have insisted on things as the focus of all management work, one-sided view that talent management in environmental monitoring departments is only personnel relations, resulting in talent's own creative and subjective initiative role is ignored, unable to implement a scientific and long-term plan for the development of talent in the structure of environmental monitoring departments. As a result, the whole management formed a reactive management mode during and after the event, which is not conducive to the improvement of the work of environmental monitoring departments and social service level.

3.2 The personnel management of the environmental monitoring department lacks a scientific and effective operation guarantee system

If any labor organization wants to get a good operation, it must have a set of matching operation guarantee systems, to standardize the content of each link, and strengthen the coordination and contact between the work of each link within the organization. But at present, China's environmental monitoring department personnel management work lack of guidance, restriction, incentive, supervision, and other scientific and reasonable operating mechanism, in this case, personnel management work cannot be effectively guaranteed, although the work energy consumption is high, but the efficiency of personnel management is very low. In addition, employees cannot effectively play their own innovative thinking and subjective initiative in the work, it cannot effectively deal with the relationship between people, people and things, people and organizations.

3.3 The personnel management of the environmental monitoring department is too empirical

Environmental monitoring departments in various regions of China have always been affected by the traditional planned economy, and

have a scientific, standardized, and rational understanding of personnel management work. Management work relies on previous work experience. Therefore, many aspects of employee recruitment, employment, and retirement have been inconsistent with the development direction of environmental monitoring departments under the current market economy system. It not only affects the effective implementation of the personnel management work of the environmental monitoring department but also causes certain obstacles to its sustainable development.

4. Research direction of environmental monitoring

The Environmental Monitoring Center is responsible for the development planning of environmental monitoring science and technology and the organization and management of scientific research projects. As an organization manager, it is necessary to grasp the direction of industry science and technology development, consolidate basic research strength, and insight into the forefront and hot spots of industry-academic research, and enhance scientific foresight. According to the development requirements of different regions and the characteristics of the regional environment, reasonable planning and scientific layout should be achieved, and environmental monitoring scientific research resources should be concentrated in key areas and key capabilities and technological breakthroughs.

First, carry out monitoring big data analysis and networking sharing to achieve an effective linkage between ecological environmental monitoring and supervision. All these have pointed out the general direction for the scientific research and development of environmental monitoring, that is, through scientific research and practice in various technical fields of environmental monitoring, the initiative, predictability, and science of environmental management work are enhanced, and services are provided for environmental supervision decision-making and environmental quality improvement decision-making. The implementation plan puts forward new requirements for all aspects of environmental monitoring and also points out the future direction of environmental monitoring scientific research.

Second, in terms of various environmental elements, continue to carry out in-depth analysis of pollution characteristics and causes such as acid rain, ozone, and new pollutants, and further study the accuracy and timeliness of environmental quality prediction and early warning and the realization of automatic monitoring data graphic display; To carry out research on biological monitoring and early warning, automatic monitoring of noise sources, and improve the emergency monitoring capacity of heavy metals, toxic and harmful pollution indicators; Explore the application of aerial remote sensing and other new technologies in emergency monitoring.

Third, research regional ecological environment conditions, trends, influencing factors, and potential ecological risks, conduct correlation analysis of big data such as environmental quality and pollution source supervision, and carry out research on the construction and application of ecological protection red line monitoring platforms; Continue to research the mechanism of environmental monitoring and the supervision system of social institutions, and accelerate the formulation and revision of various environmental monitoring standards to meet the ever-evolving management needs.

5. Scientific research management organization and construction strategy of environmental monitoring department

5.1 Change the concept of personnel management and adhere to people-oriented

In today's rapid economic and social development, if the environmental monitoring department wants to achieve the goal of optimal allocation of resources, it must fully understand the role of people, change the traditional backward concept of personnel management, adhere to the people-oriented concept, effectively apply the humanistic thought to the personnel management of environmental monitoring department, so that employees can fully play their enthusiasm, initiative, and innovation. Through the improvement of the personnel management of the environmental monitoring department, the work vitality of the unit will be increased and the level of social service will be improved. Employees are the basic elements of the environmental monitoring department. The implementation of people-oriented personnel management means that all work practices are decided and operated by people, and people are always the main body or leading element of the whole management process. As the guiding ideology of the contemporary environmental monitoring department, the implementation of people-oriented personnel management can not only break the long-term bondage of the traditional thinking of the environmental monitoring department but also enable people to fully understand human nature and better highlight the core position of people.

5.2 Strengthen the construction of the working mechanism of the environmental monitoring department, and stimulate employees' innovative thinking and work enthusiasm

A scientific and comprehensive management working mechanism is the basic guarantee to ensure the standardized and efficient operation of environmental monitoring departments and is also one of the effective means to realize the optimal allocation of human resources. The current construction of the working mechanism of environmental monitoring departments should be started from the following points: First, the system guarantee mechanism. The perfect system can ensure that the personnel management of the environmental monitoring depart-

ment can get reasonable and effective guidance, and effectively grasp and use the guiding role of various government policies, to drive the environmental monitoring department to develop quickly and accurately in new fields. The second is the employee motivation mechanism. The motivation mechanism can also be understood as the incentive mechanism for employees. In the daily work process of the environmental monitoring department, all employees have the right to pursue autonomy and justice. The application of an incentive mechanism can combine the actual needs of employees to promote their strong work motivation, create a specific working environment for them in the corresponding working period, and motivate employees' subjective initiative and enthusiasm. The third is the supervision mechanism. For the environmental monitoring department, the establishment of the supervision and management mechanism provides favorable conditions for the standardized implementation of its personnel management work. Strengthening the supervision of personnel management is conducive to the scientific and efficient implementation and development of the personnel management of the environmental monitoring department, and more conducive to the mechanism needs of market-oriented development of the personnel management of the environmental monitoring department.

5.3 Study and draw lessons from the working methods of human resource management

The basic premise for the efficient implementation of human resource management in our country is the rational planning of human resources, which includes human resource position analysis, labor quota, system formulation, cost control, and so on. Environmental monitoring department to study and analyze the above content, combined with their actual situation of the unit personnel management work and human resources management methods for the appropriate integration, summed up a suitable for their management and development of personnel management work new mode. At the same time, in line with the principles of fairness and openness to implementing the recruitment and employment of employees, the development of diversified recruitment methods, to prevent the loss of outstanding talents due to the single recruitment and assessment methods, improper post allocation, and other problems. Strengthen the professional training of employees, carry out regular assessments of their work, ensure the comprehensive quality of employees, and accumulate experience for future personnel management work. In addition, the personnel management department should also pay attention to the effective management of employee labor relations, such as the employee employment contract, the adjustment of labor relations and internal labor rules, and gradually improve it, to protect the collective and individual interests of the environmental monitoring department, as well as the overall development of the environmental monitoring department in personnel management.

6. Conclusion

Environmental monitoring of scientific research management in addition to understanding the needs of science and technology, grasping the direction of scientific research, to achieve information management, but also to grasp the connotation of science and technology policy, the state to encourage scientific research units, scientific and technological personnel to fully understand and make good use of the scientific research performance management system of environmental monitoring departments, improve scientific research efficiency, improve the sharing degree and utilization of scientific research equipment and results, Mobilize the enthusiasm of scientific research personnel to better serve the ecological and environmental protection work.

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