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# Discussion on How to do a Good job in Safety Production Management

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**Abstract:** Nowadays, with the rapid development of China's social economy and enterprise construction, the safety problems that occur in the construction are endless, which makes all the safety management personnel also realize that only higher and stricter can stifle the safety gap. Therefore, how to carry out enterprise safety management and do a good job in construction safety production, is of great significance to enterprise construction and economic development. Under the current severe situation, how to combine the actual situation of the site, and do a good job in safety management is our urgent task.

**Keywords:** Safety; Management; Safety production; Enterprise safety

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## Introduction

The most basic task of the safety management of construction units is to adopt advanced management theory and adhere to the principles of safety management, explore and discover the law of safety management activities, establish the safety management organization of the whole unit and the allocation of safety production management personnel, to improve the management level and realize construction safety production. In daily life and work, any work cannot be separated from management, the quality of management level directly affects the quality of work, especially in the safety production industry, management work occupies an important position. Doing a good job in production safety, is to improve the quality of life of the masses of workers, to promote the stability of the foundation of the enterprise, is to achieve the premise and guarantee of sustainable economic development. In the past practice, people gradually realized that simple safety management and the improvement of technical level is also to cure the symptoms rather than cure the root cause, and cannot fundamentally eliminate the security risks. This requires managers to improve the level of business at the same time, constantly innovate in ideas, and working methods, keep pace with The Times, and highlight the "people-oriented" safety management concept.

Nowadays, we are strengthening safety management, implementing safety responsibility, and ensuring the continuous production of enterprises in the work, most of them have formed more comprehensive and detailed management norms and operating procedures, but in the construction site, safety production practice, there are still a large number of illegal operations, and even the occurrence of safety accidents. These are not only caused by external objective factors such as hidden safety risks on the site, but also due to the weak safety awareness of construction personnel. It can be said that people's weak safety awareness has become a major safety hazard that cannot be ignored. Therefore, to do a good job of safety work, it is necessary to improve the safety awareness of construction personnel. Safety management is a long-term, arduous work, with the rapid development of construction speed and information technology, only the real intention to do a good job of safety work, to ensure the effective implementation of production, to ensure the effective and sustainable development of safety work. For how to do a good job in safety management, the following is my personal opinion

## 1. Strengthen safety education and training, strengthen personnel safety awareness

Safety training and education are to strengthen the safety awareness of employees and to improve the quality of employees as the top priority to strengthen basic management. Through construction safety education and training, strengthen the safety awareness of construction personnel, improve the operation skills of safety production management personnel and front-line personnel, and effectively prevent safety accidents. Formulate safety education and training system and safety education and training plan. Conduct three levels of safety education and training for managers and operators before work; Conduct special training for special types of workers; Secondary training for transfer personnel; And carry out targeted safety education and training activities to improve the safety awareness and operation level of new personnel, to eliminate illegal operations on site and reduce the accident rate. Safety training and education can strengthen the safety awareness of construc-

tion personnel, improve the operation skills of safety production managers and front-line personnel, and realize the ideological change from "I want safety" to "I want safety". To effectively prevent the occurrence of safety accidents.

## 2. The way of safety education and training

Safety education and training must be changed and innovative in ways and methods, so that it is easy to make employees interested in education and training, and can achieve good training results. It should be in the form of teaching, VR experience, simulation scenes, etc., to stimulate the enthusiasm of employees to participate in safety training in, an active safety training atmosphere, to achieve the ideal training results. Through the simulation of the scene discussion, employees in the discussion of safety thinking are unified, improve understanding, correct shortcomings, and enrich safety knowledge. The safety management regulations, job responsibilities, and operating procedures should be known, and other content, in various forms of question types sent to the staff, so that the staff can improve their learning enthusiasm, and play a common progress, mutual help role.

It is necessary to strengthen the publicity of safety production, vigorously carry out the publicity and education of safety production law, create a safety culture atmosphere of "safety first and people-oriented", and raise safety awareness to a new height. Through knowledge competitions, meetings, and other forms of popularization of safety production law, through the setting of safety slogans and cartoons, all employees realize that the enterprise attaches great importance to safety, so employees realize that: now the safety of production, has been elevated to the height of the law, in violation of the safety of production operating procedures and rules and regulations, for illegal behavior. Establish a strict safety production management system and reward and punishment system, use the safety production responsibility system to restrict employees in the production activities of illegal behavior, enhance self-protection awareness, and strengthen dedication, responsibility, and motivation, so that employees' awareness of safety production can be improved. The safety production responsibility system requires employees to implement the safety production responsibility the person, the main leader should bear the first responsible person, all staff understands that "responsibility is heavier than Mount Tai", adhere to the safety production management policy, comply with national laws and regulations, in any case, must maintain a clear head, always put safety production first. Cultivate employees' advanced safety awareness. To prevent, we need to have the ability to prevent accidents, and enterprises to increase safety supervision and inspection, safety work must always take "prevention" as an overall consideration, the hidden dangers to eliminate in the bud. Only by taking the initiative in safety work can the incidence of accidents be reduced to a minimum.

## 3. Safety work to use the "heart"

Security for everyone is not strange, and for an enterprise, it contains a particularly profound meaning. We are in the construction line every day, always everyone is talking about safety, it has brought us a good prospect for development, but also the cohesion of people's concerns, every employee of the enterprise can feel the significance of this responsibility, but also deeply feel the care of life, safety, and development of the theme of safety activities. For enterprises, carry out daily hidden danger investigation and rectification, leading shift inspection, monthly inspection, special inspection, and so on. Every corner of the construction site is investigated, so that hidden dangers do not leave dead corners, and the problems and hidden dangers detected are fixed, timed and fixed measures, timely rectification, to ensure that various safety precautions are put in place and hidden dangers are rectified. Hidden dangers are in a controllable state, but people's consciousness and behavior are the biggest unstable factors. Through the analysis of the causes of many safety accidents, it is found that people's safety awareness leads to a large proportion of accidents. Most accidents occur because they lose the prediction of accidents at the critical moment, and lose the protection and responsibility of life, which is a kind of lucky psychology. So every employee of ours should understand from the bottom of his heart:

First, concentration: do a line, specialize in a line, love a line. Come, fight; If it is fought, it will be won. When you work, concentrate on your work. If you have to do it, do it well. Think of nothing else.

Second, carefulness: Carelessness is the natural enemy of safety work, cannot tolerate a little sloppiness, in the usual work only careful, patient work, and often summarize to do better safety work.

Third, modesty: pride makes people lag, and modesty makes people progress. Many safety accidents are because of some daring, half-understanding of safety, reckless, illegal command, or illegal operation caused by people.

Fourth, a sense of responsibility: from the ideological importance of safety, construction to solve hidden dangers, establish safety for the day, life first core concept of safety, in the construction to comply with safety procedures, standardize production, learn lessons from the accident, deeply understand the safety of production policies, realize the importance of safety concept, put an end to illegal command, illegal operation.

## **4. Establish a strong accountability system, increase the assessment of the implementation of the effort**

### **4.1 Improve the assessment incentive mechanism**

Improving the assessment incentive mechanism and constantly optimizing the assessment means some enterprise's assessment and incentive systems lack substance or much the same, assessment and incentive to stay in the form, mobilize staff initiative measures are not much, the assessment and incentive are not enough, it is difficult to play a real role of reward and punishment. Therefore, the establishment of the reward and punishment system, the responsibility of the specific implementation of each post, the combination of system and institutional responsibility, and the establishment of a gear transmission type of work mechanism between the posts.

### **4.2 The implementation of full staff assessment, design assessment indicators**

#### **4.2.1 Assess project management personnel.**

Assess job performance and safety responsibilities. Overall consideration of reward factors and punishment factors breaks the difficulty of quantifying the assessment problem, takes the assessment deduction method for common indicators, adheres to the principle of deduction points and bonus points complementing each other, and converts the assessment score into a percentage, as the scoring coefficient of comprehensive assessment, comprehensive assessment of the comprehensive quality of management personnel.

#### **4.2.2 Set assessment indicators fairly and reasonably.**

Fully implement the incentive competition mechanism, clearly divide the duties of managers, quantify the work assessment indicators, formulate the target reward coefficient, reasonably open the gap, and cash the assessment rewards and punishments.

### **4.3 The correct public opinion guide**

In addition to strict management, enterprises should actively create a safe production atmosphere, and actively carry out various activities for safety production publicity and education, such as carrying out "safe site" construction activities, carrying "safety month" publicity activities, a variety of special emergency drills and safety knowledge competitions, etc., to guide people with correct public opinion. Rely on moral guidance, goal identification, and other methods to form an optimistic atmosphere in the enterprise, to guide employees to have the correct guidance of public opinion. In principle to reflect the people-oriented idea, the construction personnel thought change, know that security management personnel is for the sake of their own lives, security management personnel rectification will be smooth, the implementation effect will naturally be better, safety work can also be implemented.

## **5. Effective means to restrict and motivate people**

To achieve effective safety management, need to through material and spiritual dual management, including the use of bonuses and punishments, spiritual encouragement, and other incentives to motivate employees, and fully mobilize the enthusiasm of employees to participate in safety production, safety work is necessary to properly use the adjustment role of the economy, the use of human psychological factors and behavioral laws to stimulate enthusiasm, Guide people's behavior to improve their role in safety and improve the safety situation; Therefore, it is necessary to establish and improve the safety responsibility reward and punishment mechanism, according to the "three public" principle strict assessment. Reward to do emotional communication with employees, praise the advantages from the heart of the enthusiasm, criticize the shortcomings, and encourage employees to make greater achievements. Criticism should be lenient and moderate, starting from the desire for care and love, paying attention to things and not people, and choosing appropriate words, occasions, and times to criticize. To understand the reason, moving emotion, cannot be simplified, rough, to prevent employees from reverse psychology.

## **6. Conclusion**

Safety is the existing state of the human body and mind free from adverse external factors and its guarantee conditions, is the first need of people, everyone is to meet their survival needs and ensure their safety and then to pursue material abundance and spiritual enjoyment. Therefore, only when people are healthy and safe can they give full play to their subjective initiative, display their wisdom and talents, serve society, and create wealth for life. To achieve a fundamental improvement in production safety, we must adhere to the safety policy of "safety first, prevention first, and comprehensive management", establish the safety management concept of "people-oriented", strictly implement the safety procedures, standardize all safety production behaviors, implement the safety work in combination with the actual situation, to be organized, have measured, have an assessment, To care for people, love people, respect people as the basic starting point of safety production work, the use of various ways to educate people, guide people, constraints and incentives, I believe that we will be able to grasp the safety management work better, to achieve safety production.

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