

Prevention and Control of Labor Employment Risks in Chinese Manufacturing Enterprises

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Abstract: This paper aims to explore the risks faced by Chinese manufacturing enterprises in terms of labor employment, and propose corresponding prevention and control strategies. Firstly, by analyzing cases of labor employment risks in China's manufacturing industry in the past few years, it is found that labor safety accidents, rising labor costs, and labor shortages are the main risks currently faced by manufacturing enterprises. Secondly, this article reviews and summarizes the research theories related to labor risk in recent years both domestically and internationally. Finally, this article proposes a series of prevention and control strategies, including strengthening employee training and education, establishing a sound labor safety management system, improving the skill level of the labor force, and establishing close cooperation with the labor market. The research findings of this paper provide theoretical and practical guidance for Chinese manufacturing enterprises in preventing and controlling labor employment risks.

1. Introduction

1.1 Current situation and issues of employment risks for employees in Chinese manufacturing enterprises

China's manufacturing industry is one of the largest manufacturing systems in the world, with huge labor resources. However, there are various risks and problems in the employment process of employees in Chinese manufacturing enterprises, which have brought certain negative impacts to both the enterprise and employees. Firstly, there are employment contract issues among employees in Chinese manufacturing enterprises. Many companies have inadequate standardization in their employment contracts with employees, resulting in unclear rights, obligations, and responsibilities in the contracts. This brings uncertainty to both enterprises and employees, which can easily lead to labor disputes and legal disputes. Secondly, the issue of working hours is also one of the important risks for the employment of employees in Chinese manufacturing enterprises. Due to the need to reduce costs and improve production efficiency, some enterprises have the phenomenon of working long hours and overtime. This not only affects the physical health and quality of life of employees, but may also lead to work fatigue and work-related accidents. Occupational health and safety issues are also important aspects of employment risks for employees in manufacturing enterprises. Some

manufacturing enterprises have harsh working environments, with occupational hazards such as noise, harmful gases, and dust. Employees who are exposed to such a work environment for a long time are prone to occupational diseases, which can affect their physical health. In addition, the lack of safety protection facilities and training can also easily lead to the occurrence of work-related accidents.^[1] The issue of salary and benefits is also a major concern for the employment risks of employees in manufacturing enterprises. In some enterprises, wage inequality among employees is more prominent, leading to dissatisfaction and instability among employees. At the same time, some companies offer unreasonable welfare benefits that do not meet the needs and expectations of employees, which can easily lead to employee complaints and resignations.

1.2 The Importance and Necessity of Employee Employment Risk Pre control Management

Employees are important resources for enterprises, and their employment directly affects the operation and development of the enterprise. Therefore, it is of great significance and necessity to carry out pre control management of employee employment risks. Firstly, pre control management of employee employment risks helps to protect the rights and benefits of employees. By establishing standardized employment contracts, ensuring reasonable work hour arrangements, providing a good working environment and safety protection facilities, the legitimate rights and interests of employees and work safety can be guaranteed. This not only helps to improve employee satisfaction and loyalty, but also reduces employee turnover rates and labor disputes. Secondly, pre control management of employee employment risks helps to enhance the reputation and image of the enterprise. Employees are important representatives of a company's image, and the quality of their employment directly affects the company's reputation.^[2] By implementing reasonable salary and benefits policies, paying attention to employee career development and training, and actively responding to employee concerns and opinions, we can establish a good image of the enterprise, attract outstanding talents to join the enterprise, and enhance its competitiveness. In addition, employee employment risk pre control management is also of great significance for the operation and development of enterprises. Reasonable work hour arrangements and occupational health and safety management can improve employee work efficiency and production quality, reduce the occurrence of work-related accidents, and lower production costs and legal risks for enterprises. At the same time, through reasonable salary and welfare policies and employee care measures, employees can improve their work motivation and happiness, promote their personal development and team cooperation, and provide good talent support for the innovation and development of the enterprise.

2. Literature review

2.1 Current research status of pre control management of employment risks for domestic and foreign employees

At home and abroad, more and more research is focusing on the pre control management of employee employment risks, aiming to improve employee job satisfaction, reduce the occurrence of labor disputes and safety accidents, and promote the sustainable development of enterprises. The following will provide a detailed explanation of the current research status of pre control management of employee employment risks both domestically and internationally. In China, research on pre control management of employee employment risks mainly focuses on the following aspects:

- 1) Standardized employment contracts. Researchers focus on the legality and compliance of employment contracts, exploring how to establish a standardized employment contract system to

ensure the stability of employment relationships and the protection of employee rights.

2) Work hour scheduling and management. Researchers study labor laws and regulations as well as working hour management systems, focusing on the impact of reasonable working hour arrangements on employee health and work efficiency, and proposing corresponding management measures and policy recommendations.

3) Salary and welfare policies. Researchers focus on the impact of salary and benefits policies on employee satisfaction and corporate performance, studying the design and implementation of different salary systems and benefits, as well as the perception and needs of employees towards salary and benefits.

4) Occupational health and safety management. Researchers focus on labor safety and occupational health issues, study the impact of employee labor environment and working conditions on employee health and safety, and propose measures and methods for occupational health and safety management.

In foreign countries, research on employee employment risk pre control management has also made certain progress, mainly reflected in the following aspects:

1) Research on labor laws and regulations. Foreign researchers are concerned about the regulation and protection of labor laws and regulations on employee employment risks, studying laws and regulations related to labor contracts, working hour arrangements, compensation and benefits, and proposing corresponding policy recommendations.

2) Research on employee employment satisfaction. Researchers use methods such as questionnaires and interviews to study employee satisfaction and needs in terms of employment conditions, compensation and benefits, and explore how to improve employee job satisfaction and loyalty.

3) Research on corporate social responsibility. Researchers focus on the social responsibility of companies in employee employment, exploring the impact of corporate social responsibility on employee welfare and corporate image, as well as how companies should fulfill their social responsibility in employee employment.

4) Research on labor relations management. Researchers focus on the establishment and maintenance of labor relations, studying the relationship between employees and managers, and exploring how to establish harmonious labor relations to reduce the occurrence of labor disputes and conflicts.

In summary, research on pre control management of employment risks for employees both domestically and internationally mainly focuses on standardizing employment contracts, scheduling and managing working hours, salary and welfare policies, occupational health and safety management, and other aspects. Future research can further explore specific measures and methods for pre control and management of employee employment risks, propose more effective management strategies, and promote the personal development of employees and the sustainable development of the enterprise.

2.2 Introduction and analysis of relevant theories and models

Labor employment risk management refers to the prediction, evaluation, and control of potential risks by enterprises during the employment process, in order to protect the rights and interests of employees, ensure the safety and health of the work environment, and improve the performance and sustainable development of the enterprise. The following will introduce and analyze the relevant theories and models of labor employment risk management.^[3]

1) Human Capital Theory: The human capital theory believes that employees are the most important asset of a company, and their knowledge, skills, and experience are crucial to the

competitiveness and performance of the company. In labor employment risk management, human capital theory emphasizes the cultivation and development of employee human capital, improving employee work skills and qualities, thereby reducing the risk of employee turnover, improving employee job satisfaction and performance.

2) Labor market theory: Labor market theory focuses on the supply and demand relationship of labor and the mobility of labor. In labor employment risk management, labor market theory points out that enterprises need to arrange employment reasonably based on the demand and supply situation of the labor market, avoid the risk of overemployment or shortage, and attract and retain excellent labor force through recruitment, training, and incentives.

3) Demand and Supply Matching Model: The demand and supply matching model is a commonly used labor employment risk management tool that predicts employment risks and potential shortages by analyzing the employment demand of enterprises and the supply situation of the labor market. This model can help companies develop recruitment plans, training plans, and human resource strategies to proactively address employment risks.

4) Human resource risk assessment model: The human resource risk assessment model is a model that comprehensively considers different risk factors and is used to evaluate and manage employee employment risks. This model typically includes three stages: risk identification, risk assessment, and risk control. By quantifying and analyzing potential risks during employee employment, it helps enterprises take corresponding risk prevention and control measures.

5) Incentive and Constraint Model: The incentive and constraint model emphasizes managing employee employment risks through incentive and constraint mechanisms. The incentive mechanism includes salary incentives, promotion, and training, which can improve employee work enthusiasm and satisfaction; The constraint mechanism includes rules and regulations, performance evaluation, and contract constraints, which can reduce the occurrence of employee violations and labor disputes.^[4]

3. Prevention and control measures for labor employment risks

The prevention and control measures of labor employment risks are important measures for enterprises to protect the rights and interests of employees and ensure the safety and health of the working environment. The following is a detailed explanation of the prevention and control measures for labor employment risks:

3.1 Employee onboarding stage

1) Clear contracts and regulations: When hiring employees, enterprises should clarify the rights and obligations of both parties, ensure that the specific terms of the labor contract are clear and specify the relevant terms of the labor relationship, such as working hours, overtime policies, welfare benefits, etc.

2) Establish an effective communication mechanism: Enterprises should establish good communication channels to ensure that employees can timely understand the company's systems and policies during the onboarding stage. At the same time, they can also raise questions and suggestions to their superiors or human resources departments to reduce potential labor relationship disputes.

3) Provide training and guidance: Enterprises should provide necessary job training and guidance for new employees to familiarize them with job responsibilities, workflow, company values, and code of conduct, in order to reduce labor relations issues caused by lack of understanding of company culture and regulations.

4) Establish a sound complaint handling mechanism: Enterprises should establish a clear

complaint handling mechanism, encourage employees to report any issues or disputes related to labor relations in a timely manner during the onboarding stage, so as to solve and handle them in a timely manner and prevent problems from escalating.

5) Establish a good working environment: Enterprises should provide employees with good working conditions and a comfortable working environment, including reasonable work facilities, safe workplaces, and good interpersonal relationships, to enhance their sense of belonging and job satisfaction towards the company, and reduce labor relationship risks.

3.2 Employee's on-the-job stage

1) Establish a sound human resource management system: Enterprises should develop comprehensive employee management systems, clarify the rights and obligations of employees, including salary systems, welfare benefits, promotion mechanisms, etc., to ensure that the rights and interests of employees are protected.

2) Provide a good working environment and facilities: Enterprises should ensure that the workplace meets safety, hygiene, and environmental standards, provide necessary personal protective equipment to reduce accidents and occupational diseases, and protect the physical health of employees.

3) Establish an effective communication mechanism: Enterprises should ensure smooth communication between employees and management, establish regular employee communication meetings, feedback mechanisms, etc., timely solve employee problems and difficulties, and avoid the accumulation of dissatisfaction and dissatisfaction.

4) Provide training and career development opportunities: Enterprises should provide employees with necessary training and career development opportunities, enhance their work abilities and skills, and provide promotion and incentive measures to stimulate their enthusiasm and work motivation.

5) Establish a complaint handling mechanism for employees: Enterprises should establish clear complaint handling procedures to ensure that employees can safely raise complaints and opinions, resolve employee disputes and dissatisfaction, and avoid escalating problems and affecting labor relations.

6) Encourage employee participation in decision-making and problem-solving: Enterprises should encourage employees to participate in the company's decision-making and problem-solving processes, enhance employee participation and sense of participation, improve employee satisfaction and identification, and reduce potential labor relationship risks.

3.3 Employee Resignation Stage

1) Provide a good resignation process: The human resources department should develop and implement a resignation process, including employee application for resignation, work handover, salary and benefits settlement, etc., to ensure the transparency, fairness, and smooth progress of the resignation process.

2) Conduct resignation interview: Human resources managers need to conduct a resignation interview before employees leave to understand the reasons and opinions behind their resignation, in order for the company to improve and solve problems. At the same time, provide employees with opportunities to give feedback on their resignations, and reduce their dissatisfaction and disputes after resigning.

3) Establish a resignation investigation system: The human resources department should conduct investigations on departing employees to understand the reasons for resignation, post resignation feelings, and evaluation of the company, providing direction for the improvement and optimization

of the company.

4) Provide post-employment support and assistance: The human resources department should provide necessary support and assistance to departing employees, such as providing recommendation letters, employment guidance, career counseling, etc., to help them smoothly transition to a new work environment and reduce negative emotions and disputes after leaving.

5) Establish a resignation information management system: The company should establish an information management system for resigned employees, record and process their information in a timely manner, ensure that the company can follow up and handle the issues and needs of resigned employees in a timely manner, and avoid potential labor relationship risks.

6) Strengthen employee care and motivation: The company should strengthen communication and care before employees leave, understand their needs and problems, and provide corresponding incentive measures, such as resignation compensation, career development support, etc., to reduce employee turnover intention and post resignation disputes.

4. Research prospects and future research directions

The prevention and control management of labor employment risks in Chinese manufacturing enterprises is an important research field, and future research can be viewed from the following directions:

1) Occupational health and safety management: With the development of the manufacturing industry, occupational health and safety issues are receiving increasing attention. Future research can explore how to establish a sound occupational health and safety management system, including risk assessment, protective measures, accident prevention, and employee training.

2) Human resource management and employee relations: The prevention and control of labor employment risks not only require attention to the physical health and safety of employees, but also to their psychological health and satisfaction. Future research can explore how to establish a sound human resource management system, enhance employee loyalty and sense of belonging to the company, and reduce the risk of employee turnover and dissatisfaction.

3) Flexible employment and labor supply chain management: With the changes in the labor market and the continuous adjustment of demand, manufacturing enterprises are facing challenges in flexible employment and labor supply chain management. Future research can explore how to address these challenges, such as how to effectively manage temporary workers, outsourced labor, and contract workers, as well as how to establish stable supply chain relationships.

4) Social responsibility and sustainable development: The prevention and control of labor and employment risks are also closely related to the social responsibility and sustainable development of enterprises. Future research can explore how to combine labor employment risk management with corporate social responsibility and sustainable development goals, promoting the balanced development of economic, social, and environmental benefits for enterprises.

5) Technological innovation and labor risk management: With the development and application of technology, labor risk management is also facing new challenges and opportunities. Future research can explore how to use technologies such as artificial intelligence, big data analysis, and the Internet of Things to improve the ability to predict and control labor risks.

In summary, future research on labor risk prevention and control management in Chinese manufacturing enterprises can be conducted from the aspects of occupational health and safety management, human resource management and employee relations, flexible employment and labor supply chain management, social responsibility and sustainable development, and technological innovation. These studies will contribute to improving the labor risk management level of Chinese manufacturing enterprises and promoting their sustainable development.

5. Conclusions

The labor employment risks of Chinese manufacturing enterprises are mainly prone to occur in the three stages of employee entry, employment, and resignation. Comprehensive prevention and control management can be carried out from the aspects of contract standardization, elimination of hidden dangers in employee labor relations, and prevention and mediation of employee conflicts.

1) Establish a sound employment safety management system: Enterprises should formulate and implement relevant employment safety policies, procedures, and measures to ensure the legality and compliance of employment relationships.

2) Provide necessary training and education: The Human Resources Department should provide employees with necessary training, including job descriptions, assessment requirements, management goals, promotion channels, etc.

3) Strengthen labor safety monitoring and evaluation: Enterprises should establish a professional safety monitoring and evaluation mechanism, regularly inspect potential risks in employee labor relations, and take corresponding prevention and control measures.

4) Strengthen compliance with labor laws and regulations: Enterprises should comply with labor laws and regulations, including labor contract signing, working hour management, salary payment, etc., to ensure the legitimate rights and interests of employees.

5) Strengthen communication and participation with employees: The human resources department should establish a good employee communication mechanism, encourage employees to participate in safety management, and jointly prevent and control labor employment risks.

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