



Research on Human Resource Optimization and Urban Sustainable Development of Urban Rail Transit Enterprises

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Abstract: The construction and operation of urban rail transit in China began with Beijing Line 1 in the early days of the founding of the People's Republic of China. After the reform and development, with the development of society and the gradual increase of urban population and urban traffic, major cities across the country have started large-scale urban rail transit construction and operation, which has promoted urban construction and traffic development. The current situation of sustainable development of urban rail transit in China is analyzed in detail. The control and management of enterprise labor cost is one of the important tasks of enterprise human resource management. This paper takes subway enterprises as an example to comprehensively analyze the problems in their salary, welfare and human resources management. With modern advanced management concepts and effective methods.

Keywords: *Human Resource Optimization, Urban Sustainable Development, Urban Rail, Transit Enterprises*

I. INTRODUCTION

Civil engineering construction is basically based on manpower. At that time, China did not have mature rail transit construction and operation equipment, and many systems were imported. With the help of the Soviet Union, the open excavation construction method was adopted for engineering stations, the steel sheet pile closure construction was adopted for river sections, and the concrete rectangular structure was adopted for tunnels. This is a war subway, and also the crystallization of the efforts of the people of the whole country. Enterprise labor cost refers to all expenses incurred by the enterprise when employing employees. The management of labor cost must reach a certain level in order to improve the efficiency of the enterprise

Therefore, it is very important to study the issue of enterprise labor cost control. The traditional mode of transportation development does not pay attention to the negative effects of transportation on the environment, safety, congestion and other aspects, resulting in many increasingly serious problems, such as traffic congestion, traffic accidents, energy consumption, environmental noise pollution, greenhouse gas emissions, etc., which have seriously affected people's quality of life, caused huge national economic losses, and hindered the healthy development of urban society, economy and environment. The research on the sustainability of urban rail transit projects is the specific application of social sustainable development theory in micro construction projects.

This research can make the rail transit project realize the unity of development, coordination and sustainability within its life cycle; It can promote each other between rail transit projects, urban sustainable transport systems and urban sustainable development strategies; Be able to diagnose and analyze the status, capacity and influencing factors of the

sustainability of rail transit projects. With the change of labor costs, enterprises must adjust their strategies in real time, reposition and improve the content of enterprise human resource management. Therefore, the various expenses of labor costs are the real and objective reference materials for enterprises to make adjustments.

Through analyzing the data, we can improve the existing problems and weak links, so that the human resources management of enterprises can reach a higher level. Urban rail transit operation includes urban rail transit operation management, train operation plan, etc., train dispatching and train operation organization, train operation control system, ATC system and CBTC system, urban rail transit disaster and safety protection, etc. Urban transportation, especially personal motorized transportation, consumes a lot of energy and other non-renewable resources. The resource consumption of transportation is mainly reflected in the land, raw materials and energy consumption for transportation development. In terms of land occupation, especially cars, the modern powerful transportation system is driven by huge energy consumption.

II. THE PROPOSED METHODOLOGY

Enterprises must recognize the importance of labor cost management, find out the weak links in the work, and properly solve the problems, so as to provide a basis for the implementation of human resources strategy. First of all, enterprises clearly know from a strategic perspective that enterprise labor cost management is an important part of enterprise operation, an important factor related to the core competitiveness of enterprises, and one of the factors for enterprises to remain invincible in the competition. As a public transport, urban rail transit has obvious public welfare because of its large investment scale and long cost recovery period. The government should take appropriate subsidies.

Put advertisements in the platform. The platform light box located in the subway waiting platform, the poster located in the passenger entrance and exit station, the ticket purchase channel, the channel light box, the side wall poster of the escalator, and the decorative advertising color sticker located in the interior of the rail vehicle form an advertising environment that covers the entire journey of passengers. Urban rail transit has large investment, large loss, long cycle, and the cost per kilometer in the construction process has gradually increased to nearly 700 million/km. However, the construction funds are mainly bank loans, supplemented by financial capital. The financial capital is provided by the government for the development and construction of rail transit near the station, and the income is invested in rail transit construction, while the bank loans are guaranteed by rail transit property, which is a large-scale and rapid construction and development, Cause a sharp increase in



debt pressure. Therefore, consensus and consensus have not yet been formed. If we do not hurry up, we will inevitably continue to introduce new projects in the future.

This is the case in Shanghai, Beijing and Guangzhou. This is the objective reality that we have to face in the process of sustainable development of subway construction. Accelerating the localization process of electromechanical equipment and improving the depth and breadth of localization are the only way to ensure the sustainable development of subway construction. The allocation of certain posts and personnel in the enterprise is in the exploratory stage, and there is no systematic, complete and scientific solution. For the above reasons, enterprises should quickly formulate and implement relevant standards. At the same time, a long-term incentive mechanism is also very necessary. The incentive mechanism here is to encourage enterprises. Relevant departments should give reasonable incentives to enterprises that have reasonably allocated human resources and achieved good economic benefits, so as to produce greater economic and social benefits.

The connection between domestic rail transit construction and other modes of transportation is poor; The problems of low technical level of equipment, low localization rate and independent innovation ability have virtually increased the operating cost, which requires urban rail transit enterprises to make efforts to connect with other public transport tools, vigorously purchase domestic spare parts, improve the intelligent level of equipment, and reduce labor input. Users of transportation activities benefit from transportation, but do not bear environmental costs; On the contrary, non-transportation users are suffering from the damage caused by the decline of environmental quality, which is very unfair. From the perspective of intergenerational relations, it is also unfair that contemporary people consume a lot of transportation activities to promote economic development, but leave the consequences of serious environmental damage to future generations.

Asset specificity refers to the extent to which assets can be used for different purposes and used by different users without sacrificing their production purposes. The lines, stations, communications, vehicles and other equipment of urban rail transit infrastructure have high asset specificity and high sunk costs. Once completed, they cannot be used for other purposes. First of all, ensure that the total wages can continue to grow to meet the needs of enterprise development and improve the income of employees. Secondly, the wage level and the income level of each post should be reasonably formulated to increase the income of low-income people.

Thirdly, the leverage and fierce role of compensation should be brought into full play, and the distribution method should be scientific, reasonable, fair and fair. Finally, we should pay attention to the improvement of employees' welfare and pay attention to employees from multiple perspectives, improve their treatment and enhance their enthusiasm. As the rail transit system is fast, punctual and comfortable, passengers will be more willing to ride, and will attract passengers who used cars, bicycles and pedestrians, thus increasing passenger traffic. In particular, if passengers can take private cars, it will alleviate the pressure caused by road traffic to the environment, such as noise, exhaust emissions and road land, improve road safety, and help reduce the traffic pressure in the city center without damaging the flow of people.

The planning, design, construction and operation of urban rail transit projects require the knowledge of multiple comprehensive disciplines such as transportation, engineering

project management, sociology, economics, management and environmental science, and the cooperation of multiple disciplines, industries and enterprises. All industries in the urban rail transit project rely on mutually controlled resources to form a mutually beneficial cooperative relationship. In general, enterprises have invested most of the total cost in the use cost and security cost of labor costs, while the investment in development costs is very small.

In order to promote the improvement of employees' skills and level, the development cost is very important, which requires the managers of enterprises to increase their investment and attract attention. Improve the urban environment. Replacing public electric vehicles with rail transit has become the first choice of public commuting tools. Because of reducing the number of cars and buses running in the city center, it will greatly reduce the exhaust emissions of urban vehicles and improve the air quality. Foreign research shows that the carbon dioxide emission per unit transport volume of rail transit is only 10% of that of cars and 25% of that of buses; Urban rail transit is a large-scale urban infrastructure that provides basic services for social production and life. It is a quasi-public project and has a very significant public welfare.

On the one hand, rail transit can improve the benefits of its service objects and other projects within the scope of influence, and the benefits are rich and varied, including social, economic and environmental aspects; On the other hand, the pricing of rail transit cannot completely adopt the market rules, nor can it completely adjust the ticket price through the relationship between supply and demand. It can only provide social services for the whole city at a low price. Greatly alleviate traffic congestion. Rail transit is also a means of transportation with large traffic volume. The passenger volume undertaken by rail transit in many large cities abroad accounts for half or even more than 80% of the total passenger volume.

The one-way transportation capacity of the subway is 36000 person-times per hour, and that of the light rail is 22500 person-times. The investment of urban rail transit project is raised by the city itself. The characteristics of scale economy, externality and public welfare are fully reflected in the city interior. It provides life and production services for the city. Its social, economic and environmental benefits and impacts almost completely occur in the city interior. Therefore, the spatial limitation of the sustainability study of urban rail transit projects is the spatial scope of their cities. Urban rail transit projects and their cities form a sustainable development system. Urban rail transit project is a system of urban sustainable development.

Therefore, the sustainability of urban rail transit project is "sustainability" within its life cycle. The time range should be set according to the specific situation of the project to ensure the accuracy and reliability of the results. Therefore, efforts must be made to ensure that the research on the sustainability of urban rail transit projects is consistent with the sustainable development strategy of the city.

The improvement of traffic accessibility will inevitably increase the land price of cities along the line, and increase the value of property and real estate development along the line; Drive the transformation of old cities and the development of new urban areas along the rail transit line. Because rail transit can provide fast and low-cost tools for long-distance commuting, urban residents will spread to the suburbs along the rail line; The construction, operation and maintenance of the rail transit system will stimulate domestic demand and create new jobs;



The role of the development axis of rail transit will help to realize the agglomeration effect of commerce and trade, change the urban form, and make the resource allocation more reasonable, and help to promote the upgrading of industrial structure and consumption structure.

CONCLUSION

The development of urban rail transit in China is constantly improving its localization, and the whole industry is in the stage of transformation and upgrading. As a public transport tool in cities, we must take multiple measures to solve various problems such as urban rail transit construction, operation and development, improve the level of operation and management, and vigorously promote the application of new technologies. Labor cost control in enterprise human resources management is an important topic of enterprise internal management, Only by doing the work of labor cost control can we provide internal power and support for the enterprise, so that the enterprise can develop stronger and remain invincible in the competition. The whole industry is in the stage of transformation and upgrading. As a public transport tool in the city, we must take multiple measures at the same time, strive to solve various problems such as the construction, operation and development of urban rail transit, improve the level of operation and management, and vigorously promote the application of new technologies.

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