



Research on Post Demand Index of High Quality Development in Tobacco Industry

Jun Liu^{1,*}, Chengjie Li², Liya Mo³, Yi Zhou¹, Yuejie Cao¹, Xiaoyue Zhao¹

¹Anshun College, Anshun, Guizhou, China.

²Cadre of Financial Services Center of Banzhou District Government of Zunyi City, Zunyi, Guizhou, China.

³Guiyang Rural Revitalization Service Center, Guiyang, Guizhou, China.

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Abstract

In the current process of human resource matching, there is often inappropriate use of human resources such as "big use of small talents" and "small use of large talents". The personal quality of employees can not meet the needs of work or the potential of employees can not be brought into play, which makes the turnover rate of some enterprise employees remain high. At present, many large, medium and small enterprises still have big problems in the effective use of human resources, including the tobacco industry. In terms of human resources, we mainly focus on the matching of people and posts. Person post matching is divided into three parts (knowing post, knowing person and matching). In today's tobacco industry, how to make the position match to the most suitable employees, so that employees know the indicators required by each position, so that employees can play their talents. In order to solve this kind of problem, we take a tobacco company as the research object of this paper, looking for the indicators of each post demand in the process of high-quality development of the tobacco company, analyzing the indicators of high-quality development post demand, seeing the big from the small, arranging these indicators in order according to the proportion of weight, so that employees can understand the meaning and nature of the post. Find the breakthrough to make the job matching to the best employees, pave the way for future job transfer, and build a scientific and reasonable job matching index system for high-quality development of tobacco business.

Keywords

High quality development, person post matching, post demand, tobacco industry

1. Introduction

To study the relationship between the demand allocation of personnel and positions in enterprises, to solve the problems existing in the effective allocation of human resources, to make a scientific and reasonable comprehensive evaluation of human resources, to determine the optimal positions and to provide decision support for the allocation of talents, is conducive to the establishment of the post matching demand index system for the high-quality development of tobacco business (Zhu Yan, 2022). Through reading, analyzing and summing up the existing domestic and foreign literature on person post matching and human resource utilization, it is not difficult to find that these literatures are mainly about people, and there is little research on the demand for job characteristics. Just like this story: in ancient China,

there was a foreman who knew how to use the "post matching" mechanism in construction. He let the man with thick waist carry the soil without hurting his strength, let the man with thick legs dig the soil with vigor, let the man with hunchback pad the soil with bending down without difficulty, and let the one eyed dragon see the yardstick without distracting his attention (Xie Qiang, 2021). In the past, when people arranged their work, they focused on the ability of people, and then arranged their positions. On the contrary, this study focuses on finding the requirements of the post for people, analyzing the special needs of the post, and thinking from the perspective of the post. It can not only carry out reasonable and scientific person post matching, but also provide employees with the condition information needed for cross post and promotion.

2. Position Overview

2.1 Post concept

Post refers to the working position of one or a group of employees who undertake a number of tasks, have specific labor (work) objects and means, and have a certain position, authority and responsibility in the production and operation activities of an enterprise under the conditions of specific production organization and labor organization within a certain period of time. For the tobacco industry, its organization is composed of several posts, which are the cells of the organization. It is with these cells that the organization can be more harmonious and complete (Guo Binyang, 2021). Combined with post factors and human factors, different posts have different requirements for the quality of employees, and different posts have different selection of demand indicators or degree of attention. Therefore, in order to complete one or more affairs and responsibilities, organizations endow individuals with certain powers.

2.2 Post role

The greater the power, the greater the responsibility. When enterprises set up posts, they must consider the benefits brought by posts. Therefore, the post must complete the work content and bear the corresponding responsibility. In the establishment of a department, the company will first consider the role, function and responsibility of the Department, which posts are in each department, what utility these posts can bring to the company, and how much impact the operation of the company will be without these posts. Posts play an important role in the company. If the tobacco company is regarded as a big tree, then the posts of the company are the branches and leaves of the big tree, which can carry out photosynthesis and bring energy and nutrition to the big tree. In other words, without these branches and leaves, the tree will die, and without jobs, the company will not be able to run. In order to make the company run normally or even over run, and improve the high-quality development level of tobacco business, we have to go back to the original problem, starting from the post, build the post demand index system of high-quality development of tobacco business, find the best person post matching method, make full use of post resources, explore the potential of employees, and further promote the high-quality development of tobacco business.

3. Analysis of tobacco post indicators

3.1 Job analysis of tobacco companies

In this paper, the tobacco production center of a tobacco company's job demand as the analysis object, the job demand, person job matching in-depth analysis, in order to more accurately and reasonably understand the tobacco production and operation center of high-quality development job demand index, through the analysis and summary of the company's job demand index, find the tobacco production and operation center of the job need index, for the use of human resources Make full use of good foundation, so as to improve the matching level of high-quality development of tobacco business. A tobacco company has 15 departments: organ service center, Party mass work section, discipline inspection and supervision section, comprehensive planning section, personnel section, financial management section, audit section, policies and regulations and system reform section, tobacco production and operation center, cigarette marketing center, logistics distribution center, monopoly section, supervision and management section, internal monopoly management and supervision office, information center and safety management section . Each department has at least five posts, and even dozens of posts. In view of these posts, we don't need to reflect them one by one in this paper. We take the posts in the tobacco production and operation center department as the representative, and focus on the analysis of the characteristic indicators of the post demand for high-quality development of tobacco business.

3.2 Job indicators

Tobacco production and operation center is responsible for tobacco production, purchase, marketing management and

coordination, infrastructure and modern tobacco agriculture construction. The tobacco production center includes manager, deputy manager, director of comprehensive management department, director of production management department, deputy director of production management department, director of acquisition and quality inspection department, deputy director of acquisition and quality inspection department, director of marketing service department, director of infrastructure department, quality director, baking director, chief agronomic supervisor, tobacco comprehensive administrator, safety administrator of tobacco center, safety duty officer and production administrator There are 22 positions including baking manager, sample manager, storage manager, quality inspector, allocation settlement manager and base construction manager. The demand of job characteristics is the key and difficult point of our research. Of course, through the indicators we are looking for, many of the indicators of job requirements are the same. Here we focus on summarizing the demand characteristics of several jobs, and we don't need to summarize the other similar ones. The following is a summary of the post demand indicators of the tobacco production and management center.

Table 1. Tobacco production and Management Center Demand index (1)

Department	Tobacco production and Management Center				
Post	Manager	Deputy Manager	Tobacco general manager	Production manager	Baking Manager
Demand index	Teamwork ability	Teamwork ability	Professional quality and ability	Professional quality and ability	Professional quality and ability
	Business capability	Business capability	Management and communication skills	Management and communication skills	Management and communication skills
	Problem finding ability	Problem finding ability	Organization and coordination ability	Organization and coordination ability	Organization and coordination ability
	Problem solving ability	Problem solving ability	Analysis and judgment ability	Analysis and judgment ability	Analysis and judgment ability
	learning ability	learning ability	Decision making and operational research capability	Decision making and operational research capability	Decision making and operational research capability
	Coordination ability	Coordination ability	Learning and innovation ability	Learning and innovation ability	Learning and innovation ability
	communication skills	communication skills	Self discipline ability	Self discipline ability	Self discipline ability
	Psychological endurance	Psychological endurance	Teamwork ability	Teamwork ability	Teamwork ability
	Analysis and judgment ability	Analysis and judgment ability			
	innovation ability	innovation ability			
	organization skills	organization skills			
	Supervision and control ability	Supervision and control ability			

Table 2. Tobacco production and Management Center Demand index (2)

Department	Tobacco production and Management Center					
Post	Director of production management department	Director of acquisition quality inspection department	Administrator	Director of marketing services	Director of Infrastructure Department	Director of general management department
Demand index	Teamwork ability	Teamwork ability	Teamwork ability	Teamwork ability	Professional quality and ability	Professional quality and ability
	Business capability	Business capability	Business capability	Business capability	Management and communication skills	Management and communication skills
	Problem finding ability	Problem finding ability	Problem finding ability	Problem finding ability	Organization and coordination ability	Organization and coordination ability
	Problem solving ability	Problem solving ability	Problem solving ability	Problem solving ability	Analysis and judgment ability	Analysis and judgment ability
	learning ability	learning ability	learning ability	learning ability	Decision making and operational research capability	Decision making and operational research capability
	Coordination ability	Coordination ability	Coordination ability	Coordination ability	Learning and innovation ability	Learning and innovation ability
	communication skills	communication skills	communication skills	communication skills	Self discipline ability	Self discipline ability
	Psychological endurance	Psychological endurance	Psychological endurance	Psychological endurance	Teamwork ability	Teamwork ability
	Analysis and judgment ability	Analysis and judgment ability	Analysis and judgment ability	Analysis and judgment ability		
	innovation ability	innovation ability	innovation ability	innovation ability		
	organization skills	organization skills	organization skills	organization skills		
	Supervision and control ability	Decision making ability	Supervision and control ability	Decision making ability		
		Supervision and control ability		Supervision and control ability		

3.3 Index summary and analysis

Through the index search of the above departments, we can conclude that there are similarities and differences in different post demand indicators. The most common indicators for each post are: teamwork ability, business ability, problem finding ability, problem handling ability, learning ability, coordination ability, communication ability, psychological endurance ability, analysis and judgment ability, innovation ability, organization ability, supervision and control ability, professional quality ability, management and communication ability, decision-making and operation ability, and self-discipline ability Indicators. These characteristics are not only the indicators of each tobacco post demand, but also the indicators are sorted according to the proportion of post demand. It can be seen that the top 10 job characteristics demand indicators are teamwork ability, business ability, problem finding ability, problem handling ability, learning ability, coordination ability, communication ability, psychological endurance ability, analysis and judgment ability and

innovation ability. These indicators appear most frequently in each department and position, while team cooperation ability, business ability and problem finding ability. The four indicators of ability and problem-solving ability are valued by the company, which can be reflected in the table.

Of course, there are still some posts that do not meet the above ranking. For example, the deputy director of the general management department needs professional quality, management communication, organization and coordination, analysis and judgment, decision-making and operational research, learning and innovation, self-discipline and team cooperation. Many junior positions have different demand indicators from senior positions. They pay more attention to professional quality and management communication ability. For a post like safety duty officer, which does not need much ability, employees are mainly on duty outdoors. They only need to be able to use general office equipment such as telephone, network, safety inspection record, video monitoring record and fire alarm system operation record to meet the needs of the post. The demand for these positions is quite different from what we all think. Senior positions pay more attention to the two abilities of unity and cooperation and business. Instead of decision-making, professional quality and ability indicators! Therefore, if employees want to develop better, unity and business ability are the most important indicators. Unity and cooperation is the foundation of success in all undertakings. Only by relying on the strength of unity can individuals and collectives combine their wishes with the goals of departments, transcend the limitations of individuals, give full play to the role of departments in cooperation, and produce the effect of $1 + 1 > 2$.

4. Conclusion

We have made clear the indicators of the needs of each post. The next step is to find the most suitable employee for the post. Post matching needs to be considered from two aspects: person and post. After understanding the post demand, we also need to know that the human factor is a very "living" factor, which is uncertain and dynamic, and the post factor also has a dynamic development process.

The matching between employees and organizations not only means that the values, goals, beliefs of employees and organizations are similar and complement each other in ability requirements, but also means that employees identify with the organizational culture and integrate into the organizational atmosphere. The values, goals and development directions of employees and organizations are harmonious and highly consistent, so as to work together for the realization of organizational development and personal growth.

The post demand index is the characteristic of this paper, which finds the demand index for the post, and also provides the staff with the conditions about the post demand. Through these demand indicators, employees can learn and master the ability requirements of each post according to the characteristics of post demand, so as to improve the comprehensive ability of employees, provide more excellent talents for the tobacco industry and optimize the internal posts of the industry, so as to achieve reasonable and scientific post setting, make full use of human resources, and try their best not to waste post setting and talents.

Project

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