

How to Improve the Performance Ability of University Security Guards

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Abstract

Colleges and universities are important bases for cultivating talents. With the gradual expansion of the scale of colleges and universities, the number of teachers and students gradually increases, and the pressure on campus security is increasing. The security team of colleges and universities is responsible for the normal teaching and life safety of the college. It is the internal safety of the school. For important forces, how to further ensure and improve the performance of guards in colleges and universities is of great significance to the security work of colleges and universities.

Keywords

Campus Safety; Colleges And Universities; Security Work.

1. Introduction

As an important force in the security work of colleges and universities, college security guards, as the maintainers of campus security and order, are specifically responsible for the initial handling of public security incidents in the school, the interrogation of personnel and vehicles entering and exiting the school, the traffic guidance of vehicles, the guarding of key parts, and large-scale Order maintenance of activities, investigation of various hidden dangers, anti-terrorism and preliminary treatment of various emergencies. How to improve the ability of guards to perform their duties and ensure the teaching, life order and the safety of teachers and students of the whole school is the purpose of our research.

2. Reasons for the insufficient ability of college guards to perform their duties

2.1. The age and quality of personnel cannot adapt to campus security work

According to surveys conducted by various universities and colleges, there are two types of employment systems for guards in colleges and universities, one is the recruitment of guards within the university; the other is collective outsourcing to a security company for management. However, the two forms of team structure generally have a large age structure of guards, uneven personnel education, and quality. Most guards are older than 55 years old, and cannot adapt to the normal teaching and rapid development of colleges and universities in the new era. At the same time, the security personnel have low academic qualifications. A considerable part of the security personnel have lower academic qualifications than high school and lack relevant legal knowledge. They cannot correctly judge and deal with some problems that occur in the school. On the contrary, they have low ability to deal with specific problems. Although some security personnel have been engaged in security work for a long time, their business level is also uneven, and some security companies lack professional training, which makes the security personnel's professional quality unable to meet the requirements of the new era and cannot better deal with emergencies.

2.2. Inaccurate positioning and poor salary

Guards play an important role in the safety, harmony and stability of colleges and universities, and protect the learning and life of teachers and students in the school. However, some guards do not recognize their work, and at the same time believe that college guards are guarding the gates and cannot find confidence in their work, so they have a mentality of inferiority. In addition, the salary of the guards is not high. Some guards think that the low salary is the retirement life, and they are passive at work. Not only can they not complete their own jobs, but there are even problems such as early shifts and night shifts.

2.3. Work is not understood, and there is no sense of belonging

University guards are specifically responsible for the initial handling of public security incidents in the school, the interrogation of personnel and vehicles entering and exiting the school, the traffic diversion of the school vehicles, the guarding of key parts, the order maintenance of large-scale events, the investigation of various hidden dangers, anti-terrorism and the early stages of various emergencies Disposal and other work. Security work is not only hard, but also dangerous. Some guards do not know how to work around the problem because their thinking is solidified. On the contrary, some contradictions are deepened. Moreover, some faculty and staff's family members and students themselves are not of high quality. They look down on the guard work, which leads to the gradual increase in conflicts between guards, faculty and students. In this high-pressure environment, the enthusiasm of the security staff gradually decreases, working with a mixed-day mentality, and the dissatisfaction with the position and salary gradually increases, which not only produces a negative feeling of sabotage and even resignation.

3. Measures to improve the ability of guards to perform their duties in the context of the new era

3.1. Improve the ideological and political position of guards and change their work attitude

In the management of guards in colleges and universities, security companies and school functional departments should continue to enhance the ideological and political education of guards so that guards can establish a correct world outlook, values, and outlook on life. At the same time, they must have patriotism and socialist values. When employees need it, they dare to stand on their behalf, and at the same time increase their love for safety and security work, increase their awareness of serving teachers and students throughout the school, and do their job well. The attitude determines the height. Under any circumstances, they should be loyal to their duties and earnestly perform the maintenance of campus safety. Stable responsibilities, at the same time, you should strictly require yourself to implement the service awareness in daily work, to have the noble quality of abiding by the law and the integrity, and never do behaviors that violate the professional ethics of guards such as guarding, stealing, handling unfairness, etc.

3.2. Change the team structure and improve the overall level of guards

In the new era, most colleges and universities are mainly open-ended, with high mobility of personnel and increasingly complex environments. There are frequent occurrences of door-to-door sales in dormitories, illegal missions, and fraud, which seriously affect the normal teaching and research of teachers and students. Only a strong team of guards can effectively maintain the harmony and stability of the campus. In the daily management of the team, new team members should be strictly selected, ideological and political instability, violations of laws and disciplines should be eliminated, and business ability training should be carried out from time to time to enhance the security personnel's obligation and ability, enrich the knowledge of daily

work, and be skilled Master the methods of handling routine incidents, conduct emergency plan drills, and improve the ability to deal with special emergencies. Conduct business ability tests and assessments from time to time, and gradually improve the overall level of guards. Guards make progress in their work and can better adapt to the security work of colleges and universities to effectively improve their ability to perform their duties.

3.3. Improve the salary assessment mechanism for guards

The salary and salary of the guards are mostly fixed, but the personal working years and work content are different, which is one of the main reasons for the guards to go slow. The establishment of a long-term salary evaluation system can improve the performance ability of the guards. The salary grade shall be divided according to the working years, post responsibilities and daily assessment of the bodyguard. Each promotion level, the salary has different degrees of increase. The salary is linked to the examination and employment, which not only strengthens the self-discipline of the bodyguard but also improves the work enthusiasm. In daily work, the bodyguard can clarify the work requirements more clearly, and at the same time, strive to improve their deficiencies and give play to their strengths. The improvement of the salary system of the bodyguard not only solves the loss of the bodyguard team but also improves the performance ability of the bodyguard.

4. Conclusion

Guards are an important factor in maintaining the safety, harmony and stability of colleges and universities. Only by enhancing the guards' ability to perform their duties can the development of colleges and universities be guaranteed. With the deepening of education reform, the scale of running schools in major colleges and universities has gradually expanded. Doing a good job in the safety and security of colleges and universities has become one of the key tasks of colleges and universities. Having a guard team with efficient performance of duties is to maintain campus safety and stability An important prerequisite for harmony. Therefore, it is necessary to continuously improve the performance of guards in colleges and universities to ensure the safe and rapid development of colleges and universities in the new situation.

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