

# Thinking and Exploration on the innovation of staff's sports activities

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**Abstract:** the cultural and sports activities of employees are an important way to enrich the lives of employees and enhance their cohesion. With the development of the times, the environment faced by enterprises is increasingly complex, and the working pressure of enterprise employees is gradually increasing. In order to improve the ideological consciousness and cohesion of employees, enterprises should pay attention to carrying out rich and colorful recreational and sports activities, so as to enhance the understanding of employees, highlight the key direction of enterprise development, and achieve the goal of innovation and realism. Based on this, this paper analyzes the significance of innovating employees' recreational and sports activities, and puts forward countermeasures for enterprises to carry out employees' recreational and sports activities.

**Key words:** innovation; Cultural and sports activities of employees; New period; workers

**Introduction:** as the content of soft power construction of workers' cultural front in the workers' Cultural Palace, workers' cultural and sports activities should pay attention to comply with the development requirements of the new era to achieve positive innovation, improve the quality of literary and artistic activities, and promote production and labor. Cultural activities of employees are public welfare. When providing cultural and sports activities, the Cultural Palace should strengthen its close ties with local organizations and enterprises to ensure that the majority of employees can participate in and enjoy cultural and sports activities, so as to cultivate employees' sentiment and improve their cultural quality.

## 1 The important significance of innovating the way of recreational and sports activities for employees

First, it is conducive to promoting the construction and development of enterprises. The development of cultural and sports activities is conducive to enhancing employees' understanding of corporate culture and promoting the improvement of corporate synergy. Cultural and sports activities are all kinds of cultural and sports activities that the staff and workers are willing to participate in, which is conducive to promoting the dissemination and practice of enterprise culture. In the actual development process, enterprises can organize activities related to corporate culture to enhance the publicity of corporate culture, so that employees can be imperceptibly influenced by corporate culture in participating in recreational and sports activities. Therefore, enterprises should pay attention to the innovation of employees' cultural and sports activities, focus on promoting the physical and mental health development of employees through diversified cultural and sports activities, and enhance the sense of belonging of employees to the enterprise, so as to promote the construction and development of enterprises. Secondly, it is conducive to promoting the construction of enterprise culture. As an important place to attract and organize employees to carry out cultural activities, the workers' Cultural Palace innovates employees' cultural and sports activities, which is conducive to promoting the construction of enterprise culture. Enterprise culture is the cultural connotation gradually formed and refined in the process of enterprise operation and development, which can exert a subtle influence on employees, and is rooted in employees' thoughts to form intangible assets of the enterprise. The innovation of cultural and sports activities can show the connotation of enterprise culture in the new era, promote the resonance between employees and enterprise development concepts, unify employees' thoughts and behaviors, and strictly regulate the cultural concepts and behavior standards of enterprises. The workers' cultural center should pay attention to building the brand of enterprise culture, organize and create rich and colorful cultural and sports activities according to the needs of enterprise development, integrate the concept of enterprise culture into it, promote the employees to effectively infiltrate the cultural concept in the process of participation, and pay attention to standardizing their words and deeds. The operation scale of the enterprise itself is relatively large, which makes it impossible for the enterprise to communicate with all employees at any time in terms of management. It is necessary to build a communication bridge with the help of cultural and sports activities to enhance the emotional communication between the enterprise and employees.

## 2 The dilemma of the current staff and workers' recreational and sports activities

At present, there are still some problems in the process of carrying out employees' recreational and sports activities, mainly in the following aspects: first, the facilities required for recreational and sports activities are not perfect. The workers' Cultural Palace has developed for many years, and many hardware facilities and equipment need to be replaced. The existing activity equipment and equipment can not meet the needs of cultural and sports activities. During the construction of recreational and sports activities, the relevant managers did not pay more attention to the recreational and sports activities and lacked the corresponding funding support, which hindered the development of various recreational and sports activities. For example, due to the lack of enough rackets and balls in table tennis, all employees could not actively participate in it; Due to the lack of professional pen and ink and other equipment for calligraphy and art activities, the staff can not give full play to their personal strength in the process of participation, resulting in the poor effect of the activities.

In terms of material infrastructure construction, the maintenance and replacement costs provided by the workers' cultural center are insufficient, making the required equipment unable to meet the needs of activities. Second, managers do not pay much attention to cultural and sports activities. The managers of the workers' cultural center have played an important role in the development of human activities, but some managers believe that cultural and sports activities belong to the construction project of the staff's spiritual level, and are not the rigid projects of the material base guarantee, thus ignoring the role of cultural and sports activities and paying little attention to the innovation of cultural and sports activities. The third is the lack of innovation in the way of cultural and sports activities. The innovation of recreational and sports activities has a great impact on the development effect of the activities. However, the update speed of recreational and sports activities is relatively slow at present, and most of the contents of recreational and sports activities are very old-fashioned, which is difficult to effectively stimulate the enthusiasm of employees. In addition, some recreational and sports events lack corresponding standards and rules, and there is confusion in the specific process of holding them. There is a lack of corresponding reward measures for the winners, which has an impact on the enthusiasm of employees to participate. Therefore, it is imperative to innovate the staff's cultural and sports activities, and it is necessary to carry out interesting activities to improve the satisfaction of the staff.

### **3 Strategies for innovating the ways of employees' recreational and sports activities**

#### **(1) Establish special venues for cultural and sports activities to encourage employees to participate enthusiastically**

The construction of special venues for cultural and sports activities can lay a good foundation for the development of all kinds of cultural and sports activities. The workers' cultural center should establish a special activity venue, strengthen the regular repair of the activity venue, and equip the staff with sound special equipment, so that the staff can feel the harmonious internal atmosphere, and then can actively and enthusiastically participate in it. Special venues for cultural and sports activities are essential infrastructure for carrying out cultural and sports activities. The lack of perfect special venues will lead to the loss of interest of enterprise employees in participating in cultural and sports activities, the inability to play the value of cultural and sports activities, and the difficulty in effectively condensing the centripetal force of employees. In this regard, relevant managers and responsible personnel should pay attention to the construction of sports and sports venues, set up special infrastructure, and provide perfect conditions for physical exercise and literary and artistic activities for employees. First, set up corresponding places according to the entertainment needs of employees. In order to promote the active participation of employees, the cultural center should set up corresponding places according to the interests of employees, such as a dedicated gym, table tennis hall, etc., and strengthen the investment in relevant facilities, effectively support the sports interests of employees, effectively improve the environment for daily recreational and sports activities, deepen the impression of employees on various recreational and sports activities, and promote the active participation of employees. Secondly, encourage employees to participate in recreational and sports activities. In the process of innovation and reform, cultural and sports activities should pay attention to encouraging employees' participation, so as to change the tense and depressive atmosphere in the past and promote the overall development of cultural and sports activities. In this process, relevant management personnel should strengthen the publicity of recreational and sports activities, such as contacting personnel of various departments through the new media platform, guiding them to participate in sports activities and literary and artistic activities, and uploading pictures and video resources related to the process of recreational and sports activities to the new media platform, so that more employees can see the fun of recreational and sports activities. At the same time, the management personnel can form a wechat group of employees with the heads of relevant departments, and regularly push the training items, time and place of participation and other information of recreational and sports activities, so as to enable employees to timely understand the situation of recreational and sports activities and actively participate in sports activities.

#### **(2) Improve the guarantee mechanism for the operation of recreational and sports activities and safeguard the rights and interests of employees**

In the process of carrying out staff's cultural and sports activities, the cultural center should set up a complete guarantee mechanism for cultural and sports activities to provide the basis for the smooth implementation of various activities. In this process, the cultural center should adhere to the construction concept of taking enterprise employees as the fundamental, safeguard and protect the rights and interests of employees through various mechanisms, and ensure that every employee has the opportunity to participate in recreational and sports activities. In this process, the management personnel should strengthen the support for recreational and sports activities, and jointly formulate a perfect operation guarantee mechanism through consultation with the heads of relevant departments, so as to provide the basis for diversified staff sports and cultural activities, and avoid problems such as the difficulty of smooth implementation of activities due to imperfect rules and procedures, and the formalization of recreational and sports activities. For example, in the process of organizing cultural and sports activities, the cultural center can assign special staff members to organize and implement, so as to promote employees to actively participate in cultural and sports activities; Regularly organize employees to participate in cultural activities to form a harmonious internal atmosphere; Encourage emotional exchanges between employees and between employees and management, and effectively safeguard the basic rights and interests of employees. The cultural center should strengthen the construction of the guarantee mechanism for the operation of cultural and sports activities, set specific standards and Implementation Rules for various competitions and cultural and sports activities, so that various activities can be based on, effectively improve the content of activities, protect the rights and interests of employees participating in activities, and encourage employees to maintain their enthusiasm for active participation. The perfect operation guarantee mechanism can shape the excellent image of the workers' cultural center and enhance the trust and dependence of employees on

the enterprise.

(3) Innovate the content of recreational and sports activities and improve the pertinence of recreational and sports activities

The ultimate purpose of cultural and sports activities is to enrich the cultural life of employees and enhance the cohesion of enterprise culture. In setting up and organizing cultural and sports activities, relevant departments should strengthen the update of the activity content, abandon the shortcomings of the traditional mode, and improve the pertinence of cultural and sports activities. First of all, strengthen the research on employees' interests. Before holding cultural and sports activities, relevant departments should do a good job of research to ensure that cultural and sports activities not only meet the requirements of cultural construction, but also meet the interests and characteristics of employees, and effectively improve the pertinence and practical effect of cultural and sports activities. On the one hand, we should understand the convergence of corporate culture and cultural and sports activities, and integrate the strategic objectives of the enterprise into various recreational activities. On the other hand, we should carry out activities according to the interests and hobbies of most employees, so as to enhance the enthusiasm of employees' participation. For example, most employees like basketball. The cultural center can hold men's and women's basketball games to meet the interests and needs of most employees and effectively exercise their teamwork ability. Secondly, innovate the content of cultural and sports activities. The content of cultural and sports activities should reflect the characteristics of being close to the people, set up "grounded" cultural and sports activities in combination with the actual life of employees, fully mobilize the enthusiasm of employees to participate, and create different cultural and sports activities according to the different characteristics of employees. For example, calligraphy exhibition competitions can be held for calligraphy lovers, so that some employees can provide sufficient calligraphy facilities and equipment, The promotion period can fully participate in it. At the same time, the winners of the exhibition and competition should be given corresponding rewards to add fun to the spare time life of employees. At the same time, the content of cultural and sports activities should reflect the innovative characteristics of the times, strengthen the real-time update of the content, and set up corresponding competition items according to the spirit of the times at different stages, so as to give full play to the personal talents of employees, promote employees to feel the sense of collective honor, and enhance the cohesion of employees.

(4) Strengthen the capital investment in cultural and sports activities and strengthen the support of managers for activities

The development of recreational and sports activities cannot be separated from the support of managers. The level of capital investment in recreational and sports activities largely affects the quality of recreational and sports activities. Good recreational and sports activities need adequate financial support, which shows that the organization and construction of recreational and sports activities not only need the corresponding capital investment, but also need the active participation of managers, In order to promote the smooth development of cultural and sports activities and achieve the desired results. In this regard, the workers' cultural center should pay attention to the leadership role of managers and effectively enhance the effect of cultural and sports activities. First, strengthen the communication with management personnel. The planners of cultural and sports activities should report to the managers in time, so that the managers can correctly understand the development value of cultural and sports activities, so as to obtain the approval of the managers. Through good communication, managers can strive for more financial support for the development of cultural and sports activities, so as to expand the scale and effect of cultural and sports activities. For example, in the organization of basketball games, planners can appropriately increase the cost of basketball games through communication with managers, so as to provide more material rewards for participants, provide more equipment support for basketball training, and effectively improve the enthusiasm of employees. Secondly, strengthen the effect feedback to managers. The workers' cultural center should timely summarize the experience and shortcomings in the cultural and sports activities, sort them out, and feed back to the manager in time, and feed back the organizational effect of the cultural and sports activities and the real experience and feelings of the employees to the manager, so as to continuously improve the quality of the cultural and sports activities through communication with the manager. Finally, improve the planning of cultural and sports activities. In this process, the relevant person in charge should strengthen the planning of the activity project, set up a comprehensive planning scheme combined with the activity content, so that the cultural and sports activities can have a beginning and an end, provide support for the smooth progress of the cultural and sports activities, and promote the staff to participate happily, so as to improve the quality of the activities.

## Concluding remarks

To sum up, the cultural needs of employees are diverse, and it is imperative to innovate and change the cultural and sports activities of employees. In the new era, innovative cultural and sports activities are not only conducive to the operation of workers' Cultural Palace, but also conducive to meeting the development needs of future workers' cultural construction. In this regard, enterprises should adapt to the development of the times, further integrate resources through the workers' Cultural Palace, enable more cultural workers to participate in the construction of workers' culture, effectively enrich cultural and sports activities, lead the construction and development of enterprise culture, and promote social and economic progress.

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# Design and practice of target reporting machine based on Ergonomics

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**Abstract:** Based on the simulation analysis and design evaluation of ergonomics, the ergonomics design status of the same type of instruments in the market was analyzed. The design index is obtained through interview and investigation. Finally, the design elements are summarized and mapped, and the design scheme is proposed. After the physical prototype is completed, the evaluation and discussion are made, and the optimization and improvement of the human-machine interface are started. The elements of the relationship between human, machine and environment are discussed, and the design idea of special electronic instrument based on ergonomics is constructed, which promotes the interdisciplinary application development of ergonomics and product development.

**Key words:** human machine interface; Experimental simulation

With the rapid development of the world and the rapid development of science and technology, the way of human life is also gradually changing with the progress of the times. 5g, Internet +, 3D scanning, intelligent devices and other products are no longer exclusive to military, so they are slowly moving towards civilian use. In the process of product design and development, special instruments and electronic equipment focus on the design and implementation of technology, while the design of ergonomics has been ignored for a long time.

Therefore, it is very necessary to study and design a new type of instrument and equipment to provide the target reporting process. This instrument and equipment has modern technology and is relatively simple to operate. It should be efficient, practical and accurate for shooting trainers and logistics personnel. Provide a more scientific and reasonable ergonomic design process and method for the appearance size and interface design of special instruments, and promote the maturity of the overall design of such special instruments.

## 1. Design idea and scheme analysis of target reporting machine

Through the analysis of the relevant technical standards and the investigation of the operating environment, the design of the target reporting machine was evaluated experimentally, and the usability results of each part of the fuselage design of the target reporting device were obtained. From the feedback of the experimental results, the appearance, the structural design of the detail parts, and the human-machine interface were analyzed. The target reporting machine is designed by using the theory of ergonomics, and the design scheme in line

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