

Turnover House's Sublet Situation at Universities and Its Countermeasures

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Abstract—Turnover house's sublet influences the using efficiency, and also results house circulation problems, therefore it is a challenge to turnover houses management in universities. Based on 5 colleges survey in Wuhan area, this paper analyzed the origin of sublease behavior, offered some suggestions on sublet control and housing fair.

Keywords—Turnover house, sublet, talent introduction

I. INTRODUCTION

In order to protect the basic needs of workers' housing, Colleges and universities have built a number of houses, stipulated the rental standard and limited the lease term, then leasing them to employees[1]. For new employees, due to the little accumulation, it's difficult to buy commercial housing in a short time. It is an effective choice to rent a turnover house. In a certain way, the quantity and quality of the turnover house can influence the quality and quality of talents in colleges and universities. Due to lack of historical memory, houses old, unreasonable structure, no new conditions sublet and other factors to turnover house supply shortage, most colleges and universities with the career development, face both worker scale expanding unceasingly, and turnover house demand

increasing year by year, turnover house supply is far less than the demand. Specified fixed number of year of the lease, take effective measures to control sublet, increasing the service efficiency of turnover house, can protect the lease adjust to needs, meet the reasonable requirements, increase housing security for the talent introduction work under the existing conditions and policy environment [2].

Presently, colleges and universities are relatively accurating? turnover house sublet and management present situation, the author examines the situation of five schools, subjects for the management staff and young worker.

II. PRESENT SITUATION OF TURNOVER HOUSE SUPPLY AND DEMAND IN COLLEGES AND UNIVERSITIES

In general, college turnover house supply is not enough. the least gap Wuhan sports institute is 356 sets, and Wuhan university of technology 872 sets; turnover house average construction area is 42.82 m², the biggest area is 52.1 m², Wuhan university, the smallest is Wuhan university of textile 33.16 m². Table I shows the 5 universities turnover house supply and demand features.

TABLE I. TURNOVER HOUSE SUPPLY AND DEMAND OF 5 UNIVERSITIES

names	sets	area (m ²)	Average size (m ²)	No room staff	Gap(sets)	sets / No room staff
Huazhong agricultural university	1569	70575	44.98	1927	358	0.81
Wuhan university	1811	94368	52.1	2452	641	0.74
Wuhan sports college	219	9490	43.3	575	356	0.381
Wuhan university of technology	1864	75613	40.56	2736	872	0.68
Wuhan textile university	441	14624	33.16	927	486	0.90
total	5904	264670	44.83	8617	2713	0.685

According to the survey, sublet as turnover house “week and not turn” “the lease is easier than to exit”, one of the main causes resulting in talent introduction after year by year, turnover house quantity does not increase yet. In recent years due to the increase of the talent training standards, strengthening university teaching staff construction and talent introduction, quality and quantity in improving, turnover house resources dries up. Huazhong agricultural university as an example, the average annual introduction of worker 100 people, its turnover house stock for 228 sets, is expected to introduce talents housing can not be arranged in two years;Wuhan sports college an annual introduction of 40 employees, its turnover

house stock for 61 sets, is expected to introduce talents housing will not be able to arrange one year later; turnover house stock for 145 sets of Wuhan university, after 2015, the annual import about 100 workers, is expected to introduce talents housing will not be able to arrange one year later.

III. INTRODUCTION TURNOVER HOUSE SUBLET PRESENT SITUATION AND CAUSE ANALYSIS

A. The Present Situation of the Turnover House Sublet

From the research of the five colleges and universities, relatively to various universities turnover house tight just need

to lease, sublet phenomenon exists and were serious. Turnover house 5904 sets, total 5 universities have rent 5224 sets, turnover house occupancy rate of 88.5%. Rent Turnover house worker, 525 people relet, sublet rate (sublet number/rent number) is 10%. Sublet the highest rate for wuhan sports college, is 32.9%, the lowest for wuhan university, is 7.8%. Table II for Turnover house use status quo survey in 5 colleges and universities.

Research of five colleges and universities, the number of on-the-job worker rent for 4607, accounting for 88.2% of the total rents, sublet number is 289 with a rate of 6.27%; retired worker number of rent for 482, accounting for 8.72% of the total, the sublet number is 165, sublet at a rate of 34.23%; Other

people rent a house number is 135, accounting for 1.3% of the total rent, sublet the number is 71, sublet rate was 52.6%.

According to the survey, rented school turnover house were mainly by employed staff and workers, but due to historical reasons, various universities exist outside school personnel to rent the school public house. From the perspective of the severity of sublet phenomenon, sublet the highest percentage of for other researchers, the lowest share sublet to on-the-job worker, full instructions, on-the-job worker is the group who need turnover house the most in colleges and universities. Table III some universities in wuhan to sublet personnel composition.

TABLE II. TURNOVER HOUSE USAGE IN SOME UNIVERSITIES IN WUHAN AREA

names	sets	lease sets	Not lease sets	Sublet sets	Sublet sets / lease sets
Huazhong agricultural university	1569	1341	228	155	0.115
Wuhan university	1811	1666	145	130	0.078
Wuhan sports college	219	158	61	52	0.329
Wuhan university of technology	1864	1653	211	146	0.088
Wuhan textile university	441	406	35	42	0.103
total	5904	5224	680	525	0.105

TABLE III. SOME UNIVERSITIES IN WUHAN TO SUBLET PERSONNEL COMPOSITION

names	Sublet sets	on-the-job worker		Retired worker		others	
		num	rate	num	rate	num	rate
Huazhong agricultural university	155	103	0.665	39	0.252	13	0.084
Wuhan university	130	50	0.385	52	0.4	28	0.215
Wuhan sports college	52	43	0.826	6	0.115	3	0.057
Wuhan university of technology	146	56	0.38	63	0.43	27	0.18
Wuhan textile university	42	37	0.881	5	0.119	0	0
total	524	289	0.552	165	0.315	71	0.136

B. The Cause of the Turnover House Sublet[3]

According to the survey of turnover house rent in the five universities, With the price there is a difference of 10 to 15 yuan. Preferential policies such as thinking of building structure, the price of the worker that rent a house from the school with a bigger price gap to the surrounding market. Table IV shows turnover house rent standard of some universities in Wuhan, Table V shows the motivations of staff to sublet.

1) *Because there is interest, so will be sublet:* Due to the execution of rental is generally lower than the surrounding market, lease turnover house from the school, again sublet to others can obtain certain economic benefits. According to the survey, the average area is 42.82 m², the school average rent is 18.6 yuan/m², market average rent around 31.2 yuan/m². The month, sublet a turnover house monthly profit of 539.53 yuan. Some schools to carry out different lease preferential policy, cause turnover house relet greater profit, such as Huazhong agricultural university, turnover house average area of 44.98 m², 6 fold off in 3 years, fold the average rent after 12.3 yuan/m². The peripheral market rent is 30 yuan/m², sublet turnover house monthly profit of 796.15 yuan. Wuhan university of textile turnover house average area of 33.16 m², A doctor new first annual rent 4 yuan/m², market rents around 26 yuan/m², sublet turnover house monthly profit of 729.5

yuan. Under the stimulus relet turnover house higher economic income, about 10% of the staffs in the absence of the campus housing demand, apply for rental housing, and sublet others for profit.

2) *Turnover house cannot meet the demand of staff led to sublet[4]:* According to the investigation, turnover house average area of 42.82 m², rented turnover house the majority for young people, such as one child in a family, and asked an old man to take care of the children, turnover house population to an average of four people, per capita living area of 10.52 m², such as room structure, turnover house mostly fannie and freddie under family, three generations living a turnover house have most inconvenience.

Through to 60 in sublet turnover house among young teachers, lease turnover house in young adults, 23.7% because the room is little more, give up the campus turnover house and rented out and they will rental turnover house, earn the rent price, supplement the questionnaire; 20.3% because turnover house is too old, poor conditions and sublet, himself to live off-campus housing. Two factors comprehensive building area and housing conditions, sublet turnover house worker, 44% because the campus turnover house cannot meet the demand of family lives.

3) *Loopholes in management lead to sublease behavior is feasible sublet behavior is difficult to define:* In practical

work, turn to rent the lessee are usually with worker family status, and to learn the information of the sublesor ahead of schedule, the management staff on-site inspection, the lessee can handle information and fill in related information, the staff can't determine whether belong to sublet behavior.

4) *It is difficult to check out staff identity:* According to the survey, colleges and universities in wuhan, most turnover house did not execute property management, there is no perfect entrance guard system. Some new turnover house equipped with entrance guard system, but the use of

campus id or discrepancy cartoon line, it is difficult to identify resident identity, the lessee may borrow sublesor freedom entrance card.

5) *The management department is weak in the investigation of sublet:* In practical work, the management department of turnover house usage in parts, grasp the information about suspected to sublet, but the treatment method of basic public opinion guide, oral education and issued by the rectification notice is given priority to, can't form effective deterrent to sublease behavior.

TABLE IV. TURNOVER HOUSE RENT STANDARD OF SOME UNIVERSITIES IN WUHAN

names	rent categories	rent standard(rmb/ m2)		Market price	Preferential policies
		Brick structure	Frame structure		
Huazhong agricultural university	Market rent	16	25	30	60% in 3years
Wuhan university	Market rent	20	20	35	Brick structure 12yuan/m2
Wuhan sports college	Market rent	16	20	30	\
Wuhan university of technology	Market rent	16	25	35	\
Wuhan textile university	Market rent	14	14	26	differential rent according to the duration

TABLE V. THE MOTIVATIONS OF STAFF TO SUBLET

motivations	nums	rate (%)
The house is too small, the population is more	14	23.7
The house is too old, poor conditions	12	20.3
make money	25	42.4
others	9	13.6

C. Superior Campus Environment Makes Hot Leasing Small Market

According to the survey, because of college campus is safe and relatively quiet, the environment and greening construction in place, and residential population overall quality is higher, so relative to other society's rental market, rental housing in short supply, even higher rents and the area and type of housing. In today's highly developed information age, sublease simply by a blog or in an online community for rental information, and the lessee sublet people through QQ, micro letter social tools such as communication, leasing intention, will soon be able to reach the building sublet.

IV. COUNTERMEASURES

A. Strict Control Measures for the Administration to Sublet

Research universities are calculated by the tentative management measures, combining the reality of school, formulate the measures for the management of the school turnover house, but in the actual execution, ineffective. Sublet behavior, the author thinks that, first of all should be well defined turnover house in colleges and universities to solve the school worker short-term housing difficulties, therefore, not my living as a sublet; Sublet behavior punishment cannot be limited to exit the leased house, be clear sublet behavior is defined as illegal, joint organization, personnel, commission for discipline inspection departments such as increased cost of illegal sublet behavior; To intensify report reward of sublet behavior guide all staff to participate in the supervision and management.

B. Reasonable Rent Policy Control Sublet

Turnover house management should guide the worker according to the personal economic conditions reasonable lease, and gradually to the commercial housing market. To the lease time determined in accordance with the differential rent, try to lower the starting point of differential rent set and just need to lease group, in order to protect the higher rent set three to five years later, at least than with regional market rents, let sublet unprofitable; Parts left over from history due to differential rent staff or individual hard worker unbearable special circumstances, can carry out rent reduction policies go programs[5].

C. Establish Turnover House Sublet Behavior Control mechanism

1) *Establish a scientific and reasonable mechanism of turnover house inventory:* To sublet the behavior for effective control, sublet information acquisition is the key. The author thinks that, to obtain accurate information dynamic sublet, must establish a routine screening and concentrated check two mechanisms. Routine screening mechanism is according to the campus area or building category, the house property management department staff to carry on the reasonable division of labor, the corresponding area (category) staff responsible for area (category) turnover house use, establish dynamic house use database; Concentrated check mechanism is combined with the community, residents' committees, police station institutions such as work, don't organize regular turnover house special inventory, ensure the safety of live turnover house use the information at the same time.

2) *To set up joint disposal mechanism control sublet*[6]:

In research universities, Wuhan university and Wuhan university of technology is in command personally by the secretary of the party committee in 2014, the organization and discipline inspection commission, personnel, organization, security, logistics and other related departments to do turnover house inventory, according to the inventory, the Wuhan university turnover house sublet rate was 7.8%, on-the-job worker turnover house sublet rate is only 3.4%, Wuhan university of technology is 8.8%, on-the-job worker turnover house sublet rate is only 3.7%, are lower than the average colleges and universities 10%, and on-the-job worker turnover house sublet rate is less than a third of the other colleges and universities. The author thinks that, turnover house sublet control as affects the quality of talent introduction and staff to live and work in peace and contentment, needs to be implemented at the school level department, property management department is responsible for the mastery of basic information, the organization department in charge of cadres to sublet behavior education guidance, the personnel department is responsible for the teacher to sublet behavior education guidance, supervision of discipline inspection commission is responsible for the inventory work and deal with the complicated situation. Just need to lease management linkage by department, build guide, realize turnover house rational circulation.

D. Using the Modern Information Technology Control Sublease Behavior[7][8]

Through the construction of entrance guard system, accurately identify the identity, can effectively control the turnover house sublet behavior. At present, the application of more mature image recognition access control technology is mainly based on the network face recognition and fingerprint recognition. Two technologies are asking households, the lessee with valid documents in the administrative department of the school party and live together the lineal relatives facial image and fingerprints, face and fingerprint database is established. Resident enter the building, face recognition system of automatic image acquisition unit to obtain the image of the face, and compare with facebook database, than by the door release; Fingerprint identification system is in and out of the personnel at the entrance to the settings in the fingerprint swipe fingerprint recognizer, system than by opening after release.

E. Improve Turnoverhouse Living Condition, Reduce to Sublet

Turnover house purpose, mainly to solve part of the housing difficulties of young worker housing problem, it

should be within a certain stage, as the housing difficulties of the worker to provide reliable, high quality housing, the escort for the staff's personal development. Colleges and universities can be combined with the local government construction of low-rent housing, affordable housing project according to the actual school reform turnover house community environment and supporting facilities, improve turnover house living conditions, the worker's short-term rental demand different levels, ensure that there is rental demand within the permitted time range of the worker in the policy, can rent room, can live in, and can meet the demand, not sublet.

V. CONCLUSIONS

Interest and loopholes turnover house sublet phenomenon exists a lot of factors such as universities, sublet behavior in violation of the provisions of the relevant policy, influence turnover efficiency, weaken turnover house safeguard function, influence the talent introduction work. Control turnover house, building management department in colleges and universities is an urgent need to solve the problem. To control turnover house sublet, scientific design management system to keep high pressure situation sublet behavior, through the department linkage increase the cost of illegal sublet behavior, the introduction of modern information technology to identify check-in staff, let real need turnover house people can live in, let the sublet person exit.

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