

УДК 349.22:334.012.64

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Some aspects of socially-labor relations are in the small enterprise of the Kirovograd of region

The article is devoted research of features of socially-labor relations in the small enterprise of the Kirovograd of area. Basic problems and obstacles which brake development of socially-labor relations in a small enterprise are exposed. Socially-labor relations are described between employers and hired workers on small enterprises. Measures are offered on the removal of failings in socially-labor relations which exist in a small enterprise at regional level.

labor relations, small business, employment, social package

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Некоторые аспекты социально-трудовых отношений в малом предпринимательстве Кировоградского региона

Статья посвящена исследованию особенностей социально-трудовых отношений в малом предпринимательстве Кировоградской области. Отражены основные проблемы и препятствия, которые тормозят развитие социально-трудовых отношений в малом предпринимательстве. Охарактеризованы социально-трудовые отношения между работодателями и наемными работниками на малых предприятиях. Предложены мероприятия устранения недостатков в социально-трудовых отношениях, которые существуют в малом предпринимательстве на региональном уровне.

социально-трудовые отношения, малое предпринимательство, занятость населения, социальный пакет

Statement of the problem. Market transformations in Ukraine are making big changes in existing social relations until now. This is especially true nature of the employment relationship. Radical changes were made primarily of property, as it appeared diversity was hired labor, and labor has become a commodity. In such circumstances, the task of economic science appear to disclose the essence of the new industrial relations arising in integral part of the market economy - small business and for small businesses as they also sold them.

Analysis of recent research. Problems of industrial relations have coverage in the works of such famous Ukrainian scholars as O. Grishnova, T. Zayets, A. Colot, E. Libanova, V. Onikienko, M. Semykina, L. Fedulova, L. Filshteyn and some others. Development problems of small business is reflected in the writings of foreign authors D. Stoner, E. Doslan, R. Barua, J. Schumpeter, Hyzrich R., M. Peters, and Ukrainian - Varnaliy S., S. Driga, A. Kuzhel, D. Liapin and others. Thus, the specific problems of small business and industrial relations were considered, but the relationship of these two fundamental phenomena of market economy requires detailed research.

The purpose of the article. Relevance and problem elaboration define topics article whose purpose is to highlight certain aspects of industrial relations in small business.

The main material. Small business, despite the relatively short period of post-Soviet Ukraine, has become an integral part of the socio-economic structure of society. According to

the Central Statistical Office of Kirovograd region at the end of 2012 in the region of 6617 there were small enterprises (6.11% more than in 2011), in which the conditions of permanent employment employed 37,153 people (on 0.67% more than in 2011) [3].

Quite difficult situation in the region with youth entrepreneurship because many young people do not have sufficient knowledge of running a small business, do not have information on how to obtain loans, options for international cooperation, new promising areas of business, there is no reciprocity, so many young people do not find opportunities to develop their own business.

Among those older issue of employment is not the perception of computer technology and difficult to adapt to new conditions as they find a suitable job harder.

This is not to ignore the important distinctive feature small business owners approach to recruitment - taking into account not only the formal features which are traditionally considered in the selection of candidates (education, experience), but also their personal characteristics. In addition, different criteria approach used in the admission of new employees to the positions of production workers, on the one hand, and the positions of specialists, managers, officials, on the other, that the selection of applicants are reviewed according to various criteria, the requirements imposed features of a desktop place.

In this sense particularly important training system is based on the specific characteristics of the functioning of small businesses in the field and the specific conditions of their employees, as well as a new approach to the economy, the role of creativity [4]. In Kirovograd region to improve the system of training, retraining and skills development for small business comes in several traditional ways.

According to the Department of Statistics, monitoring and forecasting regional employment center in January-September 2013 upon receipt in the prescribed manner lump sum unemployment benefits, 0.6 thousand unemployed started their own businesses as entrepreneurs, but by direction of employment were training, retraining or training of 6.8 thousand people. The level of enrollment is only 16.8% [2].

Thus, the current system of training for small businesses in the region is still very effective. We believe that this is due, on the one hand, with the need to improve the system of training, retraining and skills development to increase according to the urgent needs of small business and building a closer relationship between educational centers and small businesses on the other - with practice hiring of employees at small businesses, prevailing in the region.

Recruitment for small businesses is mostly (or recommendations) inner circle of entrepreneurs. Thus the main channels of finding both permanent and temporary employees - family and kinship, friendly and professional.

“The closed” small businesses from the labor market erased part of growing up and growing employment, due to the natural process of gradual depletion of the channels “interpersonal labor market”.

The need for institutional mechanisms for recruitment of labor - public employment services and private employment agencies - from small businesses, therefore, are low. Thus, much of the workforce that, firstly, no personal connections with working in small businesses, and secondly, the status of unemployed, finds himself still largely isolated from the small business sector.

Despite the fact that the staff of regional small businesses for the most part has a high level of general and vocational education, the need for professional knowledge acquired in higher education, as in the system of vocational education is often low. Much more valuable for small businesses is practical experience, professional skills acquired in the process of personnel at the plant or at the same place. Reasons rather obvious. First □ Family-friendly system for employees who do not always have the necessary professional knowledge and skills. Second, the very system of vocational education still lags behind the real needs of

small businesses, especially in new areas of the economy. Thirdly, the level of “job training” for some small businesses engaged in lower skill workers. Fourth, and finally, the nature of small businesses, fast and frequent changes in business lines require rather universal workers can switch from one production functions for other than deep but narrow professionals.

Objectively employees of small businesses in socially reserved weaker than employees of large, especially the former state-owned enterprises □ litigation in the event of breach of contract hardly possible for agreement in most cases have no legal effect, help and support from trade unions or labor wait staff is also not necessary. Most owners of small businesses believe that, in accordance with market standards they must deal with social problems □ health and life of employees is outside the scope of the company are fully covered for privacy. Typically, employers refuse to provide social services and guarantees workers at best, limited benefits package subject to compulsory social security, and they are not always followed [1].

However, the climate of industrial relations at various small businesses varies □ the firms that emerged in the course of privatization on the basis of the previous government, some statutory requirements adhere more strictly. This □ work, working hours, vacations, sick leave, safety and wages. However, small businesses are re-created not so long ago, relations between owners and employees often built in the spirit early industrial era where there are direct violations of working conditions, which complicates the implementation of social and labor relations. Workforces of these small businesses are not united, the relationship between employees with rather competitive nature, although employers are mostly focused on creating a stable staff with permanent employment. In this regard, the benefits package is certainly a factor that contributes to the consolidation of employees. Implement social package for staff □ a sure sign of stabilization and consolidation of staff.

The employment of members of socially disadvantaged groups currently happening in general terms – employers do not care whether their employees are legally entitled to enjoy privileges, and they do not intend to provide these benefits. Partly situation is consistent at “humane relations” – for most workers are taken as a personal acquaintance or on the recommendation of good friends, but it is – very unreliable mechanism of social protection.

Employers, it seems, yet for the most part as a whole is still not considered employees as “human capital” - training activities focus almost never paid, and professional growth is seen more as a private matter (and their preferences) worker than as the contribution of small businesses to the cause of improving the quality of their resources. Small businesses no conscious cultivation of a sense of ownership of corporate culture - the main lever for raising the interest of employees in the performance of small business owners believe piecework or premium form of wages, although in recent years more and more managers are beginning to consider the benefits package as part of the corporate culture and excellent features of “decent” business.

At the same time, on one hand, is concerned about the low wages, on the other hand no less concerned about the fact that wages that really paid much higher than officially recorded. Should be aware that the above rates are relatively low level of confidence due to the high level of “shadowing” of small businesses, in particular the existence of the so-called “double accounting”, which allows you to hide significant amounts of income employees of small businesses from tax. The fact that the officially registered wages in the future could affect the pensions of workers concerned only persons of pre-pension age. A young worker, this fact does not bother at all, middle-aged – to a lesser extent. Note that the state and municipal enterprises and enterprises owned by international organizations and legal entities of other countries, where the possibility of “shadow” operations more limited, there is a higher level of average wages than the collective and private enterprises.

The low official salaries at small companies are not the only problem of industrial relations in small business that are very specific in nature in the region. This specificity is informal employment and wages, weak formal protection of workers differentiation distribution of social benefits and more. It is a reality to be reckoned with, but which, in practice, ignored infrastructure to support small businesses, local government and the development of regional small business development program.

Thus, the social and labor relations in small businesses are the full manifestation of the economic policies of the enterprise, and traditional forms of social support for employees with a market sense. Following the logic of the economic behavior of employers in small businesses using social package as a tool for human resource management, rather than social assistance.

Thus, it is an analysis of industrial relations in small businesses should be the basis for the formulation of estimates and recommendations in the field of regional policy in the labor market. To this end, at the regional level :

a) assess the extent of utilization of labor resources, the potential to create jobs for certain groups and categories of employees, especially the conclusion of labor contracts with different categories of staff, specific employment in small business;

b) to analyze the policies and forms of remuneration in small business;

c) consider the problem of organization, conditions and safety in small enterprises, including the limits of working hours;

d) evaluate appropriate conditions for entrepreneurs in small businesses use labor socially disadvantaged in the labor market populations;

e) to assess the role of institutional environment to ensure the social protection of workers;

f) analyze the setup of regional small business development program in terms of incentives for the small business workforce;

g) analyze the practical needs of today the legal framework of labor resources in small business.

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Деякі аспекти соціально-трудова відносин у малому підприємстві Кіровоградського регіону

У публікації поставлено за мету дослідити особливості соціально-трудова відносин, притаманних малому підприємству регіону. Висвітлено основні проблеми та перешкоди, що гальмують розвиток соціально-трудова відносин у малому підприємстві.

Статистичні дані свідчать про низькі темпи охоплення навчанням безробітних з метою професійної підготовки, перепідготовки та підвищення кваліфікації. Особливо це стосується відсотку безробітних, які започаткували власну справу. Як свідчить практика, у регіоні не налагоджено тісної співпраці між службами зайнятості та малими підприємствами. Необхідність налагодження підготовки

працівників саме для малих підприємств регіону обґрунтовано через розкриття специфічних рис діяльності малих підприємств. Окремо висвітлено характерні риси соціально-трудових відносин між роботодавцями та найманими працівниками, котрі свідчать про недостатню соціальну захищеність останніх.

У статті запропоновано низку заходів, спрямованих на поліпшення соціально-трудових відносин у сфері регіональної політики на ринку праці взагалі та на малих підприємствах зокрема.

соціально-трудові відносини, мале підприємництво, зайнятість населення, соціальний пакет

Одержано 31.10.13

УДК 331.101

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Теоретичні засади формування вартості послуг робочої сили та її вплив на визначення природи заробітної плати

Досліджено основні підходи щодо сутності категорії «вартість послуг робочої сили» та напрями поєднання підходів трудової теорії вартості і теорії корисності при визначенні механізму формування вартості специфічного товару «послуги робочої сили». Розглянуті складові вартості послуг робочої сили та їх взаємозв'язок із заробітною платою. Проаналізовані основні моделі принципу вартісної оцінки послуг робочої сили з урахуванням можливості її відтворення на суспільній та індивідуальній основах.

робоча сила, послуги робочої сили, вартість послуг робочої сили, заробітна плата

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Теоретические основы формирования стоимости услуг рабочей силы и ее влияние на определение природы заработной платы

Исследованы основные подходы к сущности категории «стоимость услуг рабочей силы» и направления соединения подходов трудовой теории стоимости и теории полезности при определении механизма формирования стоимости специфического товара «услуги рабочей силы». Рассмотрены составляющие стоимости услуг рабочей силы и их взаимосвязь с заработной платой. Проанализированы основные модели принципа стоимостной оценки услуг рабочей силы с учетом возможности ее возмещения на общественной и индивидуальной основах.

робоча сила, послуги робочої сили, вартість послуг робочої сили, заробітна плата

Заробітна плата належить до тих економічних категорій, які формують зміст виробничих і суспільних відносин, впливають на темпи економічного розвитку суспільства і науково-технічного прогресу. У зв'язку з цим розробка теорії заробітної плати, визначення політики держави в галузі оплати праці і на цій основі практичної організації заробітної плати є проблемою досить складною, яка має величезне значення, як у політичному, економічному, так і соціальному планах. Особливо важливим є визначення об'єктивних економічних законів, під впливом яких одержують конкретне втілення кількісні параметри заробітної плати, тенденції її розвитку та їх прояв.