

ПРОБЛЕМА КОРРЕКТНОГО И ОБЪЕКТИВНОГО ОПРЕДЕЛЕНИЯ ЗАРАБОТНОЙ ПЛАТЫ И НОРМИРОВАНИЯ ТРУДА НА ПРЕДПРИЯТИИ

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Аннотация. Проблема корректного и объективного определения заработной платы и нормирования труда членов трудового коллектива является одной из основополагающих проблем - как в экономической науке, так и в процессе разработки и принятия высококвалифицированных управленческих решений на предприятии. От того, насколько внимательно и справедливо будет подходить руководство предприятия к решению данной проблемы, в конечном итоге будет зависеть и успешность самого предприятия, и морально-психологический климат в каждом его подразделении.

Ключевые слова: финансы, заработная плата, нормирование труда, трудовой коллектив, предприятие.

The problem of correct and objective determination of wages and labor standards for members of the work collective is one of the fundamental problems - both in economic science and in the process of developing and making highly qualified management decisions at the enterprise. The success of the enterprise itself and the moral and psychological climate in each of its divisions will ultimately depend on how carefully and fairly the management of the enterprise approaches the solution of this problem.

Along with the above, it should be noted that the introduction of certain labor standards, as well as the determination of wages, can bring any enterprise to advanced positions, since the workforce will clearly understand that it works in an environment of complete certainty, for what exactly and what funds it is paid. and what must be done in order to significantly increase its wages.

The correctness of determining the level of wages is the key to establishing such labor relations at the enterprise. during the implementation of which the manager can demand significantly more from each member of the workforce, and the latter will not be offended by him, will not object, and in any way argue his refusal to perform a larger volume of work, in a shorter time frame, in a different temperature regime, as well as in other less comfortable conditions. In each of these cases, the employee will understand that the management fairly assigned him a salary. just as fairly demands from him the final result of the work, and does not show a desire at all costs to demonstrate his dominance over each individual employee or production team.

Each enterprise using labor standards must build its own labor standardization system, which may include:

1) legislative acts of the country in the field of labor organization and standardization, providing for the functions of government bodies, the responsibilities of employers to ensure the validity and equitable intensity of current labor standards;

2) defining the tasks and choosing the directions for improving the organization and standardization of labor as a whole at the enterprise, in its divisions, workshops and at the workforce members' places;

3) developing a system of labor standards and norms, including requirements for them, basic provisions, theoretical and methodological foundations of comprehensive justification;

4) organizational and methodological foundations of the labor standardization system, the quality of current standards, labor costs, assessment of working conditions in the workplace;

5) criteria for revising standards, primarily due to the improvement of production and labor processes;

6) reflecting issues of labor organization and standardization in labor agreements and contracts;

7) methods of research and comprehensive design of labor processes and optimal costs of working time;

8) taking into account the specific features of the specific work of members of the work collective with its different content and different levels of mechanization (automation):

a) for the main members of the work collective of various professions with different forms of labor organization and production conditions;

b) for auxiliary members of the work collective;

c) for specialists; d) for employees;

9) ensuring the relationship between labor standards and remuneration.

Speaking about the importance of labor standards, a fact from life practice is of fundamental importance that without labor standards people simply cannot work to their full potential. Parkinson's law is well known, which states that work fills all the time allocated to it. And this means that any work that can be done in an hour can be "stretched" (if desired) for two hours or more. The usual level of labor productivity does not exceed 50% in the absence of standards and the rejection of serious measures to increase it. It means that workers do about half of the work that is provided for by the standard, not realizing that in doing so they "do not earn" their salary. Hence the conclusion: high labor productivity is impossible without strict regulations and standards.

Market reforms in Russia naturally lead to an increase in the labor intensity of hired members of the workforce. This is also facilitated by the fact that labor standards issues are becoming the prerogative of the enterprises themselves. In this regard, government measures could be useful, for example, the development of legislative measures of employer liability for exceeding labor standards.

Labor standards issues in the country are currently regulated by the terms of labor agreements. Therefore, a fundamentally important measure of control over labor intensity is the position of the trade union organization when concluding a collective agreement or industry agreement. The collective agreement must stipulate that a change in labor standards is possible only with corresponding changes in the organizational and technical parameters of the work. In addition, it is relevant to establish a minimum level of fulfillment of labor standards and the pace of work.

The methods and ways of labor regulation are improved as follows.

Labor law defined the duration of working hours, as well as the main types of labor standards, the conditions for their establishment, implementation, revision and replacement, issues of ensuring normal working conditions for the fulfillment of production standards, etc.

The transformation of the domestic economy, which began in 1992, entailed the destruction of the system of state regulation of the labor sphere. Services dealing with issues of regulation at enterprises were liquidated or reduced, advanced training and training of labor specialists practically ceased, scientific labor training centers and many industry institutes where research in this area was conducted were liquidated.

At present, it is advisable to use existing methods, regulatory framework, specialized literature on labor regulation, monographs, translations of foreign publications on this issue, etc. In addition, enterprises should take advantage of methodological and normative-informational assistance from the relevant labor management structures in the form of advisory services, holding seminars, advanced training courses, concluding contracts, etc.

In January 2000, the Academic Council of the Institute of Labor of the Ministry of Labor of the Russian Federation reviewed and approved the concept of "Labor Standardization in a Market Economy".

On the initiative of the Research Institute of Labor, a meeting of specialists on labor issues was held on May 11, 2000, within the framework of the "Round Table" to determine measures that it is advisable for the state to implement in solving the above issues, based on the trend of their development in modern economic conditions. Representatives of the Ministry of Labor of the Russian Federation, the Ministry of Economy of the Russian Federation, the Ministry of Railways of the Russian Federation, trade unions, research organizations of various industries, universities, enterprises and organizations took part in the work of the meeting. An analysis of the speeches of the participants of the meeting shows the growing interest of both enterprises and government agencies and trade unions in resolving issues of productivity, organization and labor standards in order to improve the efficiency of using the labor potential of the country's population and at each enterprise in the context of the development of the modern economy.

The following areas of improving labor standards are significant for the Russian economy:

- development of a set of measures for the rational use of the labor potential of the employee;

- increasing the validity of the applied labor standards and their interdependence with planning, pricing, organization of production, determination of the number of members of the work collective and assessment of their labor contribution;
- labor standards for managers, specialists and employees of the enterprise.

At present, a necessary condition for the socio-economic development of society is to increase the efficiency of the economy while simultaneously strengthening its social focus, taking into account the interests and needs of a person in all areas of his activity, and first of all - in the sphere of labor [1].

One of the most important areas for the implementation of these tasks is the normative, methodological and information support for resolving issues of labor standards for personnel of enterprises (organizations) of any form of ownership and organizational management structure.

An analysis of the state of labor standards, conducted by the Central Bureau of Labor Standards (CBLS) in 1998 at 281 enterprises of various forms of ownership and organizational and legal forms of management in 68 regions of Russia, indicates a significant decrease in the coverage of members of the workforce by labor standards, deterioration in work on the development of new and revision of existing norms and standards, deterioration in the quality, validity and progressiveness of the applied labor standards, etc. Thus, if in 1981 the share of members of the work collective whose work was standardized was 86.2% in the national economy and 92% in the branches of industry, then during the survey period it was 68 and 73%, respectively. A significant decrease in these indicators occurred due to the refusal to standardize the work of members of the work collective who are time-based workers and employees.

The majority of enterprises (96%) note that the labor standards issued in 1975-1980 do not correspond to the modern technological and organizational level of production and practically cannot be used in work on labor standardization.

The fact that out of 281 enterprises only 12 draw up calendar plans for the revision of current labor cost standards testifies to a significant deterioration in the work on revising and replacing standards. As a result, the standards are met by an average of 170% in the group of machine-building enterprises, and by 190-212% for workers in the main professions, which indicates a low level of standard intensity, and, consequently, high labor costs.

At many enterprises, labor departments were significantly reduced or liquidated, or they were reoriented to perform functions that are not typical for them, to the detriment of solving urgent problems of labor standards. Thus, as of the survey period, departments engaged in labor standards were preserved only at 104 enterprises out of 281 (37%) with a staff of 3 to 17 people, depending on the number of all production personnel [2].

At 10% of the surveyed enterprises, one employee is engaged in standardization, and at 19 enterprises there are no labor specialists at all. At the same time, the professional and qualification level of the members of the work collective for labor, and in particular those engaged in standardization, has significantly decreased. If in 1986 60% of specialists had higher education and 22% had secondary technical education, then in 1998 the number of both together amounted to 47%.

This was the result of a significant reduction in labor services in the 80s, the aging of personnel, as well as the lack of training of specialists in the organization and regulation of labor in connection with the reorientation of both universities and colleges, technical schools and other educational institutions to the training of managers and other market-oriented specialists. Many enterprises do not carry out the necessary work to improve the qualifications and retrain labor specialists [3].

The experience of some enterprises refutes the erroneous opinion of some economists and practitioners that labor standards allegedly lose their significance in the conditions of market relations, and, on the contrary, testifies to their acquisition of a more specific meaning.

By the 90s, domestic scientists and practitioners developed a theory and methodology for decision-making in the field of labor standards and organization. The regulatory framework for labor included more than 750 titles of collections of labor standards applicable to sectors of the national economic complex.

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