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Conception of the socio-economic rationing as a basis for the transformation of the labour rationing in terms of the social and economic development of an enterprise

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Abstract

Relevance. One of the trends of recent scientific studies is the actualization of the necessity to force the transformation of institutions in Russia, which regulate the labour relations and provide for their timely transformation in reply to the challenges of the operating environment of enterprises. In spite of this fact, there is still no unified understanding of which direction and which way these transformations in companies and at enterprises should be made. Empirical studies demonstrate that the most critical condition of all the institutions, which regulate the labour relations, is observed in the labour rationing, which turns out to be the least adapted to the dynamics of changes, which take place in the external and the internal environment of an enterprise, and has undergone the least number of transformations. As a result of that, the labour rationing becomes one of the main limitations of the social and economic development of coal producing companies. This article considers the issue of forcing the transformation of labour rationing in terms of the social and economic development of enterprises. Briefly and in the form of basic provisions we represent the conception of the socio-economic rationing of labour activities for employees of coal producing companies. The objective of this paper is to prove the importance and relevance of developing the system of labour rationing, necessity of theoretic comprehension and methodological substantiation of its transformation.

Tasks of this paper are to define the term 'socio-economic labour rationing', main provisions of the conception of the socio-economic labour rationing in terms of the social and economic development of coal producing companies.

Results of the research. The results, which have been achieved during this research, have allowed to determine that in terms of the social and economic development of coal producing

companies the transformational processes in the labour sphere and their orientation become determinative in relation to increasing the labour efficiency and safety, as the necessary level of motivation and personal responsibility of employees for the results of their labour activities is formed, regulated and maintained by way of the socio-economic rationing.

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Keywords

Labour rationing, transformation of the labour rationing, socio-economic rationing, subjectivity of an employee, coal producing company.

Introduction

The necessity to increase the level of competitiveness both at global and domestic product markets in conditions of the increased dynamics of the environment and stringent competition and provision of the acceptable quality of labour life for employees makes the Russian enterprises increase the labour efficiency, develop and realize the strategies of the social and economic development of the business which provide for the higher results in comparison with competitors.

The transition of the state to market relations has dramatically changed the situation in labour relations, i.e., employees has become the subjects of the labour market and this market is developing now. The modern trends of changing the content and forms of labour, labour relations at enterprises also predetermine the increase of the subjectivity of an employee as one of the conditions of his or her active intended participation in the growth of production efficiency and safety, influence on the results of his or her work and social and economic development of an enterprise.

Transformational processes in the labour sphere have a sufficient impact on the changes of labour and economic relations at enterprises. These relations acquire principally new qualities which are focused on the establishment and the development of the human capital, growth of the labour efficiency, increase of the participation of employees in the process of continuous improvements of the production, formation of labour resources of the innovative type at enterprises.

Changes in the environment and at the enterprises themselves require reconsideration, clarification of the system of notions, insights of the nature of companies (enterprises) and methods of their scientific cognition. In this case, it is important to understand, evaluate, forecast and duly make changes in the institutions, which regulate the labour relations. It allows to prevent the destructive forms of the labour behaviour of employees (opportunism, absenteeism, sabotage, etc.) and creates an opportunity to increase the labour productivity and to meet the increasing requirements of employees.

The above mentioned circumstances speak for the necessity of theoretical understanding and methodological substantiation of the development of institutions, which regulate the labour relations on the whole, and, in particular, the labour rationing on the basis of studying the processes of transformation of the labour sphere; of understanding the relevance of increasing the subjectivity of employees, its place and role in the transformation of the labour rationing, influence on the modern activities of an employee and economic activities of an enterprise.

In the applied aspect there is a necessity to develop the system of the labour rationing as an important element of the labour sphere of an enterprise, where the market subjectivity of employees and the level of the social and economic development of a coal producing company are formed.

Methodology

In the basis of the methodology in this study there is an authorial conception of the labour transformation in terms of the social and economic development of coal producing companies. The basic statement of this conception is the following: the purposeful transformation of the labour rationing, which is provided with the addition of the conception that is based mainly on the technical and technological approach to the conception of the socio-economic rationing of labour activities of employees, in the basis of which there is a in determining, setting and maintaining the measure of compliance of social and economic benefits received by employees with the results of their work and conditions of their receiving, allows to develop the subjectivity of employees in order to meet their increasing requirements and to increase the level of the social and economic development of coal producing companies.

Results of the study

The philosophic and social interpretation of standards and rationing is represented in the papers of Plakhov V.D., Sidorenko N. I., Urvantsev B. A., Kuznetsova N. V.

The notion of a «standard» and its role in different spheres of activities and human behaviour have been investigated by Ball L., Paluck E.L., Mackie G., Moneti F., Shakya H., Denny E., Chandler D., Munday R., Elster J., Young H.P., Ellickson R.C., McAdams R.H., Rasmusen E.B.

Common principles for arranging and rationing the work are considered in the papers of A.K. Gastev, S.G. Strumilin, O.A. Ermanskiy, G.G. Prudenskiy, G.E. Slezinger, Y.M. Punskiy, V.M. Ioffe, A.A. Trukhanov, Y.G. Gomberg, A.E. Kotlyar, Y.G. Odegov, P.F. Petrochenko, N.A. Volgin, V.B. Bychin, B.V. Rakitskiy, G.G. Rudenko, A.D. Galtsov, B.M. Genkin, D.M. Gvishiani, S.V. Malinin, S.S. Novozhilov, E.I. Sherman, A.I. Shcherbakov.

The analysis and the generalization of the experience of foreign enterprises in the sphere of labour rationing are performed in the papers of M.G. Moshenskiy, E.I. Aron, P.M. Orlov, I.E. Kolesnikov, R.P. Miuskova, E.G. Zhulina; the influence of the scientific and technical progress on the development of the workforce and the rational usage of labour has been studied in the papers of A.V. Bachurin, V.N. Belkin, E.N. Ruzavina, I.I. Changli; issues of specialist training in the sphere of arranging and rationing the work have been developed by B.N. Gavrilov, A.S. Dovba, V.M. Ryss.

The research of the transformation of the system of rationing and regulatory activities in conditions of the market economy has been made in papers of Adamchuk V.V., Bartunaev L.R., Belyaev V.I., Bukhalkin M.I., Bychin V.B., Genkin B.M., Zubkova A.F., Karlova M.V., Katulskiy E.D., Loktev V.G., Malinin S.V., Nikiforova A.A., Novikova E.V., Petrochenko P.F., Rozhkova V.V., Slezinger G.E., Stolyarova V.A., Sofiyskiy N.A., Sorokina N.P., Suetina L.M., Pavlenko A.P., Serov V.M., Shubenkova E.V., Zhulina E.G., Yakovleva R.A., et al.

The development of separate theoretical and applied issues of the labour rationing is represented in papers of Babich V.P., Vorotnikova V.V., Mokhnorylov I.P., Charukhin Y.V., et al. – peculiarities of developing the standards for certain professions; Bukhalkov M.I., Kosilov S.A., Platov O.K., et al. – interconnection of factors of intensivity and the labour rationing; Ioffe V.I., Miuskova R.P., Sandulenko M.E., et al. – development and implementation of the national system of the

microelemental rationing for calculating the standards and norms.

Issues of the labour rationing for auxiliary workers, engineering technicians, scientific and managerial personnel are reflected in national studies of Alekseeva L.B., Bekleshov V.K., Bukhalkov M.I., Zavlin P.N., Zvyagin A.A., Kochetkov V.I., Pavlenko A.P., Igumnov B.N., Rofe A.I., Sandulenko M.E., Shcherbakov A.I., Yudelevich M.A., et al.

Studies of the managing activities in the sphere of rationing, arranging and evaluating the managerial labour at enterprises have been made in papers of Ataev A.A., Anisimov O.S., Bychin V.B., Vorotnikova V.V., Dolgiy V.I., Greyson D.M., Gorshkova L.N., Grebnev E.T., Dyatlov V.A., Zhigalov V.T., Zotkina N.S., Zudina L.N., Mamed-zade G.A., Malinin S.V., Miuskova R.P., Omelchenko I.B., Parshin N.M., Pashuto V.P., Pilipenko S.N., Potudanskaya V.F., Silchenkov A.F., Smirnov K.A., Travin V.V., Fatkhutdinov R.A., Shubenkova E.V., Shchipanova D.G.

In the mining science and practice issues of regulating the social and labour relations and arranging the work in the context of the development of technological, organizational, managerial and institutional methods and means for providing the competitiveness of mining enterprises have been addressed to in the papers of V.B. Artemiev, I.A. Baev, V.A. Galkin, N.V. Galkina, Y.G. Gribin, D.G. Dayantz, A.S. Dovzhenko, S.I. Zakharov, A.V. Kaplan, G.I. Kozovoy, T.A. Korkina, V.I. Kuznetsov, L.V. Labunskiy, A.M. Makarov, V.A. Pikalov, V.N. Popov, A.A. Rozhkov, A.V. Sokolovskiy, Y.A. Tolchenkin, et al. The organizational aspect of providing the health, safety and environmental protection for employees of coal producing companies is represented in papers of I.L. Kravchuk, V.V. Lisovskiy, E.M. Nevolina, A.Val. Galkin.

The industrial issues of labour rationing for employees of mining enterprises have been considered in papers of Ayzen L.G., Batashova A.F., Gribina Y.G., Korobov G.A., Labkovskiy B.E., Lipatov A.A., Maizel L.L., Mishin G.I., Orlov R.V., Rubinskiy Y.I., Cherkesov E.Y., Kharchenko A.K., Khorev M.G., Yakovlev N.A., et al.

Throughout this study we have taken into account the theoretical and methodological provisions of the socio-economic adaptation of a coal producing company to the dynamics of the environment of its functioning, which have been thoroughly studied in papers of E.M. Avramov, I.E. Gurkov, L.A. Rastrigin, I.A. Baev, E.V. Shiryayev, N.V. Galkina.

Also the well-known researches in the sphere of theory and practice of application of social and economic standards are the researches of A.G. Aganbegyan, L.I. Abalkin, G.Y. Kiperman, V.V. Leontiev, D.S. Lvov, N.Y. Petrakov, S.A. Sitaryan, V.N. Sokolov, E.G. Yasin, S.S. Shatalin, et al.

The issues of determining the contents of social and economic standards have been discussed in the papers of such philosophers and sociologists as Y.A. Vasilchuk, Y.N. Davydov, G.G. Diligenskiy, A. G. Zdravomyslov, T.I. Zaslavskaya, V.D. Plakhov. The issue of social and economic standards has been addressed to by such researchers of the issues of economic psychology and economic sociology as V.N. Bobkov, A.L. Zhuravlev, S.V. Malakhov.

The determination of the essence and the contents of socio-economic standards in market conditions, their place, role and character of fulfilled functions in the economic mechanism of the market from the point of view of the political economy have been studied by Kvasha V.A., who defines that a socio-economic standard is “a measure which is set as a unity of quantitative and qualitative features of relations of subject interaction and which is focused on regulating their behaviour”, considered to be “a basic regulator of relation of economic subjects”, “a specific factor for systemizing different processes in the economic system”, and can be treated as “a systematic and functional formation” and has interdisciplinary meaning [8].

Studies of theoretical provisions for setting and maintaining the standards in different areas of their

application (social and economic standards, labour standards, legal standards, language standards, health standard, etc.), evolution of the labour rationing of employees at enterprises and companies have allowed to make a series of conclusions:

1. Standards and rules are peculiar for any socio-economic system (SES) and are the basic condition of its functioning.

2. Historical and economic practices of functioning of socio-economic systems of different scopes demonstrates that there are different ways, order and methods for forming the standards.

3. Standards undergo their evolution in the form of adaptation or renewal to the changeable conditions of the environment where SES functions.

4. Throughout the evolution of SES the standards differ in their content which is reflected in the constant increase of the variety of their forms.

5. Due to their socio-economic conditionality, the standards play the role of the regular of interactions and interrelations of SES subjects both vertically and horizontally.

When the systematic transformations in the society, the state economy and the transition to market relations have begun, the number and the depth of studies in relation to issues of forming and using the labour standards and normative methods have significantly decreased, but the necessity in them in practice has really increased because the requirements of employees grow and the capabilities and sources to meet these requirements and conditions for their receiving are not clear and have not been defined in the standards of labour activities. Employees have to look for these sources outside the enterprise, i.e., in credit institutions of different level of reliability, which increases the social tension in the society very often.

While analyzing the processes and the results of economic and social reforms, which have taken place for the previous twenty-five years, a range of authors note that the reformation of social and labour relations has been going significantly more difficult than even the reformation of the economic system due to established mentality and passivity of thinking, which have been developed by the socialistic system which have been existing for decades”.

At the beginning of 90s the new approach to the management began to form, which was principally different from the previous ones, which were existing for decades. In the basis of this approach there is a human, who is considered to be “the most liquid asset of an enterprise”. In the society there appears a necessity to use the approaches, which are new for the labour rationing and are focused on the priority of social standard-setting factors. One of them can be the methodological and methodic instruments of the institutional economy, which studies the evolution of social institutions and their influence on the economic behaviour of people in different socio-economic systems (family, company unit, enterprise, industry, state).

The above mentioned circumstances speak for the necessity of theoretical understanding and methodological substantiation of the actuality of the existence of the socio-economic rationing of labour activities for employees in coal producing companies and its role in increasing their subjectivity.

The object of this study is the labour rationing at a coal producing company, which fulfils the social and economic development.

The subject of this study is the labour relations in the process of transforming the labour rationing of a coal producing company.

When determining the object, the subject, the objective and the working hypothesis of this study, the author realized the complexity of detecting, describing and explaining the existence of such a phenomenon as “the socio-economic rationing of labour activities”, it was very fascinating to resolve these issues. The Russian economist Nikolskiy P.A. says: «Economic phenomena do have some

characteristics which make their research difficult. The most important of these unfavourable features is a high variability of these phenomena. These features, by the way, are not characteristic only for economic phenomena but generally for all social phenomena". Taking into account these circumstances, as one of his primary tasks the author set the necessity to clarify the framework of categories and concepts – key notions which describe the essence of “the socio-economic rationing of labour activities” as an economic phenomenon of the modern society.

Socio-economic rationing

Historical and semantic analysis of the subject area of standards and the labour rationing have allowed to define the key notions of the study.

A standard is understood by the author as an established rule, a measure of something, a qualitative and quantitative characteristic of a phenomenon or a process.

Social norms are common rules which regulate the human behaviour and activities of organizations in their interrelations and interaction.

Economic norms are a complex of state and legal acts, rules, which are represented in the form of laws, decrees, orders, provisions, instructions and so on, which aim at regulating the social relations in the economic sphere between subjects of economy or economic sectors and are focused on the efficient application of production forces and improvements of production relationships.

A social norm of labour activities is an established measure which regulates the interrelations and interaction of employees during their operating activities.

An economic norm of labour activities is an established measure, a qualitative and quantitative characteristic of conditions and results of labour activities of an employee, which regulates the mutual benefit which is received by an employee and an employer.

As the analysis has shown, there is no general definition of the category “socio-economic standard” accepted by the academic community. In this article the author defines a socio-economic standard of labour activities as an established measure of compliance of social and economic benefits which employees receive, with the results of these activities as sources of receiving the benefits and to the conditions of fulfilling the operational activities.

Rationing is determining, setting and controlling the measure of results of the object functioning (system, process, relations, interaction) /subject of rationing.

The author has considered the category of “the socio-economic rationing” in the context of labour activities of employees in a coal producing company from the point of view of describing the notions of “a phenomenon” and “essence”.

A phenomenon. The socio-economic rationing of labour activities of employees is determining, setting and maintaining the measure of compliance of social and economic benefits received by employees with the results of their work and conditions of their receiving.

Essence of the socio-economic rationing of labour activities of employees is the provision of the contingency of social and economic benefits received by employees, results of their work and conditions of their receiving.

The fulfilled studies of the scientific and methodical and empirical basis of rationing of labour activities have allowed to the author to make a working hypothesis of the conception of the socio-economic rationing of labour activities of employees which states that the socio-economic rationing of labour activities is determining, setting and maintaining the measure of compliance of social and economic benefits received by employees with the results of their work and conditions of their receiving

and it allows to purposefully form and develop the subjectivity of an employee, which meets his or her increasing requirements.

In scientific papers they discuss and describe the content of subjects of the enterprise development, their nature, social and economic qualities (characteristics), social and economic interests, results of activities, character of impact of these results on the transformational processes in the organizational structure, labour environment, institutional environment of an enterprise and on the level of the competitiveness of an enterprise on the whole.

Representatives of different knowledge areas and directions explain these issues from different points of view, within the framework of different scientific paradigms and notions and terms which are characteristic for these paradigms. The author agrees with the opinion of Makovskaya N.V. that as a result “the incompliance of reality images which are formed in this situation complicates the development of a unified apprehension” related to factors of transformational processes which take place at enterprises [3]. Nevertheless, the following aspect is critically important. As Kudryavtseva E.I. says: “The analysis of actual studies in the sphere of psychology and labour economy allows to find out the important tendency of changing the characteristics of the professional work as a peculiar type of activities. These changes are connected with the development of proactivity, where the disclosure of the professional subjectivity as an important feature of a labour subject is clearly expressed” [48].

To make the study correct it is important to define the basic notions: “subject” and “subjectivity”. Study of these notions concerns several knowledge areas (philosophy, psychology, pedagogics, sociology, economics, politology, management, etc.), each of them has its peculiarities of understanding and interpretation.

Table 1 demonstrates some definitions for the term “subject”.

**Table 1 – Essence of the notion “subject”
(developed by the author according)**

Notion	Content	Source
1.Subject	An individual who cognizes the outer world (object) and influences it in his or her practical activities	Philosophic encyclopaediac dictionary.
2.Subject	Central psychological category and the highest level of development of a person	Abulkhanova K.A. [50].
3.Subject	The category which is necessary for science and is, however, lower in the rank and narrower in its content than the category of personality	Antsyferova L.I.
4. Subject	The function of an individual who interacts with the world, which is reflected or not reflected in a certain activity	Leontiev D.A.
5. Subject	Bearer of an activity, conscience and cognition	New philosophic encyclopaedia.
6. Subject	Bearer of an activity, conscience, cognition and reflexion	Chebotarev V.G., Goromov A.I.
7. Subject	The category of the “subject” is metaphysical and it describes the quality of the human activity, finds his or her place and role in the world, capability for activities, self-determination, self-identification and development	Stakhneva L.A.
8. Subject	The metaphysical category which not only reflects the variety of human activities, determining his or her place and role in the modern world, but also determine his or her ability for the purposeful activity and self-identification	Kotelevtsev N.A.

The author shares the definition of the subject as “a bearer of an activity, conscience, cognition and reflexion”, which has been suggested by Chebotarev V.G. and Gromov A.I., as this quite brief definition has necessary and sufficient characteristics of an active bearer of an activity who converts his or her opportunities.

The relevance of the increase, measures and forms of demonstrating the activity in converting his or her opportunities by subjects are described in a series of studies which are focused on the contents and the structure of modern professional activities. In particular, they consider different forms of proactivity, authorship of the active position, scenario planning of one’s own activities, oversituational (non-adaptive) activity, measures of participation in activities.

Further, we consider the notion of “subjectivity”. It is known that the notion of “subjectivity” has separated from the gradual development of ideas and studies of the “subject”.

The variety of definitions allows to consider, it would seem, segmentary aspects of understanding the subjectivity as different but single in their essence from the process of developing the subjectivity in the labour sphere.

In the aspect of purposes and functions of the labour rationing as one of the institutions for regulating the labour relations at an enterprise, the subjectivity of an employee is a feature of an employee to be an actively functioning person in the system of labour relations; it is characterized by the ability of an employee to develop independently and together with other subjects in accordance with the requirements of the labour market and purposes of the social and economic development of an enterprise.

The subjectivity as an integral feature of a human has quite a complex structure which can be seen in characteristics which are described by many authors.

While considering the subjectivity as an important feature of an employee of a coal producing company in terms of realizing the innovative strategy of development, Volkov S.A. defines the subjectivity of an employee as his or her ability to develop in a certain direction independently and together with others, in the basis of which there is his or her requirement for self-realization and synergy. Basing on the suggested definition, the author points out the following components of the subjectivity of an employee of a coal producing company: purposefulness; responsibility; qualification for detecting, preparing and realizing the innovations; tendency to cooperation. The result of increasing the subjectivity is the growth of the innovative activity of the personnel and of the quality of innovative propositions.

The author of this article supplements and develops the results of the above mentioned study in the sphere of evaluating the subjectivity of enterprise employees. The increase of the subjectivity is considered to be the goal and the result of improving the labour rationing according to the conception of its transformation.

Fundamental provisions of the conception of transformation of the labour rationing in terms of the social and economic development of a coal producing company

1. In order to provide for the constant social and economic development of a coal producing company and the increase of the quality of labour life of its employees in terms of the increasing influence of factors of the global economy and changes in the labour sphere both at the state level and the enterprise level, it is necessary to purposefully transform the labour rationing, which provides for the increase of the subjectivity of employees at the developing labour market. This transformation creates opportunities for the sufficient increase of the labour productivity and safety and also of the stability of the enterprise development.

2. The new notion of “the socio-economic rationing of labour activities” has been introduced in the

academic community. According to the authorial approach, the essence of the socio-economic rationing of labour activities of employees is the provision of the contingency of social and economic benefits received by employees with the results of their work and conditions of their receiving. In conditions of fulfilling the social and economic development by an enterprise the socio-economic rationing of labour activities of employees, being a means for regulating the labour relations, allows to provide for the balance of interests and responsibilities of employees and the employer, and on the basis of it to prevent the destructive forms of the labour behaviour of employees (opportunism, absenteeism, sabotage, etc.), which creates an opportunity to increase the labour productivity and to meet the increasing requirements of employees.

3. The relevant factor of the growth of the labour productivity of employees, its safety and efficiency is the increase of their subjectivity. The subjectivity of an employee is a feature of an employee to be an actively functioning person in the system of labour relations; it is characterized by the ability of an employee to develop independently and together with others in accordance with the requirements of the labour market and of an enterprise, it is determined by the following components: purposefulness, responsibility, critical thinking and tendency to development. Regulation of the labour relations by way of the socio-economic rationing, which provides for the rational level of the subjectivity of an employee, changes the quality of interrelations and interaction of employees during the process of operational activities, allows to an employee to increase the level of the labour potential and to the employer to increase the level of using it to resolve the issues of the social and economic development of an enterprise.

4. During the process of fulfilling the social and economic development at an enterprise in order to increase the quality of interrelations and interaction of employees of a coal producing company it is necessary to supplement the technical and technological approach, which dominates in theory and practice of the labour rationing, with the socio-economic one. In the basis of the conception of the socio-economic rationing of labour activities of employees at coal producing companies, which has been developed by the authors, there is a regularity of the growth of the level of the social and economic development of an enterprise when increasing the level of the subjectivity of its employees in the process of transforming the labour rationing. In the course of acquiring the socio-economic rationing by the management and the employees of an enterprise there are qualitative changes in the system of the labour relations: the personal responsibility for the results of work increases, interrelations which aim at the increase of concurrence of interaction of employees are formed, participation in the process of developing and implementing the organizational improvements which are indicators of the subjectivity of employees.

5. Key methodological principles of transforming the labour rationing of a coal producing company are: increasing the socio-economic focus of the labour rationing; increasing the subjectivity of an employee; providing the contingency of social and economic benefits received by employees with the results of their work and conditions of their receiving. Realization of developed principles in the system of the labour rationing of an enterprise allows to develop and to perform the managerial decisions in relation to increasing the labour productivity, production efficiency and safety, which are beneficial both for an employee and an employer.

6. The complex of methods for transforming the labour rationing includes both traditional methods which are used in the technical and technological rationing and adapted ones of the socio-economic focus of the rationing: planning the development of labour activities of an employee, visualized control of the results of employee activities, standardization of conditions for the efficient and safe work, monitoring of the contingency of benefits received by employees, results and conditions of performing

the labour activities. Implementation and acquisition of the developed complex of methods by the management of an enterprise allows to purposefully form and develop the labour relations at an enterprise, which promote the increase the purposefulness, responsibility, creative thinking and concurrence in interaction, i.e., main characteristics of the subjectivity of an employee. The priority and the sequence of implementing the methods are determined by the current level of the subjectivity of employees, conditions of the external and the internal environments, purposes of the development of an enterprise and the level of acquisition of the socio-economic rationing in practice of managing the labour at an enterprise.

Conclusion

In terms of the social and economic development of coal producing companies the transformational processes in the labour sphere and their focus become determinative in relation to increasing the labour productivity of employees because by way of the socio-economic rationing the necessary level of motivation and personal responsibility of employees for the results of their work is formed, regulated and maintained.

The implementation of the developed methodology for transforming the labour rationing allows to find and to purposefully use the motivational reserves of the growth of the labour efficiency, which are: at the level of the operating personnel – 1.4-1.5 times, at the level of specialists – 2-5 times, at the level of the middle-rank and top managers – 20-40 times and more. The rational introduction of these reserves into the manufacturing process leads to the intended increase of the competitiveness and viability of a coal producing company.

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**Концепция социально-экономического нормирования
как основа трансформации нормирования труда в условиях
социально-экономического развития предприятия**

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Аннотация

Актуальность. Одним из трендов научных исследований последних лет является актуализация необходимости ускорения преобразования в России институтов, регулирующих трудовые отношения и обеспечивающих их своевременную трансформацию в ответ на вызовы среды функционирования предприятий. Несмотря на это, до сих пор не существует единого понимания того, в каком направлении и каким образом следует осуществлять эти преобразования в компаниях и на предприятиях. Эмпирические исследования показывают, что наиболее критическое состояние из всех институтов,

регулирующих трудовые отношения, наблюдается в нормировании труда, которое оказалось наименее адаптированным к динамике происходящих во внешней и внутренней среде предприятия изменений и менее всего подверглось трансформации. Вследствие чего нормирование труда стало одним из главных ограничений социально-экономического развития предприятий угольной отрасли. В статье рассматривается проблема ускорения трансформации нормирования труда в условиях осуществления предприятиями социально-экономического развития. Кратко, в форме основных положений, представлена концепция социально-экономического нормирования трудовой деятельности работников угледобывающих предприятий. Цель исследования состоит в обосновании важности и актуальности развития системы нормирования труда, необходимости теоретического осмысления и методологического обоснования ее трансформации. Задачи исследования сводятся к формулировке понятия «социально-экономическое нормирование труда», основных положений концепции социально-экономического нормирования труда в условиях социально-экономического развития угледобывающих предприятий. Результаты исследования. Результаты, полученные в процессе исследования, позволили установить, что в условиях социально-экономического развития угледобывающих предприятий трансформационные процессы в трудовой сфере и их направленность становятся определяющими в отношении повышения эффективности и безопасности труда, поскольку посредством социально-экономического нормирования формируется, регулируется и поддерживается необходимый уровень мотивированности и персональной ответственности работников за результаты их трудовой деятельности.

Для цитирования в научных исследованиях

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Ключевые слова

Нормирование труда, трансформация нормирования труда, социально-экономическое нормирование, субъектность работника, угледобывающее предприятие.

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