

4. PRODUCTIVE FORCES DEVELOPMENT AND REGIONAL ECONOMY

Kyrylko N.M.

senior teacher department of management

Kyiv National University Technology and Design, Ukraine

FEATURES OF MANAGEMENT OF PRODUCTIVITY OF LABOR AT THE REGIONAL LEVEL

Кирилко Н.М.

старший викладач

Київський національний університет технологій та дизайну, Україна

ОСОБЛИВОСТІ УПРАВЛІННЯ ПРОДУКТИВНІСТЮ ПРАЦІ НА РЕГІОНАЛЬНОМУ РІВНІ

У статті проведено теоретичне дослідження сутності та характерних ознак управління продуктивністю праці промислових підприємств на регіональному рівні. Сформовано модель управління продуктивністю праці промислового підприємства на регіональному рівні. Запропоновано рекомендації щодо управління продуктивністю праці підприємств в регіоні.

Ключові слова: *продуктивність, управління продуктивністю праці, регіональний рівень, регіональні резерви, ефективність управлінської діяльності*

The article deals with the theoretical study of the essence and characteristic features of the management of labor productivity of industrial enterprises at the regional level. A model for managing the productivity of industrial enterprises at the regional level is formed. Recommendations on management of labor productivity of enterprises in the region are offered.

Keywords: *productivity, labor productivity management, regional level, regional reserves, efficiency of managerial activity*

The main source of economic growth in industrial enterprises is the increase in labor productivity.

Issues of regional economic development and the study of labor productivity problems are devoted to the scientific works of many scholars: Volodina I.M., Varnalius Z.S., Vorotina V.E., Zhalilo Ya.A., Zhilyaev N.M., Zabarn E.M. , Gasteva AK, Grishnova O. A. [1], Igumnov B. M., Kalina AV, Kasych A.O. [7], Laskovo A.O., Novozhilova V.V., Paseki A.C. [2], Prokopenko I. I., Sinka D. S. [3], Stromilina SG, Sologub O. P. and others.

The aim of the study is to find out the features of management of labor productivity of enterprises, in particular at the regional level.

The problem of labor productivity management is acutely in both the regions and in the country as a whole, in connection with the strengthening of competitive advantages by foreign organizations, the change in the principles of appraisal of workers' production, the increase in the level of scientific and technological improvement of industrial enterprises, the transition to decentralization of power.

Management is a process of planning, organization, motivation and control that is necessary in order to formulate and achieve the goals of the organization [1].

Management of productivity can be represented as a process of planning, organization, motivation and control of specific resources in order to achieve the objectives expressed in terms of quantity and quality of products issued by the employee per unit time [3].

Increasing the role of regions in the country's economy involves strengthening regional statistics, namely maintaining a competitive position among industrial

enterprises. Competition in the regions affects productivity through the desire of each enterprise to improve its market position. The management of industrial enterprises in the regions should focus on the management of labor productivity.

Ensuring rational organization of labor and production at industrial enterprises contributes to its expediency and efficiency. In order to improve the assessments of cumulative labor at industrial enterprises, it is necessary to restore and implement the standardization of labor processes. The labor process – a combination of methods of human influence on the subject of labor with the means of labor to execute material and non-material product [6, p. 52]. The time required for the production of a given product unit or the execution of the work by an employee or a group of workers of a certain qualification under certain organizational and technical conditions is a technically justified time norm [6, p.178].

Ensuring the effective functioning and development of organization and stimulation of labor have a purposeful influence on the organizational relations that arise in the process of collaborative work is the management of organization and stimulation of labor.

Management of productivity which orientated towards its purpose to consumers has distinctive functional features in the conditions of the region and are determined by the system of management in industrial production.

O. A. Grishnova determines that the level of labor productivity at the enterprise is influenced by the level of extensive use of labor, the intensity of labor and the technical and technological state of production [1, p.382].

Performance management is carried out not only at the state level but as well at the regional level and at the level of industrial enterprises.

The oblique decline in labor productivity is one of the main problems of the current crisis situation in the country's economy. It is impossible to achieve a stabilization of social production without stopping this process and further increasing productivity.

A strong impetus for a critical review and re-evaluation of the role of labor in enterprises in the regions has been: 1) slowing down the rate of productivity growth; 2) the difficulties of technical adjustment, large losses of working time; 3) the loss of interest in labor.

The important role in increasing the productivity of labor in the industrial enterprises is played by factors and the search for reserves for its growth. The level of productivity depends on the degree of use of reserves. Unused opportunities for saving labor costs that arise as a result of certain factors (the improvement of technology, the organization and management of production and labor, etc.) are the reserves of labor productivity. Reserves are divided into national, regional, inter-sectoral, sectoral, and in-product sectors.

In particular, regional reserves relate to the opportunities for improved use and control of the productive forces of the region.

Consequently, the management of labor productivity (LPM) at the regional level is, as for every industrial enterprise, very important for the region as a whole.

The LPM involves managing the factors that affect it. Figure 1 shows a model for managing the productivity of industrial enterprises at the regional level.

The development of programs for managing labor productivity at enterprises contributes to the most complete using of labor productivity growth reserves, which determine types of reserves, specific timelines and measures for their detection and implementation.

In these programs are planned the all types of expenses, the expected economic effect, and are being developed systems of motivation for employees who have reached the planned level of productivity.

The issue of transition to process management aims to rethink the notion of productivity in terms of a process approach.

Increasing labor productivity is the most important factor in ensuring product growth or income growth.

Labor productivity as an economic category is the effectiveness of (efficiency) of labor, that is, the ability of people to produce a certain amount of products per unit of time. Labor productivity is calculated by the formula:

$$E_l = \frac{E_{ma}}{T}, \quad (1)$$

Where: E_l – productivity;

E_{ma} – efficiency of management activity;

T – the unit of time during which the material goods are created.

Let's imagine labor productivity through a dynamic indicator of management effectiveness E_{mng} , which shows how much the hryvnia will change the final indicator for the period under review (profit) with the change in managerial income by 1 UAH.

It shows the dynamics, the pace of growth of the efficiency of the management system.

$$\uparrow\uparrow E_l = \frac{E_{mng}}{T} = \frac{\uparrow (E_{mngb} - E_{mnge})}{\downarrow (C_{mngb} - C_{mnge}) \cdot T \downarrow} \quad (2)$$

Where: E_{mngb}, E_{mnge} – the final indicators of the efficiency of enterprise management, respectively, in the given and baseline periods;

C_{mngb}, C_{mnge} – management costs respectively in the given and baseline periods.

According to the formulas, the transition from the statistical determination of labor productivity (in the functional approach) to the management of the dynamic (in the process approach to management) is determined.

This formula justifies the critical efficiency indicators (CEI) that are used in the process approach to management. That is, increasing the efficiency indicators over a certain period of time increases the speed of the process (reducing the time). Reducing the cost of the processes it can be said about increasing the impact on productivity at optimal construction processes in enterprise and taking into account the external factors of the region. Consequently, the formation of a motivational system and an effective organization of work, aimed at the comprehensive

development of the workers as the only source of knowledge, certainly contributes to the increase of productivity and, as a consequence, the development of the enterprise and the region as a whole.

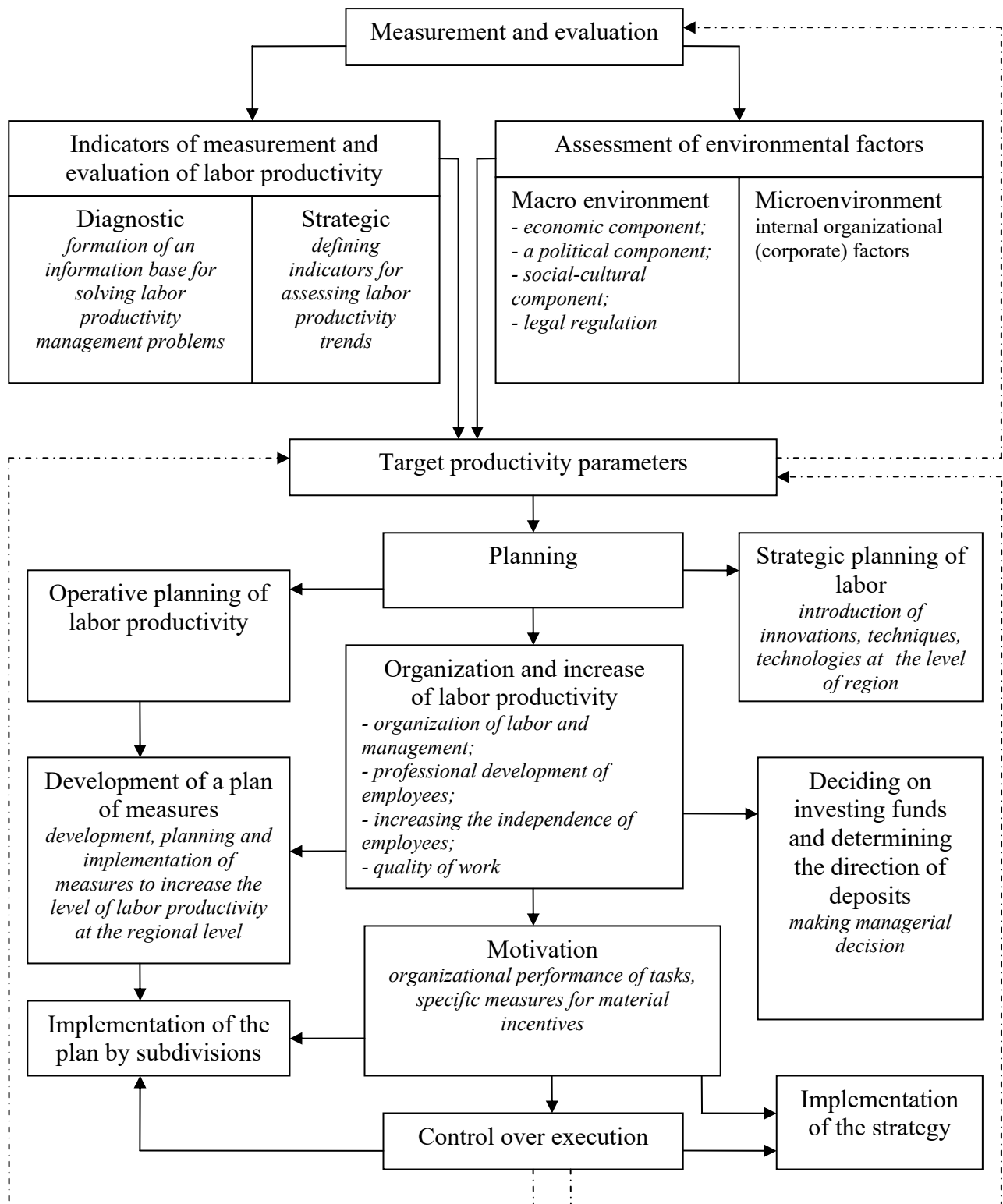


Fig. 1. Model of management of labor productivity of industrial enterprise at the regional level [4, 5, 7-10]

Formation and application of the model of management of labor productivity of the industrial enterprise provides an opportunity to regulate management

processes. Timely adjustment and control of productivity management affects productivity growth. It provides an increase in the real product and income, one of the most important components of competitiveness, which is an important indicator of economic growth of economic entities at the regional level.

Levels and rates of productivity of industrial enterprises at the regional level are important indicators of economic development of the region.

Thus, the management of labor productivity of industrial enterprises affects the development of management processes and their changes.

References:

1. Hrishnova O.A. Ekonomika pratsi ta sotsial'no-trudovi vidnosyny: Pidruchnyk. – 3-tye vyd., vypr. i dop. – K.: T-vo «Znannya», KOO, 2007. – 559 s.
2. Pasyeka A. Produktyvnist' pratsi na suchasnomu etapi: metodyka vymiryuvannya ta kompleksna otsinka // Ukrayina: aspekty pratsi. – #5, 2009. – s. 45 – 50.
3. Synk D.S. Upravlenye proyzvodytel'nost'yu: planyrovanye, yzmerenye y otsenka, kontrol' y povyshenye. – M.: Prohress, 1989. – S. 68.
4. Meskon M. Kh. Osnovy menedzhmenta / M. Kh. Meskon, M. Al'bert, F. Khedoury; per. s anhl. – M. : OOO «Y. D. Vyl'yams», 2008. – 672 s.
5. Kapinos H.I. Upravlinnya produktivnistyu pratsi v kontseptsiiy normuvannya sukupnoyi pratsi / Kapinos H.I. // Visnyk KhNU. – 2013. – #3, Tom.1. – S. 7-12.
6. Honcharov Yu.V. Orhanizatsiya i stymulyuvannya pratsi : [navch. pos.] / Yu.V. Honcharov, N.D. Hurina, L.O. Denysenko. – [2-he vyd. dopov. i pererob.]. – K.: NVP Interservis, 2016. – 516 s.
7. Kasych A.O. Resursne zabezpechennya modernizatsiynikh protsesiv v Ukrayini: rehional'nyy aspekt/ A.O. Kasych // Biznes-Inform. – 2016. – # 2. – S. 138–143.
8. Kyrylko N. M. Upravlinnya pryynyattiam rishennya shchodo uchasti u vystavkovykh zakhodakh pidpryyemstv lehkoji promyslovosti na bazi zastosuvannya metodu «decision tree» / N. M. Kyrylko // Innovatsiyna ekonomika. – 2015. – # 5 [60]. – S. 144–152.
9. Bondarenko S. M., Nevmerzhytska A.A. Otsinka konkurentospromozhnosti pidpryyemstva [Tekst] / S.M. Bondarenko // Tekhnolohiyi ta dyzayn # 2(11) 2014.
10. Bondarenko S.M. Dilova doskonalist' pidpryyemstv – osnova konkurentospromozhnosti natsional'noyi ekonomiky [Tekst] / S.M. Bondarenko // Ekonomichnyy prostir. – 2016. – # 116. – S. 200-208.

Melnikova M.V.,

Doctor of Economic Sciences, Associate Professor

Gradoboieva Ye.S.

Candidate of Economic Science

Institute of Economic and Legal Research of NAS of Ukraine, Ukraine

ON INSTITUTIONS, INNOVATIONS, INVESTMENTS IN THE SPHERE OF CITY'S HOUSING AND COMMUNAL SERVICES

Мельникова М.В.,

д.э.н., доцент

Градобоева Е.С.

к.э.н.

Институт экономико-правовых исследований НАН Украины

ОБ ИНСТИТУЦИЯХ, ИННОВАЦИЯХ, ИНВЕСТИЦИЯХ В СФЕРЕ ЖИЛИЩНО-КОММУНАЛЬНЫХ УСЛУГ ГОРОДА

The paper reviews the features of the city's housing and communal services in the technical and technological (innovation), financial (investment) and institutional aspects. To form institutions and attract investments in the process of introducing innovations in the sphere of housing and communal services of the city, a complex approach is offered.

Keywords: *sphere of city's housing and communal services, institutions, investments, innovations*

В статье рассмотрены особенности сферы жилищно-коммунальных услуг города в технико-технологическом (инновационном), финансовом (инвестиционном) и институциональном аспектах.