

Studying of fundamental factors of increase of labour productivity

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Labor productivity is the key factor influencing efficiency of business, defines the main economic indicators of firm and, first of all, its competitiveness.

Research of the main economic definitions capturing the essence of this economic category became a main objective of studying of this indicator.

Studying of this indicator is traced in works of many famous economists. K. Marx considered that productive force, of course, is always productive force it is useful concrete work and actually determines by itself only extent of expedient productive activity during this period [1, p. 55].

In foreign literature the problem of labor productivity is considered by foreign economists, first of all, from the point of view of the salary size in the cost of a unit of production for the purpose of definition of competitive positions in the market, decrease in costs of production for a survival of separate firms and enterprises, and also for carrying out the international comparisons. Existence of a number of large works testifies to attention to this problem (Fabrikant, Kendrick, Geylenson, Rostos, Sutermeister, etc.). D. Kendrick, being guided by the theory of «production factors», I offered three ways of measurement of productivity:

1. the relation of a gross product to unit of the spent time;
2. to unit of capital investments;
3. to the sum of capital investments and the spent work.

Besides, he suggested counting the combined indicator — the development falling on expenses of work and the capital.

Growth of labor productivity is depending on certain factors. (Or its reserves) it is considered to be labor productivity growth factors a set of the objective and subjective reasons characterizing the level of this economic category. Adam Smith gave classical definition of a role of increase of labor productivity and its major factors: «The annual product of the earth and work of any people can't be increased . . . differently as soon as by means of increase in number of his workers and productive force already busy . . . as a result of increase in the capital, that is funds . . . or as a result of more expedient division and distribution occupied».

The special attention to studying of productivity as to economic category was given by the famous economist, the specialist organizer Mr. Emerson. He for the first time raised a question of production efficiency on a large scale. In the book «Twelve Principles of Productivity» he formulated the principles of the correct organization, both work of the certain performer, and production of the enterprise. It has been referred the following criteria to these principles:

1. Accurately goals of production and accurately designated problems of the personnel.
2. Common sense.
3. Competent consultation.
4. Discipline.
5. The fair relation to the personnel expressed in idea «better you work — you live better».
6. Feedback.
7. Order and scheduling.
8. Norms and schedules.
9. Normalization of conditions.
10. Rationing of operations.
11. Standard written instructions.
12. Remuneration for productivity.

The main idea of Emerson is as follows: true labor productivity always yields the maximum results at the minimum efforts. G. Emerson considers, what not production has to be arranged to management, and management has to serve production [2, p. 187—190].

Now when studying productivity it is accepted to allocate factors of growth of this economic indicator. The factors are united into three integrated groups:

Table 1 — Main groups of factors of growth of labor productivity

1 group Factors of fixed capital	These factors are connected with mechanization and automation of work, introduction of progressive innovative technologies in production.
2 group Socio-economic factors	It is structure and quality of workers (their qualification), working conditions, the relation of workers to work etc. In group of socio-economic factors the special role is played by structure and quality of labor as the contribution of each worker to the general cumulative work isn't identical: one in collective always make more average, and others — there is less than average value.
3 group Organizational factors	They cover the whole complex of actions on the organization of work and management, management of the personnel which have direct impact on labor productivity growth. The special subgroup is made by the factors influencing relationship in collective and discipline of work. Here it is necessary to call, first, the system of values of workers and the principles of interaction influencing purposes of the personnel and behavior of workers, their interaction both in groups, and in collective in general. Secondly, measures of activization of workers, thirdly, control measures behind execution of administrative decisions and correction of mistakes and miscalculations and etc.

Source: it is made by the author on the basis of data [3, 4].

Drawing a conclusion from above the presented table, we can note that on increase of labor productivity level direct influence is rendered not only economic indicators of efficiency of labor costs. Psychological criteria also belong to factors of increase of development of employees: the relation in collective, and not only among subordinates, but also at the subordinate head level.

At everything thus, according to the author, when studying influence of the major economic and psychological factors on increase in labor productivity at the enterprise, the special attention should be paid to experience of the leading corporations in industrially developed countries of the world. Such enterprises (organizations) support investment into studying and research of reserves of growth of labor productivity. As a result, it is wrapped in decrease in production and non-productive expenses, profit markup, progress in competitive fight in the world market.

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Внедрение комбинированного обучения в учреждениях высшего образования Республики Беларусь

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Постоянное развитие информационных технологий и рост интернет-аудитории подталкивает страны всего мира развивать дистанционное обучение. Анализируя данные за 2014 год Международного союза электросвязи при ООН, следует отметить, что количество людей, использующих Интернет в повседневной жизни, возросло на 6,6 % по сравнению с 2013 годом и составило 3 млрд человек. В то же время ООН планирует увеличить количество пользователей сети Интернет до 4,5 млрд человек к 2020 году [1].

В Беларуси количество абонентов сети Интернет на начало 2014 года составило 9,4 млн, в том числе физических лиц — 8,4 млн. В то же время в республике активно растет спрос на технологии беспроводного доступа в Интернет. Так, количество абонентов беспроводного доступа в Интернет увеличилось за год на 14,6 % и составило 6,6 млн, т.е. почти каждый 7-й житель республики пользовался беспроводным доступом в Интернет. В общем