

**MORALITY OF LABOR AND LABOR BEHAVIOR**

**GOLUB ALEXANDRA, ZENKOVA INGA**  
**Polotsk State University, Belarus**

*The article is devoted to concepts of morality, ethics which are some of the most common and at the same time some of the most multi-valued and uncertain ideas. Ethical problems appearing in some of the most important sides of human life are considered here.*

**Labor morality.** Morality of labor – one of the most important fields of morals action, covering all socially useful human activities (primarily material and productive labor, as well as scientific, cultural and educational activities, artistic creativity, the activity of state and public administration, services, etc. because they are also the sectors of social labor).

The concept of labor morality comprises two main parties – the attitude to work and norms of mutual relations between the parties to the joint venture. In addition to the general problems of work ethic, there are also specific problems of morality associated with the professional features of the various labor sectors (professional ethics). Public utility labor is the main indicator of its moral value and a source of moral relations in the labor process. With the development of industrial production and the socialization of labor there is a need for close cooperation of a large number of employees. The very nature of industrial labor creates the need for the establishment of labor relations of solidarity between workers. These solidarity requirements coincide with the interests of the workers themselves primarily in their joint actions against capital (strikes, revolutionary action), which already go beyond the labor process, and related to his interruption. However, since the labor socialization takes place within the framework of capitalist relations, labor solidarity is undermined exploitation and private property relations generated by the competition between the workers [1].

**Labor behavior.** Behavior is a set of actions that have moral significance made in a relatively long period of constant or changing environment. Behavior covers all the actions entirely and allows us to give them moral assessment, regardless of the intentions and motives degree of morality, that is, behavior gives more reason for man's moral evaluation than an act, motive, intent, because the behavior is a system, a relatively stable phenomenon. Morality as a system of moral norms is a form of social consciousness, acts as a regulator of human behavior [2].

Other regulators of behavior are the legal rules and decrees of the state (political regulators), production and administrative regulations, institutional statutes and regulations (organizational adjustments), customs, traditions, public opinion (public regulators), and others. Morality refers to the social regulators, ensures consistency joint activities of people (along with other regulators) without exception in all spheres of public life: in school, work, life, politics, science, family, public places. The actual behavior of the individual is the product of not only social morality, but also of his own mental activity, the result of the interaction of the individual with the environment, the manifestation of personal morality, emerging in the process of socialization and ontogenesis [3].

Criteria, indicators of moral evaluation of behavior, driven by different thinkers, are different.

1) According to Kant, moral behavior, if motivated by respect for the moral law (the categorical imperative) and is free from an extra-moral motives – self-love, the desire for personal happiness, social and prestigious moments.

2) Popular right now in the West, the theory of motivation D. MacGregor defines as the most desirable for the enterprise motive behavior of workers striving for success. Since the notion of success is subjective, it either has to be determined taking into account the moral component, or replaced by a moral imperative, for example, the pursuit of the common good (although the notion of good is ambiguous) [4].

Apparently, the criteria of morality have a concrete historical and national, religious and situational origin, and individual morality affects individual behavior. But as the structure of man's moral core allows predict its behavior in different situations, it necessary to obtain this representation for the organization of joint activities, although the identification of human moral principles is very difficult and often impossible.

In the business sphere such behavior modification is manifested as labor behavior. Experts in the field of work sociology believe that the labor behavior is manifested in regard to work. The attitude towards work is the unity of three elements: the motives and value orientations (shared social values of the person acting as a means of selection of life goals and criteria for achievement of these purposes), the real work behavior and employee evaluations of their behavior in the work situation (verbal behavior). In relation to labor influence factors of production (related to the content, organization and working conditions), social (related to the group relations) and psychological (associated with personality characteristics) [5].

On the attitude to work can be judged by objective and subjective indicators.

1) The objective indicators of social scientists include the degree of responsibility, integrity, initiative, self-discipline, which are determined by the number and quality of the work performed, the number of the proposals to improve it, the desire to increase the level of professionalism.

2) The subjective measures of attitude towards labor is usually the degree of job satisfaction and its elements: the payment, organization, working conditions, relationships with management and colleagues. Higher degree of satisfaction – pride in their work and their organization [6].

There are several subspecies of the target forms of labor behavior. All of them are connected with the desire of the employee to a particular purpose. The first group of objectives related to employment duties, functions executable in the workplace. The form of behavior in this case is called a functional labor behavior and determines the content and organization of work. Targeted economic behavior associated with the desire to achieve a certain level of well-being and quality of life. It is believed that this form of behavior is associated with a constant comparing the cost of their labor compensation for them. There are several formulas for this behavior:

– first is the maximum price revenue efforts;

– the second is a minimum income with little effort;

– third is the maximum income with minimum labor. Suffice it easy to identify the behavior of the worker or that formula and with the passage of time to take action against anyone who behaves in a second, and even more so by the third formula. In a market economy it is acceptable, with few exceptions, the style of behavior, based on the first formula.

There are separate subspecies in the target behavior organizational behavior that is associated with the reaction of the staff to the use of various incentive methods to regulate the activities, regulations, administrative guidelines, which ensure the achievement of organizational goals. In fact, it is "regulated" organization of the behavior, which allows it to get the desired results [4].

An employee who is planning his career, professional development, qualification growth with the aim of moving up the ladder of the hierarchy, the target shows the stratification behavior. It tends to change its status, strata, in which he resides.

Particularly noteworthy are people with innovative behavior. They always keep in mind creative solutions, they are constantly looking for ways to improve the content, organization, working conditions. Not all of their suggestions could be implemented, but these workers kept the progress and future of the organization. The value of such people is extremely high, and the potential is unpredictable.

Because each of us at least a few times in our life have changed jobs and staff, so everyone is familiar with the concept of adaptation to the new functions of the labor and working conditions, to the new technology, technology, to the team. We can be conformal and easily and unscrupulously to accept new conditions. It can be conventional and difficult to adapt to changes in the environment. We may be nonconformists and stay by ourselves, without succumbing to outside pressure. In any case the situation changes in our behavior - adaptive and adaptive, it can influence our operations and distort the correct perception of us by other people [7].

The organization resistance structure, the continuity of its traditions, customs achieved by ceremonially subcomponent behavior, rules of etiquette, manner of employees' treatment, superiors, subordinates how to reproduce the culture of the organization and its structural features.

Quite often we exercise, and sometimes become victims of the so-called characterological behavior when personal character traits, blatant demonstration of the emotions, sometimes mental state sharply striking human behavior in organizations. Often, before the meeting with the head, we are trying to find out about his mood, preferring not to get "under the hot hand." It is possible that the chief of a characterological behavior does not realize that it deprives himself of the timely receipt of important information or suggestions, because during his periods of bad mood nobody wants to speak with him. It is clear that everyone has a limit of emotional stability, but the head is required to ensure the stability of the business environment and communications, or business is harmed. Head with unstable mentality should be recognized as professionally unsuitable for psychological qualities [8].

In organizations where people voluntarily come together to achieve jointly with the corporate and personal purposes and, there are numerous rules, regulations, directives, which are unattainable without a joint results. These regulations and rules may be written or oral, individual and group, ECM and higher level. Their offense, of course, causes a failure in the organization, it hurts. The behaviors associated with the violation of the rules, regulations, disciplinary framework, called disruptive behavior. Failure to comply with the rules of law we are talking about misconduct. Typically, symptoms of this behavior should be prosecuted. A common form of destructive behavior in the organization and shared goals - administrative and managerial behavior: excess and abuse of personal use of their rights and powers, failure to fulfill duties [9]. If a person is just out of place, is incompetent, then his behavior is dysfunctional. Sociologists distinguish selfish, individual target destructive behavior and group destructive behavior (group egoism). In contrast to innovation often appears conservative behavior. It is more difficult to recognize the imitation behavior, when the true selfish purpose appears as pseudo

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activity. Some workers realize in the company their antisocial habits and inclinations, condemned by society demonstrate behaviors; In this case, we can talk about deviating, deviant behavior [10].

In difficult conditions the interaction of the employee demonstrates, as mentioned above, the different forms of behavior that depend on many circumstances. Often, analyzing and trying to define the form of the behavior, we have to conclude that there is simultaneous presence of multiple forms of behavior, and this is natural: no classification is able to sort through all the different people, the peculiarities of their behavior and the causes of a particular behavior. If it fails to allocate the dominant, dominant or explicitly prevailing form, then it is easier to determine the causes of behavior and to choose the methods of its correction.

Currently working increases the value of morality in the regulation of different kinds of work. This is due to the desire of constant improving of professional standards in relation to changing public attitudes.

Work ethic society can not represent absolute truth in people's behavior. Each generation has to solve them again and again on their own. But the new development should be based on moral reserve, established by previous generations.

Today, when we have the advanced development of the technical aspects and the cultural lag, it is very important to understand that there is great needed to stabilize the society ethical knowledge.

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