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**STUDYING OF FUNDAMENTAL FACTORS OF INCREASE
OF LABOUR PRODUCTIVITY****RENATA SARVARI, INGA ZENKOVA**
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The major factors increasing labor productivity are presented in this article. At the description of these factors, the author relies on the point of view of foreign economists, researchers, analysts. The basic principles of motivational strategy of the foreign countries directed on increase of labor productivity at the enterprises (organizations) are considered.

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.

Study of this indicator is traced in works of many famous economists. K. Marx considered that productive force, of course, is always productive force which is useful for 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 study of productivity as the economic category was given by the famous economist, the specialist organizer Mr. Emerson. He was the first who raised the 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. Accurate goals of production and accurate designated problems of the personnel.
2. Common sense.
3. Competent consultation.
4. Discipline.
5. The fair relation to the personnel expressed in idea "the better you work the better you live".
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).

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Table 1 – Main groups of factors of labor productivity growth

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 person in a collective always performs more than average, and others work 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.

According to the American researcher-analyst D.S. Sink, one of key indicators of overall performance of the enterprise is the labor productivity indicator which characterizes a share of the let-out production or the made services falling on a unit of labor input, and speaking more simply – a ratio of the received results to the incurred work expenses. In this scheme the author allocates important value for such criterion as management of productivity at the enterprise (organization).

According to the author, the management of labor productivity assumes, first of all, accurate statement and the formulation of the purposes and strategy directed on increase of level of this economic criterion. We can present this strategy in the form of the following algorithm of actions:

- 1) Creation of system of measurement of labor productivity;
- 2) Definition of reserves of growth of labor productivity on growth factors taking into account resource opportunities of the enterprise;
- 3) Development of the plan of measures on labor productivity increase;
- 4) Development of the scheme of material stimulation of the personnel for achievement of the planned indicators;
- 5) Training of employees in more effective modes of work.

Viewing in the large the presented algorithm, the increase of labor productivity at the enterprise is shown below:

- increases in mass of production created per unit of time at its invariable quality;
- improvement of quality of production with its invariable weight created per unit of time;
- reductions of costs of work per unit of output;
- reduction of a share of expenses of work in product cost;
- reductions of time of production and address of goods;
- increases in weight and rate of return.

The fact should be noted that for the increase of an indicator of productivity at the enterprises of Republic of Belarus it will be useful to use the experience which has been already saved up in foreign practice.

The increase of labor productivity by an example of the foreign companies is, in our opinion, actual because labor productivity is the major indicator for the enterprise. The careful study of the matter, its application in practice, on condition of fast response to the changing inquiries of environment and the consumer, allows to avoid unnecessary expenses and to compete successfully in the conditions of the modern market.

The motivation of work is among the problems to which solution much attention was always paid in world practice. Modern approaches to motivation of work are, as a rule, reduced for payment work, based on the fixed tariff rates and official salaries. In most cases they are ineffective. Therefore when forming systems of motivation of work at the RB enterprises, especially large, it is necessary to take the experience which is already saved up by world practice as a basis.

Below the presented table 2 reflects various politicians of the certain countries directed on increase of labor productivity at the enterprises.

Table 2 – Feature of the strategy increasing development of employees on enterprises

Country	Essence of motivational strategy
USA	<ul style="list-style-type: none"> • Combination of price-work and time compensations • Participation in profit • Awards for trouble-free operation, long operation of the equipment • Encouragement of scientists and engineers for the pressing achievements in the field of science
Japan	5 principles: <ul style="list-style-type: none"> • Lifelong hiring • Personnel rotation • Reputation • Preparation jobsite • Motivation and compensation
Germany	<ul style="list-style-type: none"> • Combination of active and passive policy of the state • Work incentives • Social safety net
France	<ul style="list-style-type: none"> • Compensation individualization • A mark assessment of work of workers on professional skill • Extra fee (at education of children, for certain merits on production)
Sweden	<ul style="list-style-type: none"> • Continuous updating on production • Principle "equal payment for equal work" • Strong social policy • Reduction of the gap between the minimum and maximum salary

Source: it is made by the author on the basis of data [5].

Having carried out the analysis of the data presented in table 2 the author came to a conclusion that for achievement of the optimum indicator of labor productivity at the Belarusian enterprises it is necessary to take into consideration the growth strategy of development at the foreign enterprises. These models entirely reflect the direction and course which are needed to be followed to increase performance level.

Taking into account foreign methodological approaches of this economic category study and the main motivators stimulating workers to increase their own professional development author's conceptual approach is developed. It provides the use of various foreign models increasing labor productivity. The capture for a basis of experience of foreign countries will allow, according to the author, to increase the development of employees at the RB enterprises and it is essential to increase labor productivity level.

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**THE DEVELOPMENT OF SOLVENCY INDICATOR ANALYSIS
AS A COMPONENT OF FINANCIAL INDEPENDENCE**

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The international emblem of accountants is the emblem with the depicted sun, scales and the Curve of Bernoulli, and contains the inscribed motto: "Science, conscience, independence". That's why the main purpose of accountant is to provide an organization with financial independence.

Financial independence is an important characteristic of the stability of any organization. In the conventional sense, according to the experts financial independence is the ability of business entity to pay for its obligations in time.

From the author's point of view, financial independence is a complex of measures, which guarantee constant solvency, opportunity to cover any expenses of an organization in accounting period.

A lot of economists consider financial independence with the help of dynamic coefficients, which characterize, on the one hand, the level of financial independence, and on the other hand, the degree of protection of creditors' interests, as well as the implementation of long-term investment of an organization. From the economic point of view, financial independence is the information about the financial condition of an organization with the help of dynamic analytic coefficients, such as:

- coefficient of financial risk;
- coefficient of capitalization;
- coefficient of autonomy;
- current assets to equity ratio, etc.

The immediate source of information for the analysis of economic activities of an organization is the accounting data. That is why the author considers that it is necessary to develop the analysis of financial independence after the development of financial independence accounting.

The analysis of financial independence components will allow correctly to use the assets of an organization, make the right decisions for the efficient allocation of funds in order to improve the financial condition, evaluate the financial condition of an organization as a whole, as well as to identify factors that influence those results.

The author considers it necessary to carry out the analysis of financial independence in areas which are presented in the form of classification of financial independence (Fig. 1).

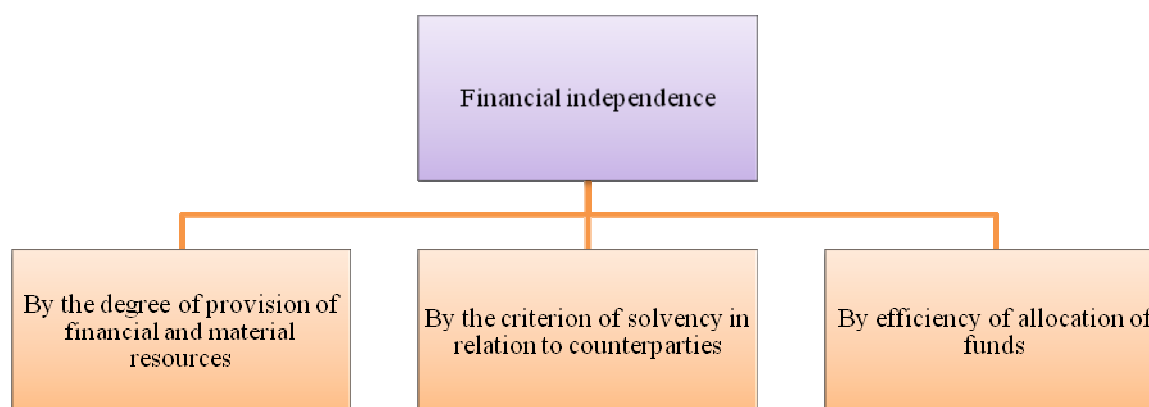


Fig. 1. General model of financial independence