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METHOD'S EVALUATION IN LABOR ECONOMICS TECHNIQUES

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The method to use is one of the central issues in overall science, as well as in labor economics specifically. At first sight it seems that methodological problem stands outside of such applied science as labor economics. But in fact refining upon this question gives dramatic advantages in business running practice.

Improving compensation plans, managing work process, building motivation systems – all these items are to resolve in any business. Commonly managers use techniques based on algorithms worked out by scientific and business communities. As a result manager solves issued challenge. However minor number of techniques uses efficient methods considering labor economics. It's worth mentioning that using inefficient methods leads both to manager's time waste and incorrect conclusions, what causes the impact on enterprise's workers. Nevertheless the evaluation of methods used in techniques provides a benefit from selecting of efficient one. Considering the fact of different techniques inflation in labor economics the issue of method's evaluation becomes actual.

Firstly lets define the methods in labor economics itself. Just as management the labor economics lies in applied sphere and linked to A. Smith, F. Taylor, S. Bedo, R. Owen, A. Tourgot. Mainly they did researches in ways of compensation plan improvement. But we are interested in the methods they used. Basically they are empirical. For instance Taylor's "Principles of Scientific Management" is based on classical set of empirical methods: observance, description, determination, experiment. Ford's views likewise are specified by practical needs, what determines his methods. As for A. Smith, he used common methods of analysis and synthesis to decompose work operations. It's obvious that labor economics in its root uses empirical and in some cases logical methods.

These methods particularly caused by the complicated object of labor economics – the worker. This fact means that it's rather easier to observe and describe worker's behavior and experiment after than to try to predict their reactions using theoretical conclusions. There are several researches in this sphere. For instance A. Kanke believes that most essential methods for economic science are based on positive approach. Moreover he reviews its evolution: John Stuart Mill – Alfred Marshall – James W. Friedman – Mark

Blaug. The positive approach states: “cognition from experiment”. And its features are:

1. Aftermath prediction of a subject’s decisions.
2. Analysis of means of the aims achievement.
3. The price of the means definition.
4. Cause-sequent analysis.

Thus, the features of the positive approach may be used to compose the top efficient methods for labor economics (table).

Hierarchy of labor economics methods

Methods	Efficient	Destructive
Empirical	observance, description, determination, experiment	
Logical	Analyze and synthesis, generalization	Induction and deduction, analogy
Theoretical	Formalization	Idealization, mind experiment, axiom, гипотетико-дедуктивный, mathematical simulation

As it follows from tbl. 1, the methods are either efficient, or in contrast affect the aim of technique. In general it concerns the majority of theoretical methods. It caused by the fact that each enterprise and its workers are unique and hardly their reactions may be simulated by math. On the other hand empirical and logical methods are the best for labor economics aims due to their practical orientation. The knowledge about efficiency of methods in labor economics may be used by managers while selecting techniques to use. We believe the choice of techniques to use has to be done according to three methodological criteria:

1. Positive methods used. It means that the priority gets the technique which offers studying the conditions of an exact enterprise and exact workers on their workplace.
2. Minimum theoretical methods used. Especially math simulation.
3. Using of logical methods has to be specified on a certain enterprise and its conditions.

Thus, we believe that using such a criteria helps to make an express evaluation of methods used in techniques. It saves manager’s time and preserves negative effects of using inefficient techniques. Next follows the demonstration of using this criteria by evaluating technique’s methods.

Example one. A complex technique of an efficient compensation plan development by E. Condrukevich. The author offers the matrix of business decisions according to which monetary motivation is formed. Let’s evaluate this technique with methodological criteria. The technique almost does not

offer to use positive methods. Nevertheless the matrix design indicates a strong analytical method. Moreover the matrix propose to specify some local conditions, what satisfies the third criteria. Overall we may conclude that this technique responds two criteria and worth trying to use it.

Example two. The technique flexibility evaluation of the compensation plan by E. Tagilzeva. After evaluating the technique according to three methodological criteria we may conclude. Firstly, the technique ignores positive methods. As a result it's hard to use it in a certain enterprise. Secondly, the technique's base is a math simulation, what contravenes with the second criteria. Generally this technique is inefficient for labor economics due to its non positive methods.

Example three. The technique of labor evaluation by I. Mahmudova. The technique presents a flowchart with a step by step description. Certainly it offers to use all three empirical methods which characterize it's methodical views as extremely positive. Moreover analysis and synthesis are used. Thus, from a methodological point of view this technique is absolutely worth using by managers.

In this way it's possible to evaluate techniques on their methodological efficiency which may be extremely useful for managers to select the most efficient of them [1–7].

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МОТИВАЦИЯ РАБОТНИКОВ В АГРАРНОМ СЕКТОРЕ РОССИИ

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Организация рациональной системы мотивации работников сельскохозяйственных предприятий играет важную роль в повышении результативности аграрного производства.