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# Labour activity as a factor of social, economic and emotional well-being of the population

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## Abstract

The article describes labour activity as a factor of economic and emotional well-being of the population. It gives some methods of assessing the well-being of the population and covers the issue of employment at the state level as well as at the individual level. The author introduces classification of the population according to the relationship to work and analyses job satisfaction of the Russian population. Finally, the methods of increasing the employment productivity and professional self-determination of the population are suggested.

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*Keywords:* labour activity, well-being, job satisfaction, employment productivity, professional determination

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## 1. Introduction

The world is in crisis. The crisis has affected not only in the financial sector, but also manifested in the political, cultural and religious terms, because the economic crisis is actually a reflection of the crisis of human and / or humanity in general. A characteristic feature of today's time is the global destabilization processes, covering almost all spheres of society, primarily related to economic cycles, and as a result: unemployment and demographic problems, social tensions, the threat of environmental disasters and other negative phenomena for the mankind.

Three groups of problems have been brewing in the world recently: undermining the growth balance problems, instability at the heart of the global economic system and social tensions (Lagarde, C., 2011). The consequences of the global financial crisis may not be reflected in the rapid development that has geopolitical implications. Most likely, the new stage of the arms race will start (Varshavsky A.E., 2011). And finally, the emerging sixth technological structure allows you to think about the reality of scientific and technological leap for many countries (Kablov E.N., 2010).

Nevertheless, the majority of citizens are far from understanding global issues and seek economic and emotional well-being. Identifying the ways of combining individual goals of a welfare motivated person with

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global goals of the mankind - to overcome the crisis and the global economic instability, the transition to the sixth technological structure, de-escalation of military and political conflicts, etc. - the main points of this article. The hypothesis - both types of well-being could be achieved through self-realization in the course of employment.

### *1.1. Well-being*

The term "well-being" (Greek. Ευδαιμονία) is defined as the same as happiness, always subjectively understood by the achievement of all the benefits sought by the people. Well-being or welfare is a general term for the condition of an individual or group, for example their social, economic, psychological, spiritual or medical state; high well-being means that, in some sense, the individual or group's experience is positive, while low well-being is associated with negative happenings. Under economic well-being, we will understand the balance of rights in terms of its revenue and expenditure, while the accumulative part may be included in its costs, since many people consider only funded part to be the key to true well-being.

### *1.2. Some methods of well-being assessment*

At the end of 2010 in the UK the government has allocated two million pounds sterling for the measurement of happiness index, which was determined by the method of a sociological survey. To achieve the objectives of the study respondents were asked to answer a few questions - in particular, "to what extent are you satisfied with your lives", "how happy were you yesterday", "how much you have the feeling that your life is not meaningless," etc. According to the results of the primary survey in the newspaper "The Independent" published findings, consisting in the fact that in a positive sense of self based, in terms of the British, regardless of age, are criteria such as good health, harmonious relationships and work, bringing satisfaction (Gnevasheva V. A., 2013).

The OECD Better Life Index is an interactive web-based tool created to engage people in the debate on well-being and, through this process, learn what matters the most to them. The tool invites you to compare well-being across countries according to the importance you give to 11 topics: community, education, environment, civic engagement, health, housing, income, jobs, life satisfaction, safety and work-life balance (OECD, 2014). Indicators of Well-being in Canada: work, housing, family life, social participation, leisure, health, security, environment, financial security, learning (Employment and Social Development Canada, 2014).

### *1.3. Labour activity as the ground of economy*

As a hypothesis we accept the fact that within other things being equal a person is able to achieve well-being through self-realization in the labour market. As the argument stands the fact that the majority of the population still work, as well as have a basic income wages. According to the official figures in Russia in 2013 the employment rate reached 64,8% (Federal state statistics service of Russian Federation, 2014)

For the analysis of employment in the Russian Federation, statistical information on quantitative indicators of employment is used. According to the official statistics, quantitative indicators show the relative stability not only in the formal employment sector, but also informal. However, this trend does not reflect how fully the potential of the labour of society is realized.

Distribution of employment by the sectors of the economy is used to evaluate the quality characteristics of employment. According to the World Bank in the period from 2008 to 2010 in Russia the average level of employment in the public (i.e. non-market) sector was higher than in other developed countries and emerging economies, such as Brazil, South Korea and Turkey. Among the emerging economies the only exception was China, where the share of the general government and defence accounts for a significant portion of employment. In 2013, the level of employment in the public sector has reached a record high of 24.5%. The level of employment in the sector of social services and health in the Russian Federation compared to developed countries is below the average (World Bank, 2013).

The concept of productive employment is inextricably linked to the performance of labour employed. Measures of productivity and employment are interrelated and interdependent, but their interdependence is not sustainable and is not always significant. According to the World Bank in 2010, labour productivity in Russia accounted for 43% of the OECD high-income countries and 74% of the EU countries with developing economies. On the one hand, during this period, these values are explained by the effects of the global economic crisis, which caused a decline in labour productivity due to the reduction of quantitative indicators of employment. On the other hand, the low level of labour productivity is associated with the level of organization of labour and production in the Russian Federation. Regardless the command to increase productivity, in early 2013 the performance of one employee per hour began to decline, as employment growth began to outpace GDP growth (World Bank, 2013).

According to projections, the average annual growth of labour productivity rate per person employed in the world in 2020 will be 2.7% and in 2030 - 3%, with most of the increase will be provided manpower emerging economies - 4.5 and 4.6 %, respectively. Whereas in developed countries accounting for 2.3% for the entire forecast period to 2030 (Dynkin A.A., 2011). To reach pre-crisis level of productivity the Russian Federation requires the increase of 7%, but so far, this level is not reached (Nikolaev D, 2012). This issue will be at the expense of upgrading jobs. In particular, one of the objectives set under the concept of long-term socio-economic development of the Russian Federation for the period up to 2020, is the transition from the export of raw materials to innovative socially-oriented type of economic development (Russian Government, 2014).

At the same time, it's necessary to be aware that the introduction of structural changes in the economy and change of the employment structure, that is, the production will be innovative, technology, introduced in production, will replace human labour, or will improve its performance significantly. Under the influence of economic and technological factors, according to the forecast, the nature of work will change as well. The advent of high-tech sectors of the economy provoke increasing the role of creativity in the production, which will cause changes in the social and labour relations.

The labour process, as well as conditions of employment, will be individualized, which is likely to entail the further development of new technologies for the organization of labour, the regulation of social and labour relations, and non-standard forms of employment (Dynkin A.A., 2011).

#### *1.4. Labor activity as a ground of human's life*

First we need to analyze the very category of labour in a transformed its perception. Dialectical approach to labour is associated with the priority of labour in the subject of the studied problem. In fact, motives to work determine true human values. Work, being the basis of human life, in most cases, is the determinant of the mindset and values of the individual worker. Mindset and values shape decision-making of economic nature and entail decisions on membership of a particular political party, share the same values, or the selection of a candidate for political office. Initially, the concept of person and labour are inseparable, but it is historically conditioned that certain categories of people do not take on work. These primarily include individuals who have accumulated sufficient capital to meet current needs.

In the second place, it is marginal, not working because of the circumstances or lack of desire. The third category of individuals who have no permanent employment, are those who live by the transfer payments. As a rule, they do not have any physical and / or intellectual opportunities for employment or are subject to the circumstances that have forced to live at the expense of the state.

But there is a parasitic type of dependency of people who have skills and abilities to take on work, but do not wish to do so. They are neither marginalized nor those who live on accumulated capital. As a rule, they live at the expense of donors who are willing to support them. This category of individuals, on the one hand, could be considered as an exception to the rule; however, it requires a thorough study.

Thus, we have identified four conventional categories which are not directly related to the creative work but, nevertheless, these are the groups of population leading economic activity in the family. It's about labour, not

only as a source of income of an economic entity, but also material and metaphysical values, defining human motives.

The majority of the individuals are included in the social production, not only as consumers but also active producers to a very wide extent. Under wide extent the author means production of goods and provision, services and creation of an information product. Moreover, participants are not only directly hired employees, but managers and owners of companies involved in the management. Regardless the role of man in production, he is guided by similar motivations to work.

According to Orlov A.V. "a distinctive feature of socio-economic formations stands the nature of work, which appears as a slave (enslaved), forced (land), hired (independent) associated (corporate) and free (not standardized and conscious)" (Orlov A.V., 2013). Modern world economic system does not allow individuals to fully devote themselves to the latter category of work without additional income. Income can bring fictitious capital, which in this case is good, but not effective, because basically creates an idle class and leads to class antagonisms.

In the author's opinion the analysis of the economic system should begin with building the individual needs of the person, and then progressively incrementally learn the needs of society, which are under the influence of the synergistic effect transforms requests. And the society begins to dictate their terms to individuals. In particular, the phenomenon of opportunism, discrimination or absenteeism may become widespread without the regulatory function of the part of the managerial staff as part of the employer, in the case of the situation in a particular organization, or the state, if the deviant behaviour of workers goes to the macro level.

All of these conditions make it possible to conduct a preliminary categorization of persons engaged in regular employment. We should note the difference in terms of "nature of work" and "attitude to work." These concepts are related, but not identical. Nature of labour associated with the place of man in social production, with the conditions of his work and attitude to work is mediated by the values of man, his inner motives and the state of his moral being. Attitude to labour is not related to the level of income received. For example, a person may, with great dedication take on work as a senior corporate executive, and in a charitable foundation as a volunteer.

Thus, the first category of people engaged in labour activities on a regular basis, conditionally include those who are doing it for the sake of survival, i.e. to ensure themselves and their family members a basic set of consumer goods and services due to income received in the form of wages. Attitude to work in this category is reduced to the conventional explanation of the employee, strictly maintain the ratio of earned income to the cost of their own labour. Moreover, the type of work and the level of income received, as a rule, does not affect the attitude to work. This category is the largest and one of the most primitive with respect to labour.

The second category includes conditional individuals engaged in labour activities for the sake of self and / or spiritual saturation. This type of activity, as mentioned above, does not affect the motivation, that is, the individual gets satisfaction from the labour process or its results. The resulting income is, so to say, a positive side effect of allowing a person to realize their own ideas. An example is the creative constructive work of scientists, artists, musicians, ready to give up luxuries for the sake of consumer's own higher purpose. At the same time labour activity of higher order can be of a physical nature. This category of people is sparse due to the difficulties to be overcome.

The third category of conditional actually is derived from the first two. That is, individuals find a balance in the product for the purchase of consumer goods income with that kind of work, which allows the person to get satisfaction from the process and results of their work, as well as realize their moral and employment potential. Unfortunately, this category is also not the most numerous, although it most effectively participate in social production.

The fourth conventional category arises from the third and involves carrying out work for the purpose of gaining power or a certain social status. One of the clearest examples of individuals in this category are politicians. Policy economists tend to view as a separate external factor affecting the economic development of the state, and not as labour politicians. Political actors and agents are addressed in various theories, usually affecting their political and economic relations with voters (Dancoff A.N., 2003).

The present stage of development of the society is entering an active phase in the conditions of the fullest realization of the employment potential of individuals to increase productivity and accelerate the growth rate of technological progress and economic development. Satisfaction of the conditions of work people receiving income, adequate labour costs, are able to take reasonable enough in the strategic plan to address the economic and political nature, covering all spheres of society (Bazzhina V.A., 2013).

## **2. Well-being and job satisfaction in Russia**

Sociologists of Russian Opinion Research Public Center found dependence of the state of happiness on age and educational level of its speakers. It turned out that happiness is more common to young: among those who are happy - 36 per cent under 35 years and those who aren't - only 20 percent in the same age group.

It turns out that there is a direct correlation of this elusive substance, happiness, and education obtained by a Russian: among happy people there are much more highly educated - 30 percent of respondents with a high level of education are satisfied with their life, among those who consider themselves unhappy - 19 percent.

The participants of the survey also determined what is needed for happiness to our man. Judging by their responses, such important components are health, job satisfaction, as well as their sex lives.

56 percent of Russians consider themselves happy, quite satisfied with the work, while 46 per cent who feel unhappy, dissatisfied with their professional status.

The study identified the main factors in their lives and giving our countrymen reason to call yourself miserable. The most significant reason for this, as in previous surveys on this subject is poverty - the answer of 15 percent of respondents. In second place sickness, old age - 10 percent. Included in this list, and factors such as the lack of good jobs - 6 percent, loneliness - 5 per cent, poor living conditions - 4 percent. Each of these factors: the alarming situation in the country, fatigue, family conflicts, lack of opportunities to start a family, make people unhappy, indicated by 2 per cent of survey participants (Bryntseva G., 2012).

In 2012 the monitoring agency NewsEffector jointly with the Regional Studies "Regions of Russia" conducted a study "Happiness Index of Russian cities." The aim of the study was to compile a conditional happiness index in order to understand where the most happy people in Russia live. The survey involved 26,900 people from 100 Russian cities that responded the following questions: Are you satisfied with the financial situation? Are you satisfied with the ecology of the city? Feel safe in their city? Are you satisfied with the dynamics of the development of your city? Are you satisfied with the level of urban development? Do you feel happy in your city?

The results showed that the level of material well-being is important, but at the same time, not a decisive factor in the happiness of the Russians. Are important criteria indicators such as the environment, safety and a sense of change for the better in the place where a person lives. As it turned out, the happiest Russians live not in Moscow and other cities. First line rating took Grozny, Tyumen, Kazan, Surgut, Krasnodar, Sochi, Nizhnevartovsk, Novorossiysk and Belgorod. Moscow was only 52 place Saint Petersburg - 16, Ekaterinburg - 49, Novosibirsk - on 13 (NewsEffector, 2012).

### *2.1. Job satisfaction in Russia*

Below there is a table of job satisfaction on different parameters data. The table is compiled on the basis of research Russian public opinion research center (Russian public opinion research center, 2014). It shows that in general job satisfaction among workers of Russian citizens is growing, and they are satisfied with both the content of labor, as well as opportunities for career growth and other organizational aspects. Especially true for the Russian mentality - relationship satisfaction in the team. In contrast to this fact, we see the lowest satisfaction with the wage, while people continue to work. Low activity of trade unions is also a feature of the post-Soviet enterprise management system in Russia, due to the close relationship between the administration and public initiatives in the workplace.

Table 1. Job satisfaction in Russia (in % of employees)

Satisfaction of	2005	2007	2009	2014
- work as a whole	69	72	71	77
- relations in the collective	92	93	87	91
- the order form and the timely payment of wages	77	83	74	86
- relations with the administration, management of the company	83	79	77	79
- content of work, functions	74	74	73	78
- organization, sanitation and safety	74	72	71	76
- possibilities of career promotion	49	47	43	54
- possibilities of retraining, advanced training	51	50	43	54
- different social security benefits from the enterprise (medical care, recreation, etc.)	44	47	48	54
- the amount of wages	35	39	37	47
- work of the trade union at the enterprise	37	32	31	42

## 2.2. Problems and contradictions in the labor sphere

The situation in the area of employment is as follows: with the innovative development of economy labor productivity increases, which leads to a reduction of quantitative indicators of employment. On the one hand, this situation leads to a rise in unemployment, and on the other - in fact to the reallocation of labor across sectors and spheres. According to the author, the most important current problem of improving the quality characteristics of employment in the country is the lack of realization of society's labor potential. Revealed by the author reasons should be divided into three groups. The first group of reasons for under-utilization of labor potential are economic reasons. These include: imbalance of supply and demand in the labor market; ratio of the level of pay and productivity; hidden unemployment; barriers to entry of new business structures; low efficiency of allocation of human capital due to the asymmetry of information on the labor market and others. The second group includes the reasons laid down in the decisions of the legislative and executive branches. In particular, we are talking about the imperfection of labor, immigration and tax laws and the problems of the social sphere. The third group of the reasons it is advisable to include the socio-psychological characteristics of the individual capable of performing professional activities, i.e. realizing this ability to fully or not. These properties and qualities of the individual are, first and foremost, personal motivational installation work, namely the desire to fulfill their employment potential or lack thereof. Physical and intellectual abilities, qualities inherent nature, moral values, discipline resourcefulness, receptivity to innovation - are no less important personal characteristics, but without a corresponding intrinsic motivation they will not allow a person to realize the employment potential to the fullest. Under the influence of the social environment the collection of personal socio-psychological qualities can be transformed in such factors reduce the effectiveness of the use of labor potential, as opportunism, discrimination, absenteeism, deviant behavior, etc. Negative factors working environment adversely affect the level of labor productivity (Bazzhina V.A., 2014).

### 3. Decision of the problems of increase of the productivity of employment

To reduce the negative effects of under-utilization of labor potential and increasing the productivity of employment it is necessary to deal with the causes of their occurrence. With regard to the micro-level, the heads of enterprises and organizations are able to independently affect the performance of productive employment through a clear division of tasks based on the willingness and ability of each party to the domestic labor market, but selective measures are not able to address the root causes of such extent that it requires the economic situation in the Russian Federation. At the macro level, this problem should be regulated by means of system solutions in the field of productive employment.

Increase the productivity of employment is supported by the following processes: improvement of professional orientation and self-determination before and after receiving vocational training, development of flexible forms of employment in terms of the legitimacy of the process and the coordination of information flows in the labor market. Let us consider them in details.

Career guidance system includes a set of measures for informing and consulting the future experts on the feasibility of self-employment potential, including but not limited to, the propensity of an individual to a particular type of activity. The process of professional self-determination is crucial when choosing a future destiny, and particularly acute, this problem among young people.

The process of flexibilisation of employment is developing dynamically, but largely unregulated by the state. Emergence of new types and forms of employment-oriented schedule flexibility and the workplace have positive and negative effects on social and labor relations. To the negative effects include the underutilization of the labor potential of employees and improve their operation. Employer, focusing on flexible working hours, employees may raise intractable challenges, requiring significant effort in overtime. Or vice versa, do not give the opportunity to realize the potential of labor workers, limiting their working hours.

The positive consequences for the individual worker, of course, include the ability to select a convenient time and / or the workplace, promoting the implementation of the employment potential of the individual to the fullest extent and for the employer - reduced costs for rental and construction of facilities, improving motivation and loyalty of employees. Recent years have seen the advent of borrowing for employment, which is distributed fairly rapidly. The main problem is the lack of legal regulation of this process. Without coordination and regulation by the state, this process can lead to a decrease in the stability of the labor market and the spread of informal employment. Currently, at the legislative level there is a discussion of the draft Federal Law "On the Protection of the Rights of workers employed by private employment agencies to provide their labor to third parties", which was held in October 2013, the second reading (Draft Federal Law, 2013). However, as of today the document regulating the use of contract labor doesn't exist. The coordination of information flows in the labor market is due to the development of mediation in the labor market. To intermediaries in the labor market include government and commercial organizations, including the media and Internet resources, performing the functions of storing and transmitting information about job vacancies and job seekers. Public employment services are virtually the only intermediaries in the labor market, contributing to the dissemination of information about job applicants, job seekers and having official status of unemployed.

Thus, there is an official part of the social policy of the state in the field of employment. Commercial intermediaries in the labor market initially focused on making a profit, and employment assistance to people is a side effect of their activities is to meet the staffing needs of client enterprises. ILO Convention №181 of 1997 "Private Employment Agencies" revealed the concept of agency, but this convention has not been ratified by the Russian Federation (ILO).

The above-mentioned draft law introduces the concept of a private employment agency, but the document itself, as mentioned above, is not yet operational. The main objective of the institutional recruitment agencies is the redistribution of highly skilled professionals between the competitiveness of enterprises, able to create optimal conditions for the implementation of the labor potential employees. Social goals of recruiting activities are to improve the well-being of the population as economically active and inactive. Formation and development of recruiting social orientation as a coordinated function of private employment agencies also significantly

contributes to improving productivity indicators of employment, the implementation of the employment potential of the society, increase productivity and efficient allocation of labor resources in the territorial and sectoral sections.

## Conclusion

Due to the start of the transition to the sixth technological structure and the geopolitical situation in the world, Russia and other countries of the world need to create conditions in the country, so that citizens can realize their full employment potential as soon as development of the country depends on its citizens. If a person, according to the given theory with respect to labor relations, wants to realize their employment potential in the sense of self-determination, and after being able to coordinate the work-rest ratio, the creative component of labor will only increase, which would positively impact on the socio-economic aspect of the question. Social recruiting in its developed form, can raise the level of professional self-determination and self-realization of the various categories of the population and create conditions for improving the well-being of the country.

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