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MODERN APPROACHES TO REGULATION OF WORK

Regulation of work is an important factor for successful functioning of market economy. Social and economic problems are characteristic of the domestic economy. Solving these problems requires the use of all potential labor reserves, which is impossible without labor standards.

Regulation of work performs different functions. It determines the salary, which in its turn requires accurate measure of labor. At the same time labor standard is a measure of remuneration [4, c.59].

Regulation of work is studied and described by many native and foreign scientists such as M. Belopolsky, M. Chumachenko, S. Dzyuba, O. Eskov, A. Galtsova, B. Genkina, E. Gulevsky, A. Kolot, P. Petrochenko, L. Potemkin, N. Taran and others. Many of these scientists tend to think, that regulation of work is a kind of enterprise management, aimed at establishing the optimal proportion between costs and results of work and also between the number of employees from different groups and the amount of equipment [2 c.186].

Regulation of work is caused by rapid development of large-scale machine production. Further division, specification, cooperation and synchronization of work at individual workplaces and production areas have become necessary. This has resulted in searching of scientific approaches to determining an effective measure of human labor, rational organization of labor process and organization of work.

F. Hilbret was the first to explain the principles of work regulation. He also applied timing for the first time. According to F. Hilbret the main functions of work regulation are:

- Planning. Standards are the basis of production planning at all levels of the organization;
- Salary differentiation. Standards are the reason for the correct establishing of salary;
- Labour organization. – Standards provide progressive conditions and methods of work;
- Social function. Standards provide reasonable and fair distribution of work income between workers.

The objectives of work regulation are:

- assigning the period of time for performing different types of work;
- assigning the rational and economical ways for using equipment;
- assigning the effective work on the employee's main workplace;
- analysis of effective and ineffective working time [4 c.78].

Work regulation starts with documentation. Then comes assessment of workplace standards. Personnel assessment reveals quantitative and qualitative characteristics of human resources. According to the results of personnel assessment managers set the

labor standards and provide the conditions for their application. The company systematically monitors the implementation of those standards.

The main weaknesses of work regulation are:

- probable destroying of regulatory and methodological basis of working hours
- probable destroying of framework for establishing labour standards;
- probable neglecting of careful work regulation.

In order to prevent these weaknesses, employers can take some measures:

- improve the regulatory framework;
- create the system of labour cost development;
- improve the organization of work regulation;
- develop the automated system of work regulation;
- train and raise qualification of experts in work regulation.

So, we can conclude that work regulation minimizes costs, which benefits both the personnel and the company.

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