

UDC 331.103

V. Krainii

*Candidate of Economic Sciences,
Associate Professor at the Department of International Economics,
Mykolaiv National University named after V.O. Sukhomlynsky*

IMPROVEMENT OF THE SYSTEM OF WORK STANDARDIZATION IN MODERN CONDITIONS

Work standardization is the first step towards optimization of production resource exploitation. Work standardization is establishment of the cost of living labor necessary to perform certain work in conditions of proper organization and labor intensity. The relevance of the theme is determined by the fact that businesses, regardless of ownership, receive the right to decide on the issues of the organization, standardization and wages. The results of the work of the enterprise should allow them covering current operating costs, including wages, making investments for expansion and renovation of production, ensuring social development, fulfilling obligations to the budget, banks and other bodies.

Improvement of work standardization is fulfilled by leaders and employers because they are interested in the rational use of labor. In turn, the employees themselves are interested in the objective assessment of their work. However, much of the business leaders and economic authorities start rejecting expediency of work standardization in market conditions and reducing

the importance of labor and wages.

It is important to adhere to the basics of work standardization; moreover, it is desirable to improve it according to the progressive changes that occur in businesses and the economy as a whole. There is a need to analyze the valuation of work standardization at the enterprise level, using Ukrainian and foreign experience, to determine the general characteristics of the process of work standardization, to identify the problems in work standardization and the main factors affecting work standardization of the administrative personnel in enterprises.

With the development of market relations and deepening of economic independence of enterprise, work standardization is of great importance as a means reducing the cost of living labor, reducing production costs, increasing productivity. Work standardization is a measure of labor for the performance of a particular job and remuneration for it according to its quantity and quality.

International experience shows that the effective operation of enterprises in a market economy

is possible only in condition of a high level of work standardization. Leading countries like USA, UK, Sweden, Japan, Italy and others not only keep the requirements for work standardization, but also extend their scope. Commonly used are methods of microelement analysis and standardization of work processes.

The purpose of work standardization in the contemporary economy is improvement of production and labor organization, improvement of work conditions and reduction of the cost of output, which in turn increases productivity and contributes to the expansion of production and growth of real income of workers.

The most important task of work standardization is consistent improvement of labor and production, reduction of labor intensity, increasing material incentives to improve efficiency of production, support of economically sound relationship between productivity growth and wages.

Improvement of work standardization promotes rational arrangement of employees and proper use of working time, affects the improvement of labor and production. Developed standards are used in the preparation of plans for the company and its divisions, solution of the issues of division and cooperation, identification of the required number of equipment and number of employees. The validity of standards significantly contributes to the proper definition of the amount of wages, material incentives, implementation of the principle of remuneration for quality and quantity of work.

As part of measures aimed at improving the level of work standardization should be a review of moral and ethical ideas about labor standards, their role and place in the mechanism of management. Crisis economic conditions prevailing in the global economy in recent years necessitate further research of current trends improving work standardization.