

Система и анализ трудовых показателей.

Система трудовых показателей характеризует состояние и уровень использования трудового потенциала организации, факторы, его определяющие, а также степень его влияния на конечные результаты деятельности организации.

Комплексная система трудовых показателей структурно может быть представлена пятью функциональными и одной интегральной подсистемами

Первая подсистема - рабочая сила. Она содержит показатели, характеризующие формирование и использование рабочей силы: показатели численности персонала, его состава и структуры, уровня квалификации, динамики изменения функциональной и квалификационной структуры и сдвигов в использовании рабочей силы. К этой же группе показателей относятся показатели, характеризующие условия использования рабочей силы: занятость тяжелой, вредной работой, непрестижность, монотонность труда, травматизм, профзаболевания, текучесть кадров.

Вторая подсистема - рабочее время. Она включает экстенсивные и интенсивные показатели использования рабочего времени. К экстенсивным показателям относятся: внутрисменные и целодневные потери рабочего времени, а также потери рабочего времени по причинам брака и отклонений от нормальных условий работы. К интенсивным показателям следует отнести уплотнение рабочего дня (насыщенность трудом каждой единицы рабочего времени) и сокращение затрат времени на отдых (по факторам утомляемости людей в связи с неблагоприятными условиями труда).

Третья подсистема - качественная результативность труда. Она характеризуется показателями уровня (процента сдачи) продукции с первого предъявления, количества возвратов продукции в связи с допущенными при ее изготовлении дефектами; сокращения потерь от брака против допустимого уровня ил выход годного продукта; снижения количества обоснованных рекламаций, выхода высших сортов, балльной оценки и др.

Четвертая подсистема - производительная сила труда. Она представляется показателями воздействия на результаты деятельности организации человеческого фактора, техники и технологии, организации производственного процесса и структуры производства. Воздействие человеческого фактора учитывается через изменение уровня общего и специального образования, квалификации и производственного опыта. Техника и технология - факторы, определяющие главное влияние на производительную силу труда, учитываются через механизацию труда (частичная, комплексная, полная), прогрессивную технологию, модернизацию и новое конструирование, изменение предметов труда и природных условий. Учет влияния организационных факторов

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Table of Contents Sistema Trudovykh Otnoshenii

1. Understanding the eBook Sistema Trudovykh Otnoshenii
 - The Rise of Digital Reading Sistema Trudovykh Otnoshenii
 - Advantages of eBooks Over Traditional Books
2. Identifying Sistema Trudovykh Otnoshenii
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sistema Trudovykh Otnoshenii
 - User-Friendly Interface
4. Exploring eBook Recommendations from Sistema Trudovykh Otnoshenii
 - Personalized Recommendations
 - Sistema Trudovykh Otnoshenii User Reviews and Ratings
 - Sistema Trudovykh Otnoshenii and Bestseller Lists
5. Accessing Sistema Trudovykh Otnoshenii Free and Paid eBooks
 - Sistema Trudovykh Otnoshenii Public Domain eBooks
 - Sistema Trudovykh Otnoshenii eBook Subscription Services
 - Sistema Trudovykh Otnoshenii Budget-Friendly Options

6. Navigating Sistema Trudovykh Otnoshenii eBook Formats
 - ePub, PDF, MOBI, and More
 - Sistema Trudovykh Otnoshenii Compatibility with Devices
 - Sistema Trudovykh Otnoshenii Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Sistema Trudovykh Otnoshenii
 - Highlighting and Note-Taking Sistema Trudovykh Otnoshenii
 - Interactive Elements Sistema Trudovykh Otnoshenii
8. Staying Engaged with Sistema Trudovykh Otnoshenii
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Sistema Trudovykh Otnoshenii
9. Balancing eBooks and Physical Books Sistema Trudovykh Otnoshenii
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Sistema Trudovykh Otnoshenii
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Sistema Trudovykh Otnoshenii
 - Setting Reading Goals Sistema Trudovykh Otnoshenii
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Sistema Trudovykh Otnoshenii
 - Fact-Checking eBook Content of Sistema Trudovykh Otnoshenii
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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