

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

Sistema Trudovykh Otnoshenii

Ying-Ying Zheng



Sistema Trudovykh Otnoshenii:

Reviewing **Sistema Trudovykh Otnoshenii**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "**Sistema Trudovykh Otnoshenii**," an enthralling opus penned by a very acclaimed wordsmith, readers set about an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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