

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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