

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

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Sistema Trudovykh Otnoshenii:

Sistema Trudovykh Otnoshenii Book Review: Unveiling the Magic of Language

In an electronic era where connections and knowledge reign supreme, the enchanting power of language has been apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book, aptly titled "**Sistema Trudovykh Otnoshenii**," published by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we shall delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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