

I. BONDAR, Senior Lecturer of the Department of Foreign Languages,
O. KRAVTSOVA, Assistant Professor of the Department of Management and Administration,
I. KARAPYSH, Student of the Department of Management and Administration
Kryvyi Rih National University

LABOR PRODUCTIVITY AT ENTERPRISES AND JUSTIFICATION OF PROPOSALS FOR ITS INCREASE

At all times economists of different views, schools and directions recognized that work is one of the most important factors of economic development. Labor productivity has been studied by many scientists and economists of Ukraine and other countries since the birth of economic thought to this day. In the economic literature, there are many views regarding the definition of productivity and its types, which is why this category remains quite controversial and controversial.

Due to differences in the interpretation of the term "labor productivity," different scientists have differences in methodological approaches to measuring it at different economic levels, in terms of the ability to manage labor productivity. At the moment, there are a large number of different indicators for assessing labor productivity, the main of which are production and labor intensity. The main indicator is the output, as it is more often used, which can be determined in natural, value or labor terms. The most commonly used is precisely the cost method of determining the output since it is expressed in monetary units, which makes it possible to compare different products with the costs of its production both in a separate enterprise and in the industry as a whole.

Since the value of labor productivity for the economy of the enterprise is very important, there is a need for economic and mathematical analysis of the indicator, the purpose of which is to identify reserves for increasing the volume of production precisely by increasing labor productivity, rational use of resources and time in the enterprise.

PJSC "Krivbaszalizrudkom" refers to mining enterprises and is the largest enterprise for the extraction of iron ore by underground method in Ukraine. The share of the enterprise in the domestic ore market is 40%. The main products are agglomeration and domain ore with an iron content of 51-61% and 46-49%, respectively.

In accordance with the analysis of the provision of the enterprise with labor resources, it can be concluded that the number of employees of the enterprise tends to decrease, but the percentage structure of individual categories of workers is unchanged, so the proportion of workers in the structure of industrial and production personnel always corresponds to 75%.

There are a very large number of factors affecting the change in labor productivity in the enterprise, they can be both external and internal. In general, it is possible to distinguish such groups of factors as: improvement of means of labor, management and organization of production, changes in the volume and structure of production, as well as economic and social factors. Having conducted a factor analysis of labor productivity, the enterprises found that the change in the volume of production has the greatest impact on the change in the productivity indicator - linear dependence is 86%, following the change in the volume is the average wage – 68%.

Based on the factor analysis of labor productivity, enterprises switched to the development of measures aimed at increasing its level, namely, the best option for PJSC Krivbaszalizrudkom was chosen - material incentives for underground workers of the enterprise. For each 1% increase in labor productivity, employees received 3% of wages as a bonus. Thus, the calculated economic effect with an increase in labor productivity by 2.65% under conditions of sustainable production and a decrease in the number of employees can lead to an increase in net profit, namely by 10.39%. Also important is the remuneration of employees - per employee of the enterprise it is 7.96% of wages. The consequences of the proposed method of increasing labor productivity are: achieving the planned level of production, improving the material condition of employees, which positively affects the image of the company, and increasing the net profit of the enterprise due to all factors.