

ANALYSIS OF SOCIAL STRUCTURE AND EVALUATION INDICATORS OF ENTERPRISE DEVELOPMENT

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ABSTRACT

The paper presents the essence of the social staff structure of the enterprise. The important characteristics that impede the development of social enterprise

development and social activity of staff are revealed in this article. The basic indicators for assessing social development of industrial and economic structure (of enterprise) are given.

KEYWORDS

enterprise, social staff structure, social enterprise development, evaluation indicators, science

STATEMENT OF THE PROBLEM

Currently, issues of social structure and evaluation indicators of enterprise development have become the subject of economic research. The most acute question is: the nature of the social staff structure of the enterprise, the main indicators for assessing social development of industrial and economic structure (of the enterprise). It is connected with the fact that social development is an important area of effective organization in the enterprise.

THE PURPOSE OF THE RESEARCH

According to the analysis of economic sources and practice on aforementioned issues:

- 1) to present the essence of the social staff structure of the enterprise;
- 2) to reveal important characteristics that impede the development of social enterprise development and social activity of the staff;
- 3) to give key evaluation indicators of the social and economic development of the industrial structure.

ANALYSIS OF RECENT RESEARCH AND PUBLICATIONS

Nowadays, the problems of social structure and evaluation indicators of results of the enterprise development are being researched by such scholars as Kuzmin O.Y., Popovich P.Y., Protsyuk T.B., Skrynkovskyy R.M., Shpak O.G., Yankovska L.A., and others. [1 - 6]. In publications of these authors different aspects are revealed, but very little attention is paid to the analysis of social structure and evaluation indicators of results of enterprise development, taking into account current practice in Ukraine.

PRESENTATION OF RESEARCH MATERIAL

As a result of the review of the literary sources and practice on aforementioned issues it is necessary that the position of scientist PY Popovic [1, p. 161] that the social staff structure of the enterprises (SSSE) means an important characteristic of its social development which is the ratio of different social groups and strata of the staff, should be accepted.

The scientific paper by Skrynkovskyy R.M. and Protsyuk T.B. [2] states: " People (employees) are the most important situational factor of the enterprise, and its role is defined by the following characteristics: ability, talent, needs, knowledge (specialization), behavior, attitude

to work, position, understanding of values, the surrounding (the group, which includes), the presence of qualities of leadership, etc.. Employees of the organization are divided into: management staff (managers, professionals, employees) and workers (primary and auxiliary production) "[2, p. 16].

On this basis SSSE is determined by various factors and depends on [1, p.161]:

- the legal form of the enterprise;
- management structure (structure – a relationship between levels of government and

types of work (functional responsibilities) that are performed by services or departments. It combines horizontal and vertical division of labor [2, p. 16, 3, p. 103, 4, p. 10];

- the level of professional qualifications;
- wage of the employees;
- sex and age structure. The moral and psychological climate in the team has the special effect on SSSE.

Typical SSSE is presented in **Table 1**.

An example of the social structure of collective enterprises (SSKP):

CLASSIFICATION CRITERIA	CHARACTERIZATION (MEANINGFUL)
1. Gender	Men, women
2. Age	Youth, middle age, advanced age
3. Social	Clerk, worker
4. Position	Manager (grassroots level, middle management, senior management), manager (according to the level of management: technical, managerial, institutional), a scientist, a specialist, a worker
5. Education	Secondary, Vocational Training, Student, higher education, Candidate of Science, Doctor of Science
6. Specialization	Engineer, economist, technologist
7. Qualification	Low, Medium, High
8. Work experience	Less than 1 year, more than 1 year, etc.
9. The level of provision	low income, medium income, highly prosperous
10. Connection with the ownership of the enterprise	Owner, employee
11. Additional options	At the discretion of the company

SOURCE: compiled according to [1, c. 161; 2, c. 17; 5; 6]

At the same time, as a result of the review of the literary sources [1, p. 161 - 163, 2 - 6, 7, p. 24 - 27], it should be noted that the important characteristics that impede the development of social enterprises and social activity of the staff are: incompetent employees (managerial staff, workers), low level of knowledge and culture, experience, ability, level of professionalism, etc.; adverse psychological climate in the team; inefficient allocation of functions of employees;

inefficient informational technology in organization.

Accordingly, the main indicators to assess the social development of the industrial and economic structure (of the enterprise) are [1, p. 162 - 163]:

1. Indicators of working conditions and healthcare (A) - formula (1-3) :

$$(1) \quad A_1 = \frac{A_{1.1}}{A_{1.2}}$$

where:

A1 – rate of injury

A1.1 – number of injuries

A1.2 – average number of employees.

$$(2) \quad A_2 = \frac{A_{2.1}}{A_{1.2}}$$

where:

A2 – the rate of temporary disability

A2.1 – days of disability.

$$(3) \quad A_3 = \frac{A_{3.1}}{A_{1.2}}$$

where:

A3 – rate of occupational diseases

A3.1 – the number of occupational diseases.

2. Indicators of cultural and social conditions (B)
- formula (4-9):

$$(4) \quad B_1 = \frac{B_{1.1}}{A_{1.2}}$$

where:

B1 – the rate of housing provision,

B1.1 – the amount of housing provided

$$(5) \quad B_2 = \frac{B_{2.1}}{B_{2.2}}$$

where:

B2 – time of queue turnover for housing,

B2.1 - the average annual number in housing queue,

B2.2 – number of given apartments.

$$(6) \quad B_3 = \frac{B_{3.1}}{B_{3.2}}$$

where:

B3 – food provision,

B3.1 – number of seats in the canteen,

B3.2 – the number of workers working in one shift.

$$(7) \quad B_4 = \frac{B_{4.1}}{B_{4.2}}$$

where:

B4 – camps provision,

B4.1 – number of places,

B4.2 - number of employees' children who need trips .

$$(8) \quad B_5 = \frac{B_{5.1}}{B_{5.2}}$$

where:

B5 – kindergarten provision,

B5.1 – number of places,

B5.2 – the number of children who need kindergarten.

$$(9) \quad B_6 = \frac{B_{6.1}}{B_{6.2}}$$

where:

B6 – recreation departments provision,

B6.1 – the number of trips for a 12- day period,

B6.2 – number of employees who need the trip.

3. Common indicators of social stability (C) –
formula (10-14):

$$(10) \quad C_1 = \frac{C_{1.1}}{A_{1.2}}$$

where:

C1 – rate of personnel stability,

C1.1 – the number of dismissed employees.

$$(11) \quad C_2 = \frac{C_{2.1}}{C_{2.2}}$$

where:

C2 – rate of cultural work,
C2.1 – places in the Palace (Houses) of Culture
C2.2 – the number of workers.

$$(12) \quad C_3 = \frac{C_{3.1}}{C_{3.2}}$$

where:

C3 – rate of sports activities,
C3.1 – the number of employees in the company,
C3.2 – average number of employees and their children.

$$(13) \quad C_4 = \frac{C_{4.1}}{C_{4.2}}$$

where:

C4 – level of education,
C4.1 – the number of those who have education
C4.2 – average number of employees.

$$(14) \quad C_5 = \frac{C_{5.1}}{A_{1.2}}$$

where:

C5 – level of professional training,
C5.1 – employees who improve their qualifications

4. Indicators of working conditions (D):

- working time;
- conditions of production.

5. The level of education and training (E).

6. Indicators of working environment condition (F) [1, p. 162 - 163].

The integral indicator of the results of social development in the industrial structure can be expressed as the ratio of sum of values of aforementioned indicators to their number.

THE SUMMARY AND PROSPECTS FOR FURTHER RESEARCH OF THE SUBJECT

The social staff structure of the enterprises (SSSE) is an important characteristic of its social development, which is the ratio of different social groups and strata of the staff. The main indicators of social development of industrial and economic structures (companies) are:

- 1) indicators of working conditions and healthcare;
- 2) indicators of cultural and social conditions;
- 3) general indicators of social stability;
- 4) working conditions;
- 5) education and training;
- 6) indicators of working environment.

Prospects for further research - the formation of methodological tools for evaluating the effectiveness of social development planning of the enterprise.

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