FEATURES OF SOLVING RETROSPECTIVE (SUCCESSIVE) TASKS OF THE MONITORING SUBSYSTEM IN SYSTEMS FOR STRATEGIC CONTROL OF THE REGIONAL STRUCTURE AND TERRITORIAL ORGANIZATION IN THE AGRI-FOOD SPHERE

© 2016 Tkachenko S. A.

Tkachenko S. A.

Features of Solving Retrospective (Successive) Tasks of the Monitoring Subsystem in Systems for Strategic Control of the Regional Structure and Territorial Organization in the Agri-Food Sphere

The given article highlights features of solving retrospective (successive) tasks of monitoring production and economic activity of the territorial-production system through a profound use of scientific principles in the developed and introduced enlarged block diagram of the control system for a functionally advanced solution of the task of monitoring labour force turnover at the entity in the agri-food sphere. Solving the task of monitoring the labour force turnover in the territorial-production system by means of electronic digital machines allows: to reduce the complexity of calculations performed by employees of Human Resources Department and make time for other research and control functions; to accelerate submission of necessary accounting and economic as well as analytical information on the labour force turnover at the entity in the agri-food sphere to consumers; increase the quality of accounting and economic as well as analytical information by eliminating errors, which occur at manual calculation; to build a real scientific basis for developing measures of technical, organizational and socio-economic nature aimed at reducing the labour force turnover. The given list of issues solved at development of the monitoring subsystem in strategic control systems of the regional structure and territorial organization of the agri-food sphere is not complete, the use of industrial methods for creating a monitoring subsystem, training specialists and a number of other issues, which are no less important, should be mentioned as well.

Keywords: task, monitoring, labour force, retrospective, labour force turnover, territorial-production system.

Fig.: 1. Bibli: 11.

Tkachenko Serhii A. - Candidate of Sciences (Economics), Associate Professor, Acting Rector, International Technological University (11a Nikolska Str., Mykolaiv, 54030, Ukraine)

E-mail: nukobilaudit@inbox.ru
Summary of the main results of the research with their substantiation. The initial information to solve the monitoring task of the labour force turnover in the territorial-production system is formed in Department of Functionally Advanced Strategic Control Systems of the Regional Structure and Territorial Organization in the Agri-Food Sphere. In particular, the personnel management subsystem solves the problem of adjusting the personnel array and accumulation of its movement, within which there formed two concentrations: the conglomerate of employees at the sphere entity and the set of movements of the personnel at the sphere entity. The sequences of the same elements are formed by means of modern digital media.

In addition, in the process of solving the monitoring task of the labour force turnover in the territorial-production system in order to obtain information characterizing the change in the indicators and criteria of economic efficiency (profitability) of the labour force turnover compared with the previous periods there used part of the reference information formed in this task earlier – a named set of similar variables of the labour force turnover for the previous year. This informational abstract data type contains information about the labour force turnover in absolute and relative terms and criteria of economic efficiency (quality) by each unit and the sphere entity as a whole, for each month and each quarter of the past year as well as for the whole previous year. Depending on the step of the calculation, the specified interface to the data storage can be considered also as an output one. A magnetic disk is intended as a digital media for the vocabulary. The storage time is one year.

At solving the task the following key information documents are used for normative-reference information: the classifier of occupations, classifier of reasons for resignation. Thus, the following factors are considered the reasons for the labour force turnover: dissatisfaction with the organization and working conditions, dissatisfaction with the remuneration of labour, dissatisfaction with the administration relationship, lack of conditions for career development, dissatisfaction with the work content, lack of prospects for improving living conditions, long distance between the housing and place of work, lack of places in child-care facilities, lack of conditions for training, different causes for voluntary resignations, absenteeism and other violations of the labor discipline.

The process of solving the task involves the formation of four intermediate tables of the accounting and economic as well as analytical information: the average number of employees in the given and covered period; distribution of resignations by units and reasons; distribution of resignations by occupations and reasons; distribution of resignations by occupations and level of labor mechanization and automation. As a result of solving the task, there formed output documents in a tabular form describing the labour force turnover in the territorial-production system for the given and covered period. At the initial stage the following forms of tables are provided: the monitoring of the labour force turnover at the sphere entity as of the date; monitoring of resignations at the entity caused by the employee turnover for the given period; monitoring of the labour force turnover at the sphere entity in terms of occupation for the given period; monitoring of the distribution of employees, who resigned from the sphere entity due to the turnover, depending on the level of labor mechanization and automation as of the date, etc.

At the following stages of functional development of monitoring the personnel in the territorial-production system, the list of output informational forms on the given task can be extended.

All output informational forms are issued in one copy and then multiplied promptly in the quantity ultimately required for submission to Human Resources Department, Labour and Wages Department, Bureau of Economic Monitoring of Production Planning Department and other public organizations.

The task of monitoring the labour force turnover in the territorial-production system is part of another, more general periodic monitoring task — monitoring the condition and movements of the personnel at the entity in the sphere. In the process of developing and introducing this task there should be considered its information links with other tasks of functionally advanced strategic control systems of the regional structure and territorial organization of the entities in the agri-food sphere.

The system of operations for solving the task of monitoring the labour force turnover in the territorial-production system consists of four stages: Stage 1. Forming the data structures of resignations for the given period by units, occupations, reasons as well as level of mechanization and automation of labor. Stage 2. Forming the series of number of employees for the given and covered period. Stage 3. Calculating indicators of the labour force turnover for the given and covered period by units, occupations and reasons for resignations. Step 4. Calculating indicators of the labour force turnover for the given and covered period by the level of labor mechanization and automation.

Fig. 1 presents the developed and implemented in practice enlarged block diagram of regulations for modern functionally advanced solving of the single monitoring task of the labour force turnover by means of the territorial-production system.

In the task the determination of indicators of the labour force turnover is realized by finding the absolute number of
employees, who resigned from the entity of the sphere in the
given and covered period (month, quarter, six months, year) by
units, occupations, reasons for resignations and level of mecha-
nization and automation of labor with the following calculation
of the ratio of the given absolute values and the average number
of employees at the entity in the sphere, units and so on for the
same period, as well as finding the value of changes in indica-
tors for the given and covered period compared with the level
of appropriate indicators and criteria of economic efficiency
(profitability) for the previous period.

Conclusions and prospects for further research. The
solution of the monitoring task of the labour force turnover in the
territorial-production system by means of electronic digital
machines allows: to reduce the complexity of calculations per-
formed by employees of Human Resources Department and to
make time for other research and control functions; to acceler-
ate the submission of necessary accounting and economic as
well as analytical information on the labour force turnover at
the entity of the agri-food sphere to consumers; to increase the
quality of accounting and economic as well as analytical infor-
mation by eliminating errors, which occur at manual calcula-
tion; to build a real scientific basis for developing measures of
technical, organizational and socio-economic nature aimed at
reducing the labour force turnover. The given list of the issues
solved at the development of the monitoring subsystem in sys-

tems of strategic control of the regional structure and territo-

Fig. 1. The enlarged block diagram of the program for the functionally advanced solution of the retrospective (successive)
monitoring task of the labour force turnover in the territorial-production system (developed by the author)
Економіка та управління підприємствами

ріаль організацію в агровідділі сфері неповна. Використання інструментарію для створення системи моніторингу, навчання працівників і різноманітій умов, які не мають на менші аспекти, має бути включено в розгляду.

LITERATURE

1. Беседин А. Л. "Реструктуризация промышленных предприятий: теория и методология" / дисс. ... д-ра экон. наук : спец. 08.00.05 «Экономика и управление народным хозяйством» / А. Л. Беседин. – М., 2007. – 431 с.

2. Зверев А. В. "Развитие социальной инфраструктуры в региональной производственной системе" / дисс. ... канд. экон. наук : спец. 08.00.05 «Экономика и управление народным хозяйством» / А. В. Зверев. – Волгоград, 2011. – 202 с.


4. Касатеев П. А. "Повышение качества рабочей силы в процессе внутрифирменной подготовки" / дисс. ... канд. экон. наук : спец. 08.00.05 «Экономика и управление народным хозяйством» / П. А. Касатеев. – Саратов, 2014. – 236 с.

5. Малышев Е. А. "Теория и методология эффективного функционирования регионального энергетического комплекса" / дисс. ... д-ра экон. наук : спец. 08.00.05 «Экономика и управление народным хозяйством» / Е. А. Малышев. – Пермь, 2007. – 350 с.

6. Павлова Е. А. "Реализация концепции достойного труда на предприятиях электроэнергетики" / дисс. ... канд. экон. наук : спец. 08.00.05 «Экономика и управление народным хозяйством» / Е. А. Павлова. – Саратов, 2012. – 166 с.

7. Преку А. Д. К. "Миграция рабочей силы в Республике Гана: состояние и пути развития" / дисс. ... канд. экон. наук : спец. 08.00.05 «Экономика и управление народным хозяйством» / А. Д. К. Преку. – М., 2009. – 147 с.

8. Соловьева Ю. Ю. "Регулирование текучести персонала в условиях нестабильной экономики" / дисс. ... канд. экон. наук : спец. 08.00.05 «Экономика и управление народным хозяйством» / Ю. Ю. Соловьева. – Новосибирск, 2009. – 199 с.

9. Сурикина Е. П. "Оценка эффективности управленческих инноваций на предприятии" / дисс. ... канд. экон. наук : спец. 08.00.05 «Экономика и управление народным хозяйством» / Е. П. Сурикина. – Уфа, 2007. – 147 с.

10. Яшкин А. Н. "Формирование интегрированной системы менеджмента на предприятии" / дисс. ... канд. экон. наук : спец. 08.00.05 «Экономика и управление народным хозяйством» / А. Н. Яшкин. – Саранск, 2012. – 260 с.

11. Яцк Ю. А. "Совершенствование механизма привлечения рабочей силы в условиях дефицита трудовых ресурсов" / дисс. ... канд. экон. наук : спец. 08.00.05 «Экономика и управление народным хозяйством» / Ю. А. Яцк. – М., 2011. – 124 с.

REFERENCES


Kasateyev, P. A. “Povysheniye kachestva rabochey sily v protsesse vnutrifirmennoy podgotovki” [Increasing the quality of the workforce in the process of intra-training] / diss. ... kand. ekon. nauk : 08.00.05, 2014.

Malyshev, E. A. “Teoriya i metodologiya effektivnogo funktsionirovaniya regionalnogo energeticheskogo kompleksa” [Theory and Methodology of the effective functioning of the regional energy sector] / diss. ... d-ra ekon. nauk : 08.00.05, 2007.

Pavlova, E. A. “Realizatsiya kontseptsii dostoynogo truda na predpriyatiakh elektroenergetiki” [The implementation of decent work at the power plants] / diss. ... kand. ekon. nauk : 08.00.05, 2012.


Surkina, E. P. “Otsenka effektivnosti upravlencheskih inovatsiy na predpriyatiy” [Evaluating the effectiveness of the management of innovation in the enterprise] / diss. ... kand. ekon. nauk : 08.00.05, 2007.

Yaskin, A. N. “Formirovaniye integrirovannykh sistem menedzhmenta na predpriyatiy” [Formation of an integrated management system in the enterprise] / diss. ... kand. ekon. nauk : 08.00.05, 2012.

Yatsyk, Yu. A. “Sovershenstvovaniye mekhanizma privlecheniya rabochey sily v usloviyakh defitsita trudovykh resursov” [Improving the mechanism of attraction of labor in the conditions of labor scarcity] / diss. ... kand. ekon. nauk : 08.00.05, 2011.

Zverev, A. V. “Razvitiye sotsial'noy infrastruktury v regional'noy vosproizvodstvennoy sisteme” [Development of social infrastructure in the regional reproductive system] / diss. ... kand. ekon. nauk : 08.00.05, 2011.