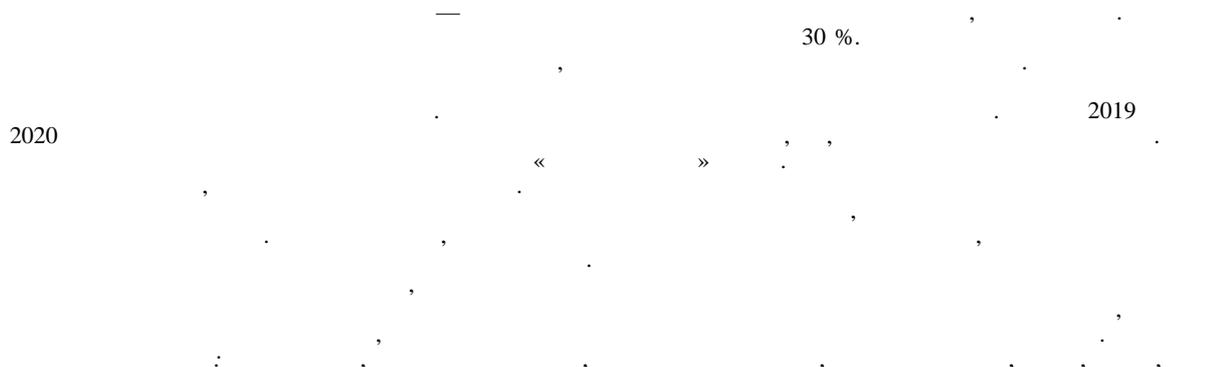


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INFLUENCE OF LABOR PAYMENT FORMS AND AVAILABILITY OF THE SOCIAL PACKAGE ON THE EMPLOYEE'S LABOR PRODUCTIVITY



Over the past two years, a new uptrend has developed in Russia. Organizations often make staff changes.

This is due to the professional qualifications of the hired personnel. Highly qualified personnel can increase labor productivity and reduce costs and expenses for manufactured goods and services, but at the same time receive high wages and a guaranteed social package.

Highly qualified staff — mainly currently in demand as a category. Over the previous and beginning of this year, the number of vacancies for them increased by 30 %. Qualified personnel in various industries today offer high income, comparable to the wages of white pelerines. And qualified personnel with a professional level and extensive experience working on modern equipment receives more than many middle managers. This situation in the labor market did not arise by chance. At the end of 2019 and the beginning of 2020, the difference in the incomes of blue and white pelerines became more noticeable, as the shortage of personnel became more acute.

For a long time, young people reluctantly went to «non-prestigious» work. As a result, experienced professionals retire with age, and there are not enough new ones in their place.

The increase in demand for highly qualified personnel is also associated with the fact that the technological complexity of production is increasing.

The increase in demand for highly qualified personnel is also associated with the fact that the technological complexity of production is increasing. This happens because innovative technologies, the latest modern equipment and industrial production lines have appeared. The growing demand for highly qualified personnel — wages are growing and the formation of the social package is changing.

In the framework of this article, the main practical systems and forms of remuneration are considered, each of which is used in those cases in which their advantageous advantages are most appropriate.

Keywords: remuneration of labor, form of remuneration of labor, system of remuneration of labor, salary, salary, tariff, social package.

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