

---

65.015

**Vernikov Vitaly Alexandrovich,**  
Doctor of Economics,  
Professor of the Department of Management,  
S. Yu. Witte Moscow University,  
Moscow, Russian Federation.

## **LABOR PRODUCTIVITY OF EMPLOYEES OF BUSINESS ORGANIZATIONS AND MAIN METHODOLOGICAL RECOMMENDATIONS FOR ANALYSIS**

The entrepreneurial sector of any national economy is the leading sector, which not only creates a material product, but also forms the bulk of the national wealth.

Obviously, the development of the business sector in Russia cannot be considered sufficient and sustainable, despite the fact that a large industrial and production potential of the national economy is concentrated, which is currently poorly or inefficiently used.

Modern social and labor relations, firstly, are based on an understanding of the economic usefulness of labor and, secondly, based on the socio-psychological concept of «Satisfaction with work». The economic utility of labor, which is well known, is expressed as an indicator of productivity. The socio-psychological component of productivity (i.e., job satisfaction) is a more complex category that affects such important aspects of labor activity as: motivation, initiative, competence, responsibility, decision-making, etc. Already in the 50s and 60s of the last century, studies were carried out, within which some and not always unambiguous answers were obtained to the question of the contribution of socio-psychological factors to labor productivity, which resulted in the construction of hypotheses about professional productivity and job satisfaction.

*Keywords:* labor productivity, small and medium-sized business organizations, labor motivation, labor productivity management in business organizations, professional productivity in business organizations, motivation of employees of small and medium-sized businesses.

1973 [31].

1973

80- 90- [12].

1973-1975 [7].

1980- [16].

XX

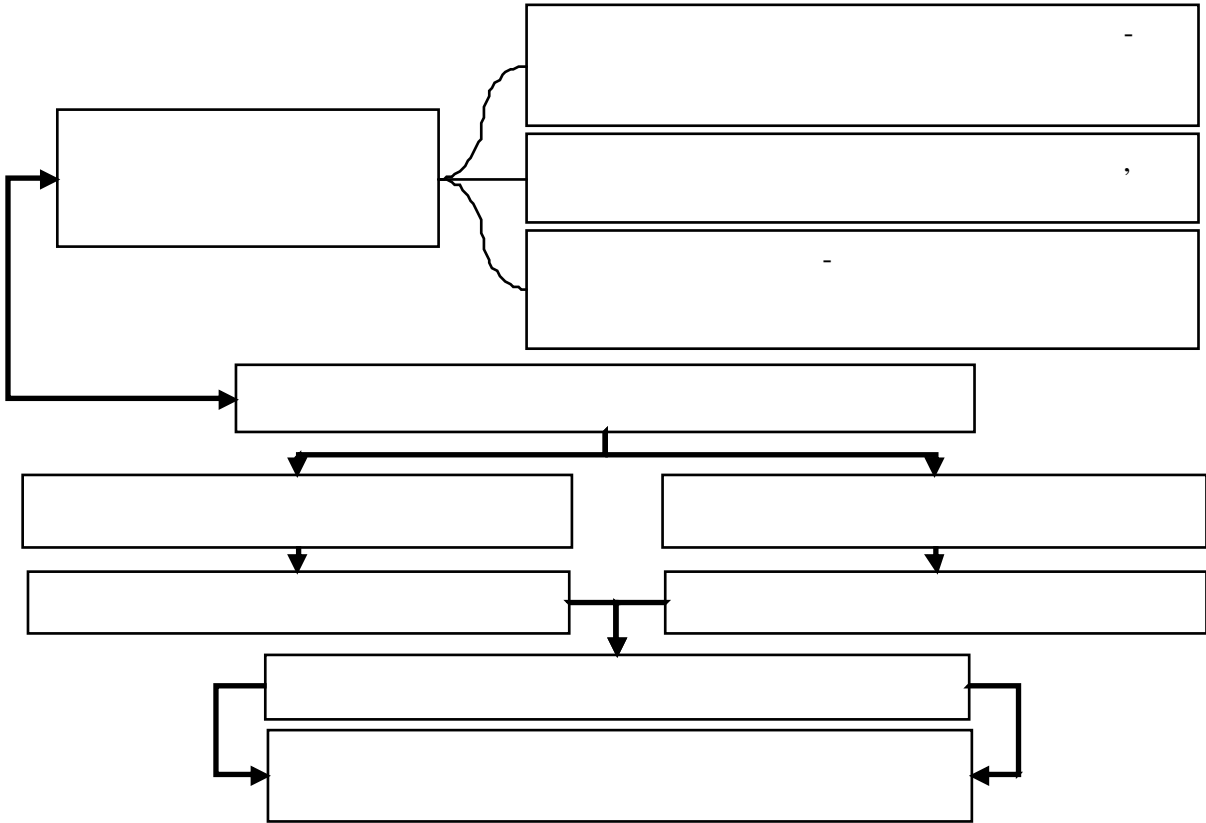
[21].

[25].

[2].

[3]; [5]

( .1).



.I.

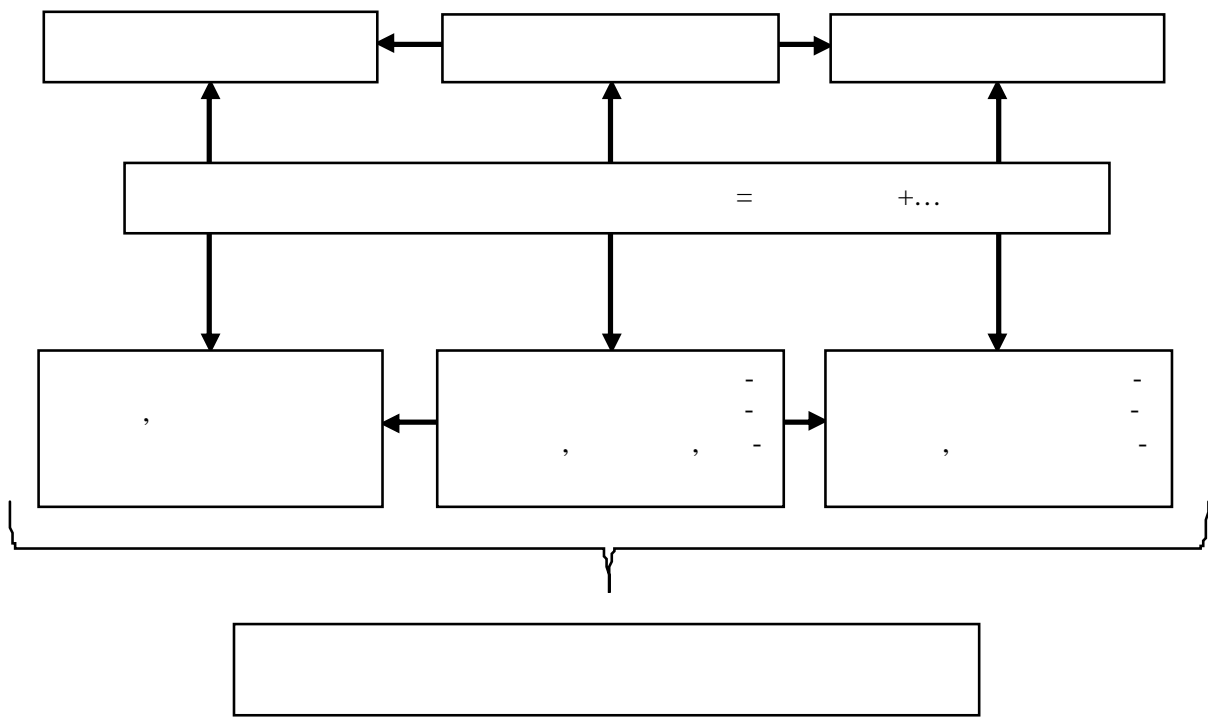
( [15])

«homo rationalis» [33] «homo rationalis» [19]. «homo rationalis» «homo socialis» («homo hominis») [32]. «homo rationalis»

( ... ),  
 ( ... ).  
 ( ... ),  
 — ,  
 ), — ( ... ) [28].

R=0,81)

2003 [17]

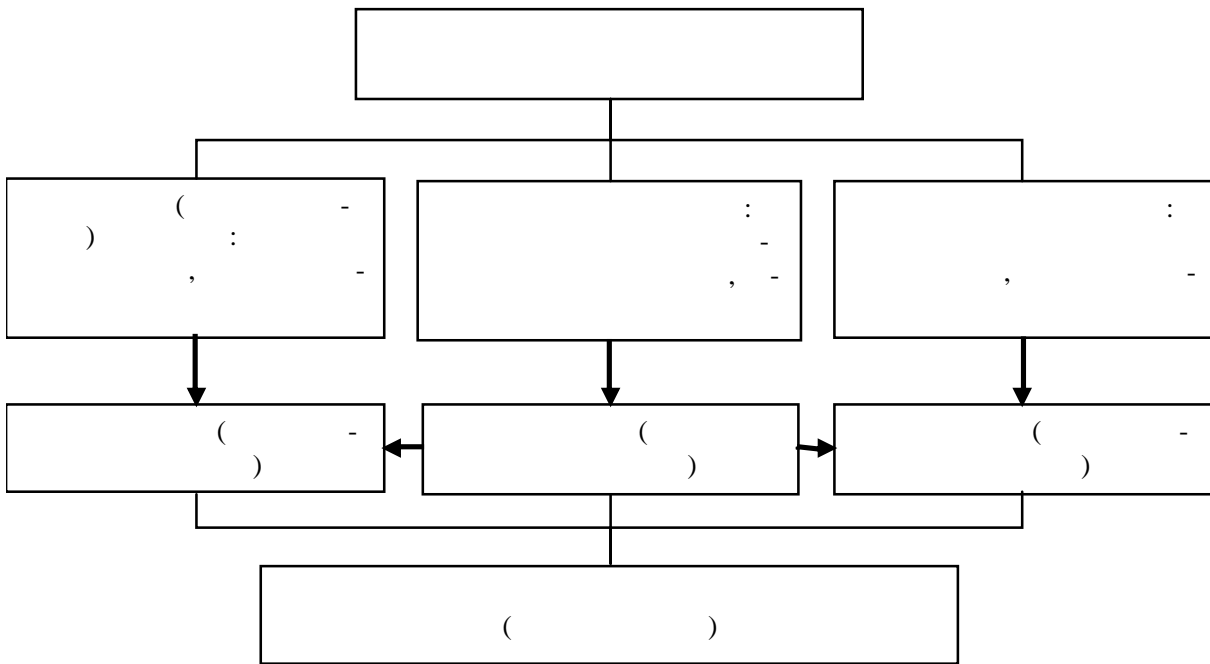


.2.  
 ( [15])

, 2003  
 , ( , ( , ) ,  
 ).  
 ) , (

) .

3.



.3.

[17)

( -

, ,

) , ( ) .

), ;

, ,

) ;

, — (

, ).

, ,

, .

, ( — ).

) ( ) , , , :

...  
)  
, ;  
) ); ( ,  
) ,  
, ,  
, ,  
, :  
, — ,  
, ,  
( — , ( ), ,  
( ) ,  
, —  
, ,  
, , XVII ,  
, « » [10] ,  
, [4].  
, « » « — », [13]. , — 1971 :  
) [11] ( — ) :  
) — ); ,  
, ,  
( [18]. ,  
, , XX ( 1960- 1970-  
[25]) ,

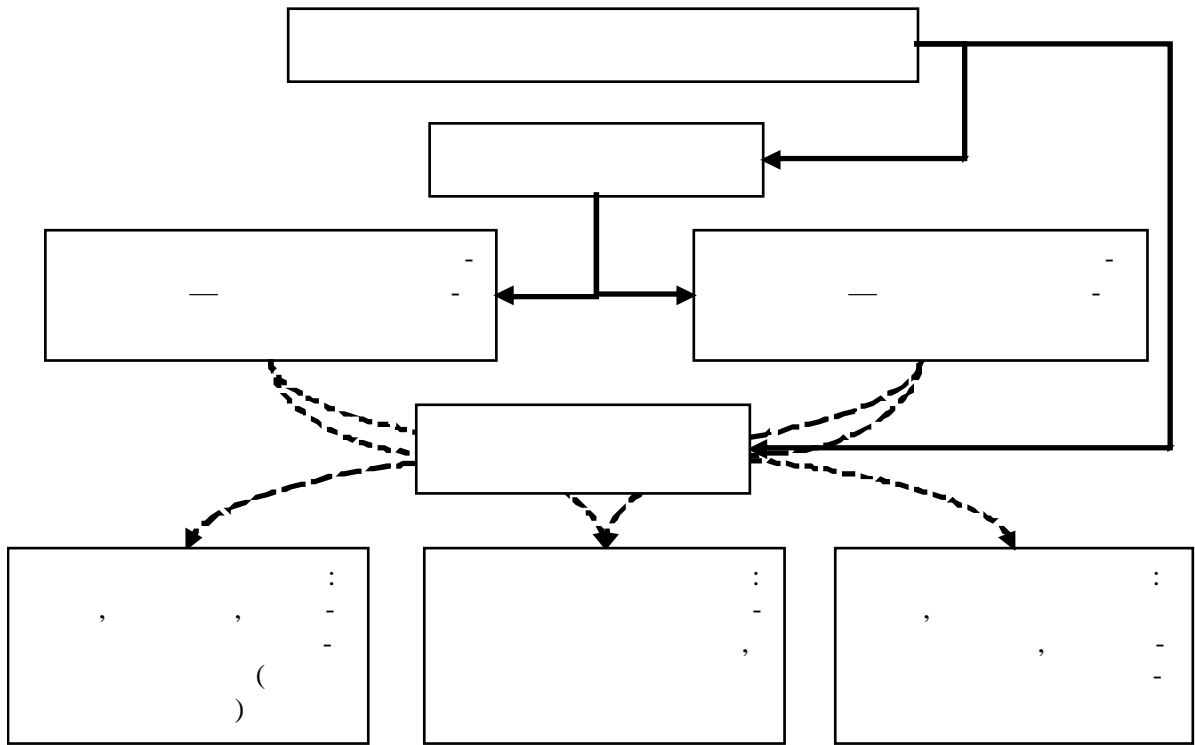
)  
)  
);  
)

1)

2)

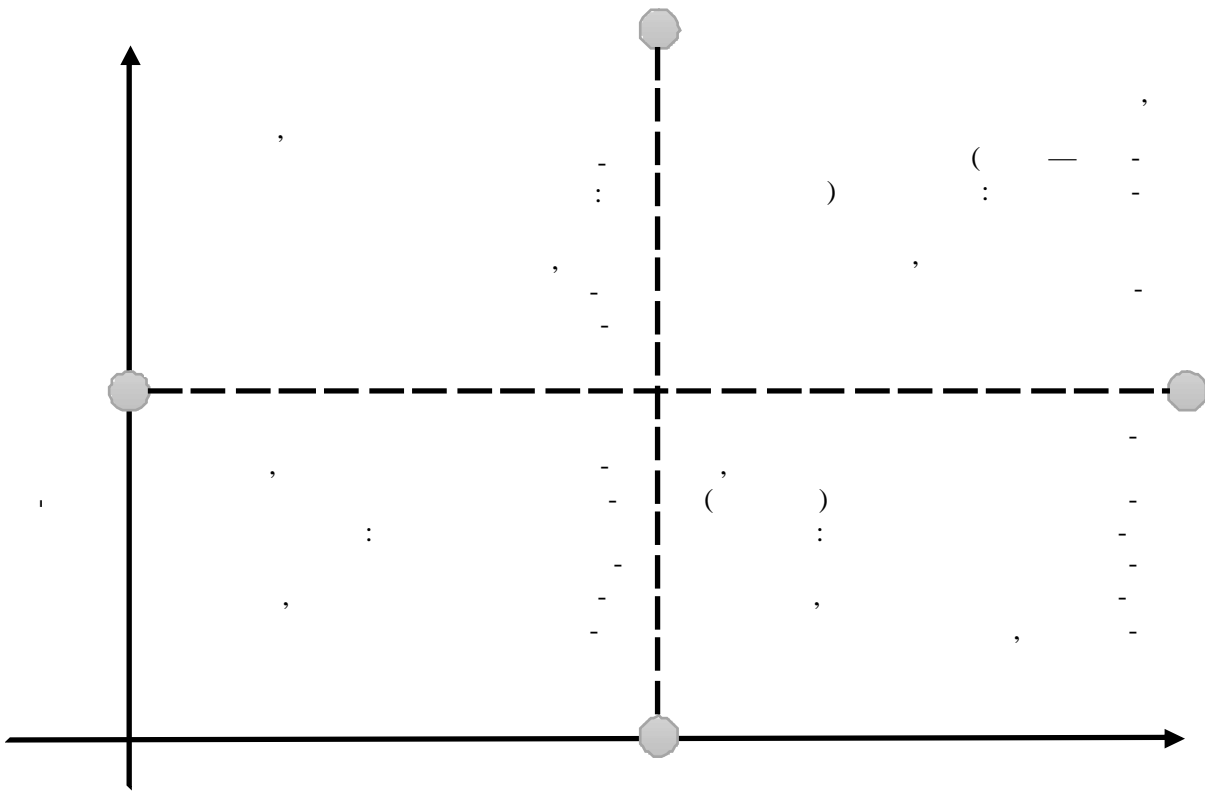
[8].

[8].



.4.

( [15] )



.5.

[15]



1)

2)

·

·

·

1)

2)

·

·

·

·

XX

15-30% «

[16]

[27]. 1972

1980

[20]

1970-

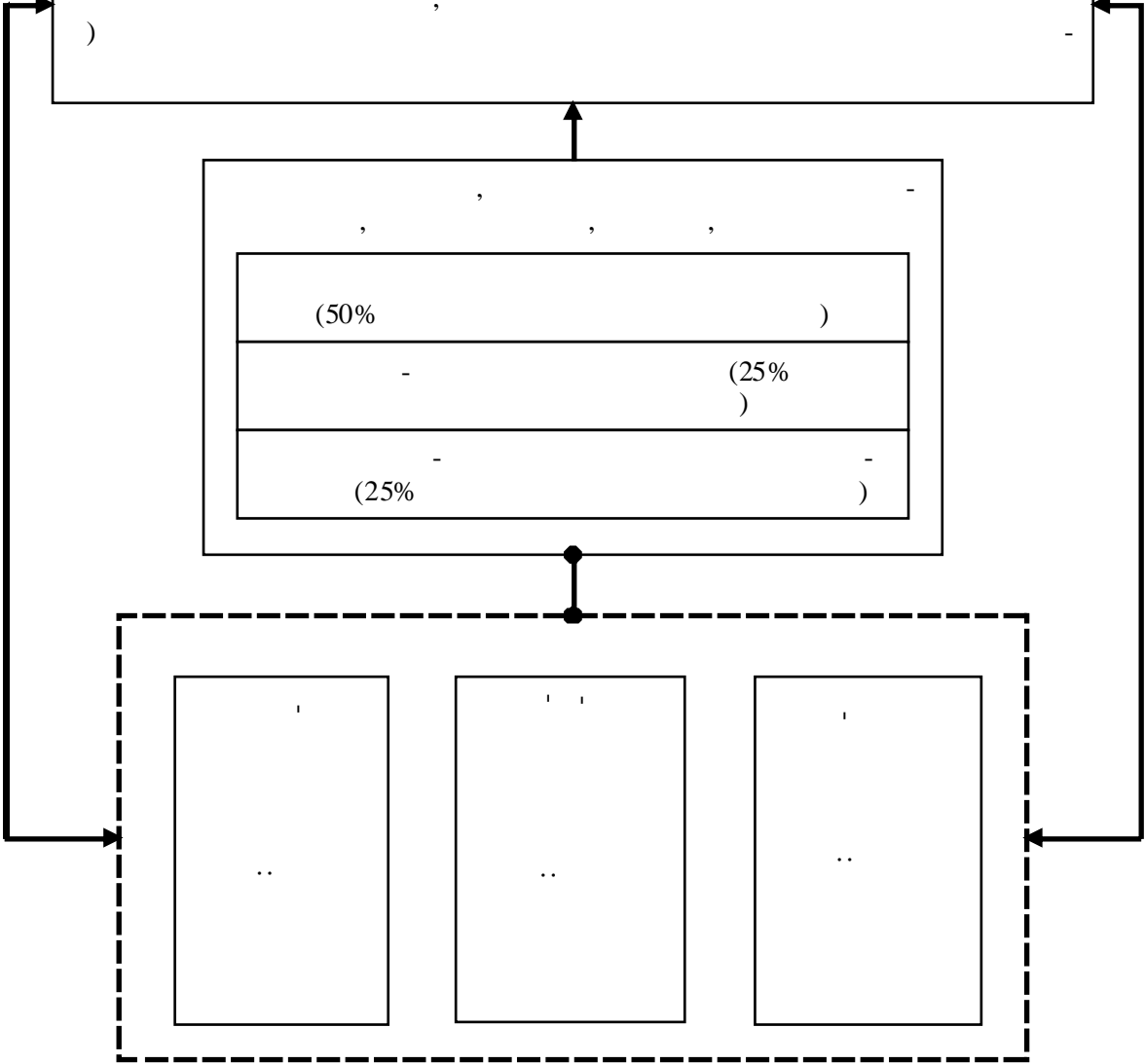
[23].

J - ,70- 80- — -  
 , , , ,  
 [23]. , -  
 , , -  
 . , / : ; ( ) -  
 ; ; . — , -  
 , - ) , ( .. -  
 [22]. , -  
 , , — -  
 , , -  
 2013 [29], , ( ..  
 ) 50% -  
 , , - , 50%  
 [30]. , -  
 — , - , -  
 , , , ,  
 ( .. , - ), , -  
 . , ,  
 ( .6). 50% -  
 , 25% -  
 - - . -  
 , ( , — -  
 , , ) .. , -  
 . , -  
 ( , - , 100%. -  
 50%. , , ( ) -  
 . , , -  
 , - . -

);

);

,	
(50%	)
-	(25%)
(25%	-)



.6.

[15]

( , , ) .

- « » —
- ; , . . . ; , . . .
- 50%
1. « » / . . . — 2013. — .7. — .154–162.
  2. / . . . / — 2015. — .11 (227).
  3. : . . .
  4. :08.00.05 / . . . — ., 2011. // . — . — 1927. — .20.
  5. : . . . — ., 2012.
  6. / . . . ; . — . — 1964.
  7. / . . . // — 1999. — .3. — .100–113.
  8. / . . . , . . . // — 2011. — .4. .2. — .14–35.
  9. / . . . // — 1983. — .4. — .64–71.
  10. , 2018.
  11. / . . . — .: . . . , 1971.
  12. / . . . — .: . . . , 2012.
  13. / . . . , . . . — .: Directmedia, 2015.
  14. / . . . , . . . // — 1974. — 1.
  15. : . . . :08.00.05 / . . . [ . — ., 2021. — . : vcot.info/uploads/dissovet/dissertations/20210402154604/60c082bd237c9991703744.pdf( :02.08.2022).
  16. Ashenfelter O. Unionism, relative wages, and labor quality in US manufacturing industries / O. Ashenfelter, G.E. Johnson // *International Economic Review*. — 1972. — PP. 488–508.
  17. Brennan L. On-hired workers in Australia: motivations and outcomes / L. Brennan, M. Valos, K. Hindle // *On-hired workers in Australia: Motivations and outcomes*. — 2003. — PP. XIII.
  18. Brosch T. Handbook of value: perspectives from economics, neuroscience, philosophy, psychology and sociology / T. Brosch, D. Sander (ed.). — Oxford University Press, 2015.
  19. Corneo G. Conspicuous consumption, snobbism and conformism / G. Corneo, O. Jeanne // *Journal of public economics*. — 1997. — Vol. 66. No 1. — PP. 55–71.
  20. Chinloy P. Sources of quality change in labor input / P. Chinloy // *The American Economic Review*. — 1980. — Vol. 70. no 1. — PP. 108–119.
  21. Frank A.G. Human capital and economic growth / A.G. Frank // *Economic Development and Cultural Change*. — 1960. — Vol. 8. No 2. — PP. 170–173/
  22. Ferrante F. Revealing entrepreneurial talent / F. Ferrante // *Small Business Economics*. — 2005. — Vol. 25. No 2. — PP. 159–174.

- 
23. Gordon D.M. Capital-labor conflict and the productivity slowdown / D.M. Gordon // *The American Economic Review*. — 1981. — Vol. 71. No. 2. — PP. 30–35.
  24. Grier K.B. An empirical analysis of cross-national economic growth, 1951–1980 / K.B. Grier, G. Tullock // *Journal of monetary economics*. — 1989. — Vol. 24. No 2. — PP. 259–276.
  25. Kahneman D. Judgment under uncertainty: Heuristics and biases / D. Kahneman et al. (ed.). — Cambridge university press, 1982.
  26. Landau D. Government expenditure and economic growth: a cross-country study / D. Landau // *Southern economic journal*. — 1983. — PP. 783–792.
  27. Lewis H.G. Competitive and Monopoly Unionism / H.G. Lewis // in Philip D. Bradley ed. *The Public Stake in Union Power*. — Charlottesville: University of Virginia Press, 1959. — PP. 181–208.
  28. McClure S. (2015) Temporal discounting [Electronic Resource]. — Access Mode: [erious-science.org/temporal-discounting-5281](https://erious-science.org/temporal-discounting-5281) (date of the application: 02.08.2022).
  29. Mayer-Haug K. Entrepreneurial talent and venture performance: A meta-analytic investigation of SMEs / K. Mayer-Haug, S. Read, J. Brinckmann, N. Dew, D. Grichnik // *Research Policy*. — 2013. — Vol. 42. . 6-7. — PP. 1251–1273.
  30. Roach D.C. Effectuation, innovation and performance in SMEs: an empirical study / D.C. Roach, J.A. Ryman, J. Makani // *European Journal of Innovation Management*. — 2016. — Vol. 19. No 2. — P. 214–238/
  31. The World Bank. Statistic (2018) [Electronic Resource]. — Access Mode: [data.worldbank.org/indicator](https://data.worldbank.org/indicator) (date of the application: 02.08.2022).
  32. Tsakalotos E. Homo economicus, political economy and socialism / E. Tsakalotos // *Science & Society*. — 2004. — Vol. 68. No 2. — PP. 137–160.
  33. Veblen T. *The theory of the leisure class* / T. Veblen. — Routledge, 2017.

#### SPISOK LITERATURY

1. Gadzhikurbanov A.G. Kausal'nyy poryadok i moral'naya teleologiya v «Etike» Spinozy / A.G. Gadzhikurbanov // *Voprosy filosofii*. — 2013. — . 7. — S. 154–162.
2. Demidov N.V. Trudovoye pravo Rossii: sistemnyye problemy istorii i sovremennosti / N.V. Demidov // *Zhurnal rossiyskogo prava*. — 2015. — . 11 (227).
3. Dolzhenkova YU.V. Razvitiye teorii i praktiki rekrutmenta v Rossiyskoy Federatsii: avtoreferat diss... doktora ekon. nauk: 08.00.05 / YU.V. Dolzhenkova. — M., 2011.
4. Deborin A.M. Mirovozzreniye Spinozy / A.M. Deborin // *Vestnik Kommunisticheskoy akademii*. — M. — 1927. — . 20.
5. Yelin A.M. Sotsial'no-ekonomicheskiye osnovy reformirovaniya okhrany truda v Rossiyskoy Federatsii: avtoreferat diss... doktora ekon. nauk: 08.00.05 / A.M. Yelin. — M., 2012.
6. Kats A.I. Proizvoditel'nost' truda v SSSR i glavnykh kapitalisticheskikh stranakh / A.I. Kats; Nauch.-issled. int truda Gos. kom. Soveta Ministrov SSSR po voprosam truda i zarabotnoy platy. — M.: Ekonomika, 1964.
7. Kudrov V.M. Sovetskaya model' ekonomiki: tyazheloye nasledstvo / V.M. Kudrov // *Obshchestvennyye nauki i sovremennost'*. — 1999. — . 3. — S. 100–113.
8. Klyucharev V.A. Neyroekonomika: neyrobiologiya prinyatiya resheniy / V.A. Klyucharev, A. Shmids, A.N. Shestakova // *Ekspierimental'naya psikhologiya*. — 2011. — T. 4. . 2. — S. 14–35.
9. Magun V.S. Dva tipa sootnosheniya produktivnosti truda i udovletvorennosti rabotoy / V.S. Magun // *Sotsiologicheskkiye issledovaniya*. — 1983. — . 4. — S. 64–71.
10. Spinoza B. *Etika* / B. Spinoza. — Mul'timediynoye izdatel'stvo Strel'bitskogo, 2018.
11. Sudakov K.V. Biologicheskkiye motivatsii / K.V. Sudakov. — M.: Nauka, 1971.
12. Timoshina T.M. Ekonomicheskaya istoriya zarubezhnykh stran / T.M. Timoshina. — M.: Yustitsinform, 2012.
13. Shakhovoy V.A. Motivatsiya trudovoy deyatel'nosti / V.A. Shakhovoy, S.A. Shapiro. — M.: Directmedia, 2015.
14. Yadov V.A. Udovletvorennost' rabotoy: analiz empiricheskikh obobshcheniy i popytka ikh teoreticheskogo istolkovaniya / V.A. Yadov, A.A. Kissel' // *Sotsiologicheskkiye issledovaniya*. — 1974. — . 1.
15. Vernikov V.A. Povysheniye proizvoditel'nosti truda v malykh i srednikh predprinimatel'skikh organizatsiyakh: sotsial'no-ekonomicheskiye metody, instrumenty i faktory: diss.d.e.n.: 08.00.05 / V.A. Vernikov [Elektronnyy resurs]. — M., 2021. — Rezhim dostupa: [vcot.info/uploads/dissovet/dissertations/20210402154604/60c082bd237c9991703744.pdf](https://vcot.info/uploads/dissovet/dissertations/20210402154604/60c082bd237c9991703744.pdf) (Rezhim dostupa: 02.08.2022).
16. Ashenfelter O. Unionism, relative wages, and labor quality in US manufacturing industries / O. Ashenfelter, G.E. Johnson // *International Economic Review*. — 1972. — PP. 488–508.
17. Brennan L. On-hired workers in Australia: motivations and outcomes / L. Brennan, M. Valos, K. Hindle // *On-hired workers in Australia: Motivations and outcomes*. — 2003. — PP. XIII.
18. Brosch T. *Handbook of value: perspectives from economics, neuroscience, philosophy, psychology and sociology* / T. Brosch, D. Sander (ed.). — Oxford University Press, 2015.

- 
19. Corneo G. Conspicuous consumption, snobbism and conformism / G. Corneo, O. Jeanne // *Journal of public economics*. — 1997. — Vol. 66. No 1. — PP. 55–71.
20. Chinloy P. Sources of quality change in labor input / P. Chinloy // *The American Economic Review*. — 1980. — Vol. 70. no 1. — PP. 108–119.
21. Frank A.G. Human capital and economic growth / A.G. Frank // *Economic Development and Cultural Change*. — 1960. — Vol. 8. No 2. — PP. 170–173/
22. Ferrante F. Revealing entrepreneurial talent / F. Ferrante // *Small Business Economics*. — 2005. — Vol. 25. No 2. — PP. 159–174.
23. Gordon D.M. Capital-labor conflict and the productivity slowdown / D.M. Gordon // *The American Economic Review*. — 1981. — Vol. 71. No. 2. — PP. 30–35.
24. Grier K.B. An empirical analysis of cross-national economic growth, 1951–1980 / K.B. Grier, G. Tullock // *Journal of monetary economics*. — 1989. — Vol. 24. No 2. — PP. 259–276.
25. Kahneman D. Judgment under uncertainty: Heuristics and biases / D. Kahneman et al. (ed.). — Cambridge university press, 1982.
26. Landau D. Government expenditure and economic growth: a cross-country study / D. Landau // *Southern economic journal*. — 1983. — PP. 783–792.
27. Lewis H.G. Competitive and Monopoly Unionism / H.G. Lewis // in Philip D. Bradley ed. *The Public Stake in Union Power*. — Charlottesville: University of Virginia Press, 1959. — PP. 181–208.
28. McClure S. (2015) Temporal discounting [Electronic Resource]. — Access Mode: [Erious-Science.org/temporal-discounting-5281](https://erious-science.org/temporal-discounting-5281) (date of the application: 02.08.2022).
29. Mayer-Haug K. Entrepreneurial talent and venture performance: A meta-analytic investigation of SMEs / K. Mayer-Haug, S. Read, J. Brinckmann, N. Dew, D. Grichnik // *Research Policy*. — 2013. — Vol. 42. . 6-7. — PP. 1251–1273.
30. Roach D.C. Effectuation, innovation and performance in SMEs: an empirical study / D.C. Roach, J.A. Ryman, J. Makani // *European Journal of Innovation Management*. — 2016. — Vol. 19. No 2. — P. 214–238/
31. The World Bank. Statistic (2018) [Electronic Resource]. — Access Mode: [data.worldbank.org/indicator](https://data.worldbank.org/indicator) (date of the application: 02.08.2022).
32. Tsakalotos E. Homo economicus, political economy and socialism / E. Tsakalotos // *Science & Society*. — 2004. — Vol. 68. No 2. — PP. 137–160.
33. Veblen T. *The theory of the leisure class* / T. Veblen. — Routledge, 2017.

15 2022

24 2022