

To cite this paper:

Kotyurgina Y.N. (2018) Internal production reserves for productivity growth. *Human Progress*. 4 (11): 4. URL: http://progress-human.com/images/2018/Tom4_11/Kotyurgina.pdf.

INTERNAL PRODUCTION RESERVES FOR PRODUCTIVITY GROWTH

Yekaterina Kotyurgina

Master student of the Labor Economic and HR-Management Department

in Ural State University of Economics

Yekaterinburg, Russia

Abstract. The article is devoted to the analysis of the labor organization, by studying the working time internal use. On the basis of identifying the working time loss, a search was made for internal reserves, which are expected to increase labor productivity. The author argues that to increase labor productivity does not require large material costs, but only the already available resources of the enterprise. Particular attention is paid to the maximum use of working time and the elimination of working time loss within production, as well as increasing labor motivation for greater labor efficiency. To confirm the hypothesis that the reserves of labor productivity growth can be found within the production, a number of working time photographs were taken. The results of calculations by photographs are presented in the article. Next, an analysis was made about the production unit performance, as well as an analysis of motivational indicators that directly affect the performance of the production unit. As a result of the study, two directions for the labor productivity growth were identified, on the basis of which measures were proposed for these directions implementation. The author argues that the implementation of the identified reserves will help to establish a stable production unit position, as well as provide prospects for further growth.

Keywords: labor productivity; labor productivity reserves; production; loss of working time; labor reserves.

JEL code: J24

References

1. Ivanova, D.B.; Ivanov, S.Yu. Reserves of labor productivity growth and partnership strategy // *Science and School*, 2015, №3. URL: <https://cyberleninka.ru/article/n/rezervy-rosta-proizvoditelnosti-truda-i-strategiya-partnerskogo-vzaimodeystviya>.
2. Shevchenko, D.K.; Kirsanov, O.V. Production reserves, their classification and impact on

- production efficiency // TSEU Bulletin, 2006. URL: <https://cyberleninka.ru/article/n/rezervy-proizvodstva-ih-klassifikatsiya-i>.
3. Korogodin, I.T.; Gaponova, S.N. The ratio of the structural elements of labor productivity and factors affecting it // Theory and practice of social development, 2014, №16. URL: <https://cyberleninka.ru/article/n/sootnoshenie-strukturnyh-elementov-proizvoditelnosti-truda-i-vliyusushh-na-nee-faktorov>.
4. Sidorov, M.N. Labor productivity management // Vestnik of REA under G.V. Plekhanov, 2013, № 6 (60). URL: <https://cyberleninka.ru/article/n/upravlenie-proizvoditelnostyu-truda-1>.
5. Prigoda, L.V.; Kiseleva, V.A. Problems constraining the growth of labor productivity // New technologies, 2015, №4. URL: <https://cyberleninka.ru/article/n/problemy-sderzhivayuschie-rost-proizvoditelnosti-truda>.
6. Krasnopevtseva, I.V. Socio-economic aspects of labor productivity management in industrial enterprises // Scientific statements of Belgorod State University. Series: Economy. Informatics 2013, №8-1. URL: <https://cyberleninka.ru/article/n/sotsialno-ekonomicheskie-aspekty-upravleniya-proizvoditelnostyu-truda-na-promyshlennyh-predpriyatiyah>.
7. Vaidya, O.S. A six sigma based approach to evaluate the on time performance of Indian railways // International Journal of Quality & Reliability Management, 2018, Vol. 35, Issue 10. P.: 2212-2226.
8. van Deursen, A.; van Dijk, J. Loss of labor time due to malfunctioning ICTs and ICT skill insufficiencies // International Journal of Manpower, 2014, Vol. 35, Issue 5. P.: 703-719.
9. Brodsky, A.; Amabile, T.M. The Downside of Downtime: The Prevalence and Work Pacing Consequences of Idle Time at Work // Journal of Applied Psychology, 2018, Vol. 103, Issue 5. P.: 496-512.
10. Cai, X.; Gong, J.; Lu, Yi; et al. Recover Overnight? Work Interruption and Worker Productivity// Management Science, 2018, Vol. 64, Issue 8. P.: 3489-3500.
11. Perla, A.; Nikolaev, A.; Pasilio, E. Workforce management under social Link Based Corruption // OMEGA-International Journal of Management Science, 2018, Vol. 78, SI. P.: 222-236.

Contact

Yekaterina Kotyurgina

Ural State University of Economics

62–455, 8th of March Str., 620144, Yekaterinburg, Russia

koturyna.kate@yandex.ru