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MANAGEMENT APPROACHES AND LABOR EFFICIENCY ASSESSMENT OF NON-TEACHING AND AUXILIARY STAFF

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Abstract. The article deals with the problems of work efficiency increasing for higher education employees in the digitalization context. It should be said that if the work efficiency issues for the teaching staff in the digitalization context are widely studied by scientists, then the non-teaching and auxiliary universities employees' work remains unexplored. In this regard, there is a need to study the features of the workers' labor function and its transformation under the sixth scientific technological order influence, as well as the introduction of the non-teaching and auxiliary universities employees' labor efficiency concept. This article analyzes the data obtained in the empirical study conducted by the author using a questionnaire survey of non-teaching and auxiliary universities employees. The non-teaching and auxiliary universities employees' working-time loss is revealed also on the basis of their working day self-photographs, and potential reserves for increasing labor efficiency in the digitalization context are assessed. The article proposes the author's interpretation of the "non-teaching and auxiliary universities employees' labor efficiency" concept; the author's approach to the calculation of the non-teaching and auxiliary universities employees' labor efficiency is substantiated and proposed; and its application is substantiated in the bonus part of the non-teaching and auxiliary universities employees' salary.

Keywords: labor efficiency; labor stimulation; non-teaching and auxiliary employees; university; labor activity digitalization.

JEL code: J24; J31.

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