

RATE SETTING METHODS COMPARISON

Elena Pozolotina

The head of personal coordination department Public joint stock company «TMK»

Yekaterinburg, Russia

Abstract. The article gives a short description of six rate setting methods, such as: time-study; work time photo; work time self-photo; Methods Time Measurement MTM; benchmark; factor time measurement. The author compares all these methods by such criteria as: staff categories for using the method; kinds of work for using the method; researching motions; results objectivity; resources demanded; results from using the method for productivity increasing; countries regularly using the method. After comparison the author gives the suggestions when it is the main goal of the article to simplify the problem of selection of the rate setting method in the organization with the strategy of productivity increasing. The article would be useful for HR managers who have not enough knowledge or experience of rate setting but have business goals in this sphere.

Keywords: rate setting; time-study; work time photo; work time self-photo; Methods Time Measurement MTM; benchmark; factor time measurement

JEL Code: D45; J24; L23; M11; O40.

References

1. Roshin E.Y. Labor Economics: Economic Theory of Labor. M., 2002. p. 122.
2. Genkin B.M. The organization, rationing and wages in industrial enterprises-s: Textbook for universities. - M.: Publishing Norma, 2003. p. 20-21.
3. Zubkov A., Suetina L. Rationing labor market conditions // Man and labor. 2000. № 2. p. 81.
4. Selection of directories CHERMET largest services of metallurgical and pipe companies for the period from 1995-2015. [Electronic document] URL: http://k-chermet.ru/index.php?option=com_content&view=article&id=47&Itemid=54 (Date of treatment - 05/09/2015)
5. Mukhina N. Rationing of work in foreign countries [Text] / NM Mukhina, AA Rabtsevich // Young scientist. - 2013. - №6. - p. 391-392.
6. Zubkov A., Suetina L. Rationing labor market conditions // Man and labor. - 2000. - № 2, p.83
7. Sofinsky N. From the valuation of labor can not refuse // Man and labor. - 1995. - № 5, p.45
8. Lawrence S. A. Work measurement and methods improvement. N.Y.: Wiley-Interscience, 2000, p.299

9. Barnes R. M. Motion and time study: design and measurement of work. — N.Y.: Wiley, 1980, p.441
10. Miuskova R.P., Komarova N.V. Optimization of work processes with the use of mathematical methods and micronutrients time standards. - 2nd ed., Rev. and add. - M.: Publishing House of the «hare», 2004, p.4
11. Gagnon, Eugene J. (2000, February). «How to Measure Work» Material Handling Management, 71-77.
12. Gowan, C. Bruce (1999, March). «Which Work Measurement Tool?» Manufacturing Engineering, 18.
13. Gregson, Ken (1993, July/August). «Do We Still Need Work Measurement?» Work Study, 18-22.

Contact

Elena Pozolotina

The Ural State University of Economics

62-455, 8th of March Str., 620219, Yekaterinburg, Russia

PozolotinaEI@sinara-group.com