

FOREIGN BENCHMARKS USING IN EMPLOYEE'S NUMBERS COMPARISON

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Abstract. The article gives a description of using the rate setting method – benchmark. The goal is to show, that this method is better to use in determination of the employee's number only after understanding how the benchmark index was reached, what factors influenced on it. Especially it is important in comparison of benchmarks from different countries. The author then gives the comparison of Russian and American labor legislation in the norms which influence on the decisions in workforce planning. The author shoes the differences which must be taken into account when using American benchmarks as applied to Russian organizations. After comparison the author illustrated this in the example. 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: regulation of labor; rate setting; benchmarking; labor productivity; quantity optimization; the impact of labor legislation; comparative analysis.

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

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