

Summary

The topic of the graduate work: Regulation of Labor Improvement within an Organization (based on the materials of the public office «Integrated Social Services Center» Nadterechniy district, the Chechen Republic).

The author: Goltakova Seda

The scientific adviser: candidate of economic sciences, Kasaeva T.V.

Information about the organization-customer: Public office «Integrated Social Services Center» Nadterechniy district, the Chechen Republic .

Topicality: The value of various factors that affect the efficiency of production, increases in a market economy since competition stimulates the effectiveness of production being a crucial prerequisite for the existence and development of enterprises. Regulation of labor occupies a significant place among efficiency factors. Among the most important tasks set by contemporary realities, a special place belongs to a complex of measures aimed at developing and improving management systems of organizations in accordance with the changing conditions and new requirements determined by some external factors. These issues are equally relevant for both newly created organizations and for existing industrial and economic systems, seeking to reorganize and optimize core business processes in accordance with the new economic conditions. Regulation and standardization of the personnel are still not fully implemented. This research area involves conceptual and methodological basis of a range of issues.

The purpose: a complex scientific and practical analysis of regulation of labor within an organization, as well as elaboration of practical recommendations for its improvement.

Aims:

- to consider the functions and principles of regulation of labour;
- to describe the working time and the «contents of labour» in an organization;
- to study the structure of the institutions of the public office «Integrated Social Services Center» Nadterechniy district, the Chechen Republic;

- to analyze the methodology and practice of regulation of labour in the public office «Integrated Social Services Center» Nadterechniy district, the Chechen Republic;

- to identify the main directions of improving regulation of labor in public institutions.

Theoretical and practical significance: the findings and suggestions formulated in the work concerning regulation of labor within an organization can be used in the further scientific development and elaboration of the named issue. The practical recommendations proposed in the work can be used as instructions for public offices and that will help improve regulation of labor within an organization.

The results of the research and recommendations:

The complex of measures to improve the efficiency of regulation of labour in public institutions must necessarily include:

- 1) Improvement of safety management in organizations;
- 2) Complex job evaluation from the standpoint of ergonomics requirements, sanitary and technical standards and government regulations on labor protection (on a regular basis);
- 3) Certification of workplaces according to working conditions and implementation of a system of labour protection certification;
- 4) Elaboration of modern means of individual and collective protection, control devices of hazardous substances in the work area.
- 5) Annual planned activities to ensure discipline conditions and working conditions for the staff.