L. Dovnar, D. Skovoroda
Л.А. Довнар, Д.А. Сковорода
БНТУ (Минск)
Научный руководитель Е.В. Слесаренок

RECENT CHANGES IN THE LABOUR MARKET: HOW DISTANT WORK INFLUENCES THE ECONOMY

Эволюция трудового рынка: удаленная работа и ее влияние на экономику

Remote work has become one of the most significant trends in the labor market in recent years. The COVID-19 pandemic has accelerated this process, forcing companies and workers to rethink their approaches to labor organization. In this article we will consider how remote work has changed the labor market and what consequences it has for the economy as a whole.

This study is aimed at analysing the impact of remote work on the labour market and economy, as well as to identify key factors contributing to successful adaptation to new conditions.

The labour market has always undergone some important changes. Advanced and innovative technologies, such as the internet and mobile applications, have already infringed on the interest into the way people work. However, prior to the pandemic, remote work remained a privilege for a few professions. With the onset of a global pandemic, businesses have been forced to adapt to new conditions, which has led to a massive shift to remote format.

Distant work allows employees to be flexible in their choice of location and work time, again giving them a better balance of work and personal life, thus increasing employee satisfaction. Considering companies, this balance can also can help them to convene with huge savings in cost, time as well as office facilities. Distant work also enables employers to hire gifted workforce from around the world, that is, undoubtedly, increases the opportunities and diversity of teams.

However, distant work also brings challenges. One of them is the worsening in communication between staff, which can lead to misunderstandings and reduced performance. Not all workers are productive enough at home, and isolation can have a negative impact on their mental health. It is therefore important that companies provide support and opportunities for communication among their employees.

The study of the situation worldwide in the labour market of distant work enables to provide the resulting recommendations for optimizing distant work processes and develop strategies to improve the productivity of employees:
- to define clear targets and expectations;
- to thoroughly optimize business processes;
- to maintain a healthy work-life balance within employees;
- to create a comfortable and friendly working environment;
- to learn and train the staff;

- to support team morale;
- to assess and give feedback timely;
- to provide psychological support.

Applying these strategies will definitely help create a more productive and supportive environment for employees in distant work, which in turn will give a positive impact on the overall results of the company.

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A. Dorash
А.С. Дораш
МГУ им. А.А. Кулешова (Могилев)
Научный руководитель С.Н. Гнатюк

THE IMPACT OF NEURAL NETWORKS ON THE LABOR MARKET

Влияние нейросетей на рынок труда

Digitalization of the economy means the use of digital technologies in various fields of activity, from manufacturing and trade to services and finance. It offers new opportunities to optimize the process of productivity improvement and data management. One of the most significant ways of digitalization is neural networks. A neural network is a system consisting of many interconnected nodes (neurons) that simulates the work of the human brain. It is trained on large amounts of data and can be used to solve various problems, such as pattern recognition, natural language processing and prediction of numerical values. The purpose of the study is to determine how neural networks affect the labor market and what competencies are becoming foreground for successful professional activity.

A lot of large companies use neural networks actively: Google (in its search algorithms, for image processing (Google Photos), in voice assistants (Google Assistant) and in many other products); Microsoft (integrates neural networks into its products, such as Office (for example, in the form of auto-completion and text editing functions), as well