

ботной платы, затем — неудовлетворенность условиями и режимом труда, низкая степень морального поощрения.

Таким образом, основными направлениями сокращения текучести кадров на предприятии могут быть:

- постоянный анализ и корректировка кадровой политики и заработной платы;

- улучшение условий труда и быта работающих;
- рациональное использование рабочего времени;
- повышение степени привлекательности труда;
- проведение эффективной политики социальных льгот;
- максимально полное использование способностей работников;
- улучшение уровня культурно-бытового обслуживания;
- установление упрощенных процедур разрешения трудовых конфликтов между работниками;
- усиление материального и морального поощрения;
- улучшение социально-психологического климата в коллективе;
- улучшение организационной культуры.

В заключении хотелось отметить, что с развитием сегмента рекрутенговых (подбор кадров) услуг на рынке труда для многих предприятий, особенно в крупных городах страны, решение проблемы текучести кадров возможно переложить на специализированные кадровые агентства. Однако необходимо иметь в виду следующее: предлагаемый порядок деятельности рассчитан прежде всего на собственные силы кадровой службы любого предприятия, которая при должной организации управления персоналом способна эффективно решать возникающие проблемы.

T. Lapiashvili

Ivane Javakhishvili Tbilisi State University (Georgia)

PRE-PENSIONED AGED POPULATION ON A LABOR MARKET

ГРАЖДАНЕ ПРЕПЕНСИОННОГО ВОЗРАСТА НА РЫНКЕ ТРУДА

В данной статье рассматривается категория граждан предпенсионного возраста на рынке труда Грузии, которая в последние годы приводит страну к старению трудоспособного населения. Проведен опрос респондентов в возрасте 50—64 лет. В результате сделаны выводы о низком доходе и уровне жизни граждан предпенсионного возраста, недостаточном количестве социальных льгот, неудовлетворительных условиях труда и общем недовольстве более 60 % опрошенных. Основной проблемой является несоответствие квалификации и занимаемой должности работников, низкий уровень оплаты труда. В статье также приведены предложения по решению проблем на рынке труда для категории работников предпенсионного возраста.

Changes in Labor Activity have a main role while analyzing the usage of human resources.

Advancing in Ages among population which intensively progresses in Georgia (every fifth person is 60 years old or over), changed the age structure of economically active population. Amount of Pre-pensioned age population has increased by 7 % during 1989—2002. This contingent covers only fifth part of population involved in a labor structure, and probably after 5—10 years it will be a part of peppy-boom generation., that's why we studied labor orientation and employment opportunities of above mentioned contingent. For this reason we held selective sociological research in town Tbilisi, where were questioned 216 respondents in the age of 50—64 which showed, that:

- 2/3 of pre-pensioned age people have regular jobs and they are employed in a private sector;

- general working experience is 20—25 years. $1/2$ of the respondents have as minimum as 15 years of working experience and 1/3 holds 25 years of working experience. The educational potential of pre-pensioned people in Georgia is very relevantly high. This contingent is highly qualified, but should be mentioned, that half of them are working through a different profession. These tendentious are highly expressed among high educated engineers and teachers;

- only half of the respondents have satisfactory working conditions. Rest of them are employed in a hard physical conditions (50 %), psychologically tensed (42 %) or in an unhealthy working environment (8 %);

- respondents are complaining only about the less social environment, but mostly they are concerned about sanitary-hygienic conditions. Accordingly, every fourth respondent is not satisfied by his/her working conditions, what should be taken in consideration by the employer, while hiring workers, or while creating new working places;

- $1/2$ of the respondents are working 6 or seven days in a week, 2/3 works 9—10 hours a day. In those conditions, when the living expenses are getting higher and higher, they have to work more hours then it is standardized by the government, because they need to satisfy families' material and spiritual demand;

- according to the official statistics, one average consumer vital minimum is 113 Lari (68 \$) in Georgia. Contingent, which was questioned by the survey studying their income and living standards showed, that only 43 % is eligible to collect more then average consumer vital minimum;

- only 1/3 of surveyed respondents think that their health conditions are in a good shape. Majority of people were trying to elude the question about the health. They mostly thought that their health is satisfactory. Through the research we found out that only half of the surveyed people are having chance to visit a doctor periodically, every fourth can't afford the visit to doctor (25 %). People who aren't able to visit a doctor are taking care of themselves by the so called «people's medicine» (17 %), try to rest on time (21 %) and elude the unhealthy working environment (16 %);

- the age to leave the jobs and receive the pension has become 60 years — for ladies and 65 years for men, from 1995 in Georgia. Most of the respondents have negative attitude towards the pension age. Only 24 % thinks that ladies should go on pension after 60 years, 1/2 of the rest think that this age should be reduce to 55 years and rest of them think that this age should vary between 56—59 years of age. Besides, majority of respondents (63 %) think that for men the pension age should become 55—60 years;

- the majority of respondents (63 %) have defined that, after reaching the pension age they will continue to work on their working places. Only 13 % is going to leave on a pension. And the rest think that they will work on a different place if they will have a chance to do so;

- this contingent's relationship with such idea, that the pensioner should sit at home and help new generations to raise kids is strictly negative. 1/2 of respondents decision, to continue working on the same place where they are working right now is stipulated by such tensed conditions, which is given in Georgia, so a person to keep his/her family together and to eat food needs a job, that's why people over pension age are still continuing to work;

- 1/3 of respondents think, that whenever they will reach the pension age, they will stop working only in that case when his/her health would go worse and think that they would stop working only if he/she will have so much income, that would afford their rest of the lives;

- 45 % of respondents agree to change the working area whenever they will reach pension age, would feel much more comfortable at work with fewer responsibilities and less tensions. 36 % is OK with reduced working week period or to work at home;

- 2/3 of surveyed people think that if they would be beginning the life from the beginning, they would change much stuff in their lives. 17 % would change their professions, people who do not have kids would marry earlier and would have much more kids then they do now.

The survey showed that our pre-pensioned labor potential is not used properly and completely. We think that, professional qualification programs should be widen and become more active. Besides, are needed flexible working regimes, which will increase the usage of our country's labor potential.

Ю.В. Левкович

Белорусский государственный экономический университет (Минск)

ОРГАНИЗАЦИЯ ИНФОРМАЦИОННОЙ ЛОГИСТИЧЕСКОЙ СЕТИ С ПОМОЩЬЮ СИСТЕМЫ «ГАЛАКТИКА ERP» (на примере УП «НИИСА»)

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