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STRENGTHENING THE INTELLECTUAL POTENTIAL OF THE WORKABLE POPULATION AS A DIRECTION OF INCREASED EMPLOYMENT

Abstract: *In this article, the author discusses issues of strengthening the intellectual potential of the working population. It has been scientifically proven that the impact of enhancing the intellectual potential of the working-age population to increase employment. Also, foreign experience of labor incentives in enterprises has been deeply studied.*

Key words: *intellectual potential, education, able-bodied population, income, labor, stimulation.*

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Introduction

The result of social progress should be not just the mechanical development of economic indicators, but human development, the disclosure and realization of its potential. Therefore, the level and quality of education of the population and the professionally qualified readiness determine the possibilities for carrying out the necessary types of human activity. Thus, in a modern civilized society without elementary technical literacy, it is not possible to increase the efficiency of using the intellectual potential in the national economy of the Republic of Uzbekistan.

Intellectual potential begins to be actively used there and then, where and when the connection of various types of labor activity is required. It can be argued that the intellectual potential performs an integrative function in relation to its constituent components, when none of them in itself, apart from communication with others, is sufficient to solve problems. For example, education is not related to science, the creation of new technologies, etc. in the end, all manifestations of intellectual potential naturally mate with each other. Thus, at the theoretical level, obstacles to the establishment of organic relationships between education, science, technology and production are eliminated. [1-2] At

the practical level, their unity is ensured by adequate forms of organization. Thus, the basis of integrative processes that form the intellectual potential as a whole is the solution of practical problems of employment of the population.

It should be emphasized that the role and importance of the development of human capital is determined by the fact that further progressive shifts [3-4] in social and economic life, ensuring the competitiveness and security of Uzbekistan as a whole and its regions depend on its level. Human capital management should take into account the demographic characteristics of our country. In particular:

- Consideration of the able-bodied, healthy population as a valuable resource and the constant increase of its educational and vocational level;
- Organic development of human resources management with the national Development Strategy of the Republic of Uzbekistan for 2017-2021;
- Creating objective and subjective conditions for realizing the potential of the population and turning them into human capital.

Thus, since the competitiveness of the innovation economy depends more and more on the achieved level of human capital development, it is necessary to gradually and continuously implement all the relevant objectives of the national Strategy.



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Stimulation of labor as a direction to increase employment

The labor market in Uzbekistan is becoming increasingly important issues of stimulating the work of workers, improving the quality and productivity of labor. It is quite difficult to develop a single, universal incentive system for employees of enterprises belonging to different forms of ownership. By and large, it is quite difficult even in the framework of several typical enterprises with the form of ownership, but functioning in different sectors of the economy, will offer a unified system. Any enterprise in the Republic of Uzbekistan is a collective, that is, people who have their own needs, and very dynamically changing. Consequently, the labor incentive system should also keep pace dynamically ahead of the desires of our citizens and be built in such a way that with visible observance of all the stimulating factors, there is no stagnation of national enterprises when "everything suits everyone". Labor efficiency (productivity, performance) is the basis for the success of any enterprise. Consequently, it is from this that one should make a start. So, when building an incentive system in an enterprise, regardless of the type and form of ownership, first of all, set the bar to be achieved, the task or a specific goal, expressed in digital or other form, that is optimal for the enterprise. Following the result, you should calculate the maximum or minimum costs spent on stimulating the work of employees, which the company is willing to spend. [5-8] To test the incentive system, you need to start with a minimum and keep track of how large or, conversely, the impact of the new incentive system is useless.

Let us turn directly to the forms of stimulation, to their generalized structure:

- material (monetary, non-monetary);
- the intangible (social, moral, creative)
- Stimulation by free time. Of course, the most common form of incentive is material monetary

incentives. In the system of material incentives, wages are central. Wages in the labor market of the Republic of Uzbekistan are subject to several principles:

- direct dependence on the quality and volume of work performed;
- interest in the result of the work;
- transparency;
- increase in productivity should be ahead of the growth rate of wages;
- Salary must be indexed. Various social benefits (benefits in monetary terms - compensation for playing sports, the provision of social packages such as medical services, insurance, organization of leisure programs, meals at the enterprise, organization of official vehicles, housing benefits, etc.) can be attributed to material incentives.). Turning to the experience of foreign companies, you can give an example of an SAP company engaged in software. This is a vivid example of the use of material, non-monetary stimulation of labor. The salary of the employees of this company is not so high, but for the period of the crisis situation in the economy, everyone is confident in the preservation of jobs. Moreover, this company has created a huge developed system of material, non-monetary incentives, which is compensation for low wages. The company makes literally everything for its employees: from kindergartens to children and a "generous" social package, ending with hairdressers for employees. Naturally, this ensures the preservation of qualified personnel in the enterprise and an increase in work efficiency. After all, the confidence of employees is the key to successful work, when nothing distracts from immediate work duties. [9-10]

It is also worth noting that in actual practice, none of the types of incentives is used in its pure form, but will be used in recruitment and various combinations. Not to be unfounded, we turn to foreign practice on the following table:

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Table-1

Foreign experience of labor incentives in enterprises

Kind of incentive	Japan [11]	USA [12]	European countries [13-14]
Material money:	<ul style="list-style-type: none"> - Linking salary with age; - gradual transition to the dependence of salary on qualifications (only 40% of salary is determined by the length of service in the company); - differentiation of wages by industry; - the change in wages from the actual labor contribution; - the pay of managers is linked to the results of the work of the enterprise; - increasing the salary through a rating system. 	<ul style="list-style-type: none"> - Salary depends on the result of the work; - salary differentiation taking into account qualitative differences in labor; - differentiation of individual payment within individual categories or positions depending on personal labor achievements; - compensation and incentive payments; - fixed minimum wage and a variety of allowances; - increasing the salary through a rating system. 	Incentive models: <ul style="list-style-type: none"> - unreasonable (salary); - bonus, including payments, the value of which is related to the size of the income or profit of the enterprise; - bonus, providing payments, the size of which is set taking into account individual results of labor; - increasing the salary through a rating system.
Material non-monetary:		<ul style="list-style-type: none"> - benefits, free services from social consumption funds; - right for income in the form of shares and equity shares. 	<ul style="list-style-type: none"> - compliance with the qualifications of their position; - with the increase in length of service the position rises.
Intangible:	<ul style="list-style-type: none"> - lifelong employment; - the head is a universal specialist in all fields; - movement of workers horizontally and vertically every two to three years. 	<ul style="list-style-type: none"> - job growth or preservation of the existing position with an increase in wages to pay the head; 	<ul style="list-style-type: none"> - social incentive package at work (health insurance paid by the employer, grants for study and advanced training, provision of low-cost housing for rent, etc.)
Stimulation of free working time		<ul style="list-style-type: none"> - flexible working schedule. 	<ul style="list-style-type: none"> - flexible work schedule depending on the efficiency and effectiveness of the employee.

Source: Made by author.

It is obvious that the Japanese model differs radically from the American-European one, but with the passage of time it approaches it, preserving its own traditions. One should not underestimate the experience of foreign countries in the context of

material and non-monetary incentives for employees. In the context of the current analysis, it is reasonable to divide the incentives of workers into several types: private, small, medium, large, public and joint (table-1).

Table-2

Characteristic types of incentives for national enterprises

Type of enterprise	Tangible	Material non-monetary	Intangible	Stimulation of free time
Private	Most applicable: -stability of the folding part; floating premium.	Almost inapplicable.	Maintain the corporate spirit.	Flexible working hours.

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Small & Medium	Most applicable: -the part is often equal to the premium.	- gifts for the holidays; -Some types of compensation for costs (fitness, vouchers for children); -reinforcement of qualification at the expense of the enterprise.	-maintaining the corporate spirit; - thankful letters, letters; -Various conferences and social events.	Not often, but there is a flexible schedule.
Large	-complex multi-level system of payment with a variety of bonuses: for experience, for the quality of work performed, for the conduct of projects; -payments for holidays and significant dates (birthday, wedding, child birth); -material aid.	-providing insurance; -medical services; -device children in kindergartens; - a variety of vouchers; - compensation of expenses; - food at work.	- rest rooms at the enterprise; -maintaining the corporate spirit; - thankful letters, letters; - a variety of conferences and social events; -organization of holidays.	Not applicable.
State	-Relatively small salary; -a rigid regulation of the capacity, position and binding to salaries; -system length of service; - quarterly, annual bonus; -binding of qualifications, position and length of service for the salary.	-full social package; -medical services; -compensation of food and transportation costs; - official transport; -device children in kindergartens.	-stability; -prestige; - promotion of the most distinguished employees; - "Hall of Fame".	Not applicable.
A joint	Depending on the rules established in the parent company.	Depending on the rules established in the parent company.	Depending on the rules established in the parent company.	Not applicable.

Source: Made by author.

As can be seen in the above Table 2, there are universal ways to encourage employees at different types of enterprises. So, for example, the salary part of the salary should not be so low that an employee leaves his job and not so high that he can no longer be promoted by bonuses. Also for different categories of employees different forms of incentives are applicable. For example, a mid-level specialist is ready for overtime hours, while the manager will not be interested because he has a fairly high salary and free time is much more popular for him. Today, at national enterprises, salaries often consist of two parts: a salary and various bonuses. It is noteworthy that a variable part of the earned income

should be essential in order to be an incentive to increase the efficiency and effectiveness of the work. In the practice of employers, the situation in the local labor market is somewhat different: the salary part often constitutes 60-70% of the total income, and the premium part is not stimulating, but only actually written in the employment contract. The bonus part of remuneration for work is a non-varying unit and represents a small lever of influence on labor productivity in enterprises of Uzbekistan. Allocation of an insignificant place to premium incentives in the corporate policy of many national enterprises is explained by the fact that the degree of qualification of an employee is not taken into account in



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calculations of labor productivity, since the quality of productivity is not always measured by many employers. Against this background, there is a disproportionate increase in the salary of managers compared with skilled employees. At the same time, the ratio in the remuneration of skilled and unskilled workers remains almost unchanged. In other words, the salary of qualified specialists slightly exceeds the salary of unskilled workers, but much lower than the compensation package, which is provided for management personnel. Thus, there is a violation of the main principle of the labor market: the compliance of wages to the level of qualifications of an employee and the quality of his work. Proceeding from the foregoing, it can be argued about the underdevelopment of the labor incentive system in the Republic of Uzbekistan. In addition, there is the following problem of stimulating labor. The economy of labor in our country is such that a legislative increase in the minimum wage always leads to price inflation in the market for goods and services. In response, employers raise their salaries, whose real purchasing value does not change because of inflation. In this connection, it turns out that the monetary incentive mechanism in the national economy of the country has long ceased to work effectively. It is believed necessary at the state level to push the private sector to use non-material incentives to increase employment. [15] These include: career planning, intracorporate openness of information about existing or potential vacancies, diverse support of the corporate spirit, recognition of merit to the workforce. At the same time, with the transition to high levels of the market economy, it is necessary to revise the labor legislation in order to provide for new forms of labor incentives. One of these forms, as mentioned above, is to stimulate efficiency and productivity by providing employees with free time. This additional weekend, flexible work schedules, the normalization of the working day is not a specific duration and period of working time, and the implementation of a certain work rate, the choice of vacation time, the provision of excessive leave for heavy and harmful work.

Conclusions

From the standpoint of scientific methodology, when developing the state employment policy of the population of the Republic of Uzbekistan, it is necessary to combine two completely independent disciplines: problem analytics and legal technology and management technology. In this case, it is meant that all work, and especially its final synthetic stage, must meet the requirements set forth for managerial government documents in accordance with the current regulations of state management procedures and legal acts.

Regarding the organizational foundations of the democratic development of the structure of the

national labor market, we developed a methodology for the development of the state employment policy in terms of organization and management. State employment policy is defined as a set of value objectives, government and management measures, decisions and actions and the order of implementation of state-political decisions set by the government.

In connection with this methodologically, the work on the formation of the state policy in the sphere of employment as management practice is proposed to be divided into two stages. The first stage is a problem-analytical, including a review and original study of the main problems, the systematics of the problem field, its decomposition, the generation of ideas and concepts for solutions. The second stage is a synthetic design, which includes a transition based on a set of conceptual ideas obtained at the first stage, to instrumental solutions in the competence space of state administration of employment issues, building the necessary legal acts and other regulatory documents, their software packaging in brief -, medium and long term.

The legal basis for the democratic development of the labor market structure is no less significant than the organizational and managerial one. The following aspects were explored in this part of the study. First aspect: Optimization of work processes through the improvement of labor standards. The essence of the process of substantiating the norm of labor is the choice of the optimal value of the norm and the characteristics of the labor and technological processes that determine it. The criterion of optimality of a normative act is an indicator that, as a result of solving a specific task of optimizing labor relations in the labor market of the Republic of Uzbekistan, can even take on an extreme (greatest or smallest) value. The system of restrictions determines the range of permissible values of labor standards, within which their compliance with international legal standards, national traditions, psychophysiological characteristics of age or gender groups of the population and social characteristics of the labor process is observed. Citizen participation in the labor process is characterized by acceptable socio-demographic and regulatory working conditions. Multicriteria tasks of normative and legal provision of employment of the population must be taken into account in the adoption and implementation of targeted state policy. The improvement of labor legislation should be carried out in such a way that the socio-demographic characteristics are the most favorable for the labor resources of our country.

The second aspect: Legislative regulation of informal employment issues. One of the negative phenomena in the labor market of Uzbekistan is the outflow of the employed population of their official sector of the economy into the informal, shadow



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sector. This is due to the significant impact of informal processes on the socio-economic state of labor resources. The growth of informal employment in the Republic of Uzbekistan in the first decade of independence was due to the difficulties of the transition period.

The current legislation regarding the registration of unemployment and the employed population does not provide for any mechanism for calculating the informal part of the employed population. Thus, the term “informal employment” or meaningfully similar concepts are not found in the Labor Code and other regulatory acts of the Republic of Uzbekistan. Only indirectly addresses issues of informal employment. The procedure for conducting such surveys is not fixed in any of the regulatory legal acts of the Republic of Uzbekistan.

The third aspect: Strengthening the regulatory framework for the employment of professionally educated workers. The rational use of the educated youth of Uzbekistan in the sphere of labor acquires a special urgency due to the fact that its number significantly influences and determines the balance of working resources. The complexity of the situation is due to the fact that higher education has become widespread. Consequently, the graduation of top-level specialists has grown unreasonably, while the proportion of people with secondary special education, in the objective sense of the word, has decreased.

The way out of this situation in the labor market of Uzbekistan is seen in a cardinal revision of the regulatory framework of employment. For without a certain gradation of qualification criteria for employment, which are legally enshrined, the labor market cannot “dictate” to the educational system which specialists are becoming most in demand. This is on the one hand. On the other hand, the law should clearly provide not only the classification of specializations, but also their characteristics to the extent that employers could orient themselves when applying for a job. Moreover, in the legislative procedure it is necessary to fix installations that prevent inadequate educational response to the economy. That is, the Government of the Republic of Uzbekistan should periodically review the educational policy based on the needs of the internal labor market and fix it in the manner prescribed by law. The fourth aspect is the need for regulatory regulation of corporate social responsibility. Legislation regulating corporate social responsibility should be developed from the perspective, so that business entities do not consider themselves as objects of the law enforcement function of rule-making, and become law enforcers themselves. Legislative support of social labor management is a qualitatively new form of employer participation in increasing employment and, thus, the effectiveness of the national economy of labor. Encouraging the

state of social responsibility of employers would also help the latter to strengthen the approving attitude to the law in force. In addition, it would lead to a reduction in the shadow economy of labor.

The state and employment prospects of the population are closely interrelated with the political decisions of the Government of the Republic of Uzbekistan concerning migration, labor market regulation and wage fixing practices, retirement rules and pensions, as well as education and education policies will be particularly important to ensure an increase in supply. labor and labor productivity.

In this paper, forecasts were made of changes in the structure of the labor force in the Republic of Uzbekistan until 2020, made by the ILO, the World Bank Group and the United Nations Population Division. For comparison, they cited similar forecasts for countries in Eastern Europe and the CIS, including alternative scenarios that may increase the supply of labor compared to the base case. Therefore, it is possible to present a generalized picture of how the age of the workforce affects the results of the labor market and aging affects productivity.

The state of the labor market in Uzbekistan is largely predetermined by the demographic structure of the able-bodied population, despite the fact that the possibilities remain open to influence the structure of the labor force in the domestic labor market and migration. In the base case, the working age population is considered (traditionally, from 15 to 64 years old) with current indicators of the labor force share. Then alternative scenarios change these indicators in different ways to assess how different potential policy leverage can increase the supply of labor in the future.

Together, the forecasts show that in the countries of Eastern Europe and the western area of the CIS, the active involvement of foreign labor will be crucial in the future. However, Uzbekistan, which has a relatively large number of labor resources, will need a new economic and demographic strategy aimed at maintaining a balance between supply and demand on the national labor market, which may be disrupted due to external migration of the working age population. Changing the demographic picture of the world is due to the regulation of demographic processes and has a direct relationship to the level of employment of the population. The state of affairs can be clarified by retrospective analysis and forecasting. First, it is expected that until 2030 the world's working-age population is growing to 900 million people, i.e. on 20% from today's indicator. This increase can be compared with a similar indicator for the period from 1990 to 2010, which was 1.3 billion people; the increase was then at 40%. Annual growth rates of the working-age population declined from a peak of 2.3% in 1985 to 1.1% in 2015, and a decline to 0.7% in 2030 is projected.



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Secondly, the growth of the working-age population largely depends on the region and the level of economic development. In the period up to 2030, Europe and China will experience a decline in their working-age population, while many low-income African countries will have growth rates of over 2% per year. In 2010-2015, Sub-Saharan Africa added more than 1.1 million people a month to the labor force. This figure will reach the bar to 1.6 million people per month in 2025-2030.

Third, the differences in the rate of growth of labor in different countries are mainly due to differences in the number of youth workers, which reflects the disparity between the indicators of the degree of fertility. In many African countries, the number of young labor resources is increasing annually by 4% for the entire working-age population, which is compensated for by the death and aging of the population by about 1%. Fourthly, at present the youth workforce (age 15-24 years old)

reaches a peak in many countries where a rapid decline in the birth rate is observed. While these youth groups are large, their numbers stopped growing in many countries, with annual growth rates dropping from peaks by about 4% in the 1970s to about zero in 2017. An important exception is Africa, where labor force growth rates for young people have declined slightly, but for several decades they will remain close to 2%.

Fifth, in the base year of 2010, the working-age population was about 2/3 of the world population, with almost the same proportion predicted for 2030. The age composition of the vulnerable strata, which represent 1/3 of the world's population, will change significantly, as the proportion of minors, i.e. population under 15 years, is gradually decreasing and the proportion of elderly (65 years and older) increases.

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