

Формулы (1) и (2) показывают, что место расположения каждого коэффициента роста в интегральном показателе свидетельствует о значимости его влияния в сравнении с другими, весовое значение (коэффициент информативности) говорит о силе этого влияния, а результат при расчете интегрального показателя дает оценку уровня экономического роста организаций. Изложенные выше $RT_{ЭР}$ организаций позволяют получить следующую экономическую интерпретацию: наибольшее влияние на результат $RT_{ЭР}$ оказывали темпы изменения производительности труда и изменения фондоотдачи, их вклад в общую дисперсию в среднем за исследуемый период составлял 64,5 и 20,5 % соответственно. Незначительное влияние оказывали темпы изменения затратоотдачи и изменения оборотной фондоотдачи, их вклад в среднем составлял 4 и 1,5 % соответственно. В среднем по организациям концерна наблюдалось снижение тенденции роста $RT_{ЭР}$ (2012/2011) на 8,4 %, составившее (173,6 %) по сравнению с $RT_{ЭР}$ (2011/2010).

Литература

1. Экономика, анализ и планирование на предприятии торговли: учеб. / А.Н. Соломатин [и др.]. — СПб.: Питер, 2009.

2. Терещенко, Н.Н. Эффективность деятельности предприятия торговли: учеб. пособие / Н.Н. Терещенко, О.Н. Емельянова. — Красноярск: КрГТЭИ, 2005.

3. Голуб, Дж. Матричные вычисления: пер. с англ. / Дж. Голуб, Ч. Ван Лоун; под ред. В.В. Воеводина. — М.: Мир, 1999.

4. Кремер, Н.Ш. Эконометрика: учеб. / Н.Ш. Кремер. — М.: Юнити-ДАНА, 2002.

P. Waląg, PhD, ass. Prof.

University of Agriculture in Krakow (Krakow, Poland)

R. Śliwa, PhD, ass. Prof.

Malopolska School of Economics (Tarnow, Poland)

PRODUCTIVITY GROWTH AND THE ENTAILED INEQUALITY PROBLEMS. INTRODUCTION OF THE ISSUE OF «COST DISEASE»

The paper tackles the problem of social inequalities arising from the phenomenon of productivity boost. The issues of disinvestment, Baumol's «cost disease» and Rifkin's viewpoint on employment shrinking are presented. The work sheds light on the strategic role of public policy in the respect of alterations incurred by productivity improvements and the postulate to release the labor from taxes.

The key issue of boosting productivity is not so much in adopting an appropriate policy of economic growth as it is in adopting a policy causing redistribution of income.

The first area emerges as the disinvestment problem. The increase of investment inevitably lowers someone's share of the national product. The investment as the source of economic growth follows disinvestment as a prerequisite. Disinvestment means a loss to someone as labor and capital are moved to new domains of production. Even more, disinvestments generate the main failures in research and development and investment. In a dying industry any gain in efficiency results in more layoffs. Those affected by disinvestment tend to have incentives to appeal for government aid to stop or slow down the process of disinvestment (regulations, subsidies, etc.).

Disinvestment in terms of public policy is haunted by the ones of the most controversial solutions such as protecting and subsidizing inefficient industries [4, p. 76].

The next area is «cost disease» problem. As a modern economy generates output within «the stagnant sector (labor-intensive industries, affected by low or zero productivity growth)» and «the progressive sector (characterized by dynamic productivity growth)», the costs of goods from «stagnant sector» tend to rise at a rate exceeding the rate of inflation. The phenomenon is often observed in education, health care, live performing arts and many others known as the «personal services». Labor-saving techniques brought unprecedented pace of productivity growth in most manufacturing production processes causing the reduction of costs and the rise of wages. Reduction of labor in the production processes in «stagnant sectors» was limited, if not impossible in many cases. Therefore, as wages in an productivity-driven economy rose, the same was happening in the personal services industries, causing their costs soar [1, p. 182].

Special social character of the personal services make the issue of its affordability politically contentious.

Another facet of the analyzed problem is the Rifkin's pessimism on the inequality of income stemming from the improvement of productivity and the decline of employment in manufacturing, and in services as well. The benefits of productivity advancement (maintained employment and higher salaries) are achievable to the narrowed group of highly specialized managers, experts and researchers [3, p. 213].

Therefore, there are significant shifts in the structure of demand and use of production factors to be observable. The fall of demand for labor caused by productivity growth implies important changes in the structure of income derived from production factors. Substantial employment slump in the productivity-driven economy and the increment of labor income of the in-

creasingly smaller part of the society results in the surge of prices of such socially sensitive services as educational, and health care services.

The increase of salaries in services (the salaries rise by the faster rate than the rate of inflation), where the employment is still raised because of the slow growth of productivity is the possible platform of diminishing of income inequalities. However, the sector of personal services only slightly affected by productivity growth is able to generate the increases of production and employment only if the prices of the services grow (see: the law of bushel) [2, p. 22]. To confirm the above findings, the research on the economy of Poland in the period of 1995–2009 can be called [5].

There is becoming, therefore, more and more intensively lifelike demand/postulate to liberate labor from income taxation.

Literature

1. *Baumol, W.J.* The Cost Disease / W.J. Baumol. — New Heaven and London: Yale University Press, 2012.

2. *Keynes, J.M.* General Theory of Employment, Interest and Money / J.M. Keynes. — New York: Harvest Book, 1965.

3. *Rifkin, J.* The End of Work: The Decline of the Global Labor Force and the Dawn of the Post-Market Era / J. Rifkin. — New York: Putnam Publishing Group, 1995.

4. *Thurow, L.* Zero-sum society / L. Thurow. — New York: Basic Books Inc., 1980.

5. *Валаг, П.* Охрана здоровья личности и развитие медицинских услуг в контексте эволюции системы экономики / П. Валаг // Медико-социальная экология личности, состояние и перспективы: материалы X Междунар. конф., Минск, 6–7 апр. 2012 г. / Белорус. гос. ун-т; редкол.: В.А. Прокашева (отв. ред.) [и др.]. — Минск, 2012.

Е.В. Ванкевич, д-р экон. наук, профессор
ВГТУ (Витебск)

ИНСТИТУЦИОНАЛЬНЫЕ ФОРМЫ РЕГУЛИРОВАНИЯ ЗАНЯТОСТИ В ИННОВАЦИОННОЙ ЭКОНОМИКЕ

В условиях формирования инновационной экономики происходят изменения в структуре и формах занятости: развиваются е-занятость, телеработа, фриланс, расширяется использование гибких и нестандартных форм занятости. Изменение качества рабочих мест сопровождается повышением требований к профессиональной подготовке работников. В совокупности данные изменения позволяют говорить о формировании новой парадигмы занятости. Ее основными характеристиками выступают: