

## INNOVATIVE LABOUR ECONOMICS: THE EVOLUTION OF THE TARIFF AND REMUNERATION SYSTEM

| Category         | Type   | Days | Hours |         |       |            |
|------------------|--------|------|-------|---------|-------|------------|
|                  |        |      | Total | Lectons | Cases | Self-Study |
| Business seminar | online | 3    | 48    | 18      | 18    | 12         |

### Price:

300 Euros – for 1 listener from an enterprise in the group

230 Euros – for each listener of the enterprise in the group if there are 2-4 persons of 1 enterprise

200 Euros – for each listener of the enterprise in the group if there are 5-10 persons of 1 enterprise.

The official deadline for completing the course according to the documents is 6 days.

Number of training days (seminars) is 3 days (6 acad. hrs. / 2 per 2.15, 30 min. break).

Document: Certificate of completion of the course “Innovative Labour Economics: The Evolution of the Tariff and Remuneration System” by volume of 48 hours.

### Day 1

#### 1.1 Work Rationing Classical System

Norms of time, production, maintenance, number, manageability, standardized tasks.

Classification of norms according to their role in measuring work costs and results.

The norms of workers’ energy costs and working time costs.

Work result norms.

Working conditions standards.

Remuneration tariff and tariff-free types.

Standards for work pace and rest time.

Remuneration time-based form and its systems.

The difference between norms and regulations.

Introducing flexible payment systems.

Regulatory and incentive wage funds. Methods of their justification.

The work intensity and wage intensity of the products.

#### 1.2 Research Methods on Worktime Cost and Standards Development

Methods of studying the technical, organizational, economic, psychophysiological and social aspects of the organization and rationing of work.

Practical application of methods for analyzing work processes and worktime costs.

Timekeeping, its purpose and methodology.

Worktime photo fiction, its types and methods.

Instantaneous observations method. Photo chronometry.

Analysis of work processes based on microelement standards.

Requirements for work standards and the main stages of their development.

Forms of work rationing materials presentation.

#### 1.3 Classical and Neoclassical Structure of Worktime Rationing

Methods of establishing surcharges for working conditions.

Direct and indirect time costs.

Formulas for determining the duration and work intensity of production operations.

The sequence of designing work processes. The structure of tasks for optimizing work methods.

Methods for determining staff number: marginalist, statistical, normative. The dependence of methods for calculating service standards and numbers on the nature of production elements interaction. The need to choose the optimal option for workers number when interacting according to the “with possible expectation” scheme.

Substantiation of the number norms from the standpoint of choosing the optimal structure of production resources.

Restrictions on the required production result and working conditions. Optimality criteria.

Methods for optimizing the work division and staff number.

#### **1.4 Cases:**

Developing work performance standards for an intangible result (modelling).

Developing norms for work pace and rest time (modeling).

Modelling the determination of staff number in the office department.

### **Day 2**

#### **2.1 Innovative Work Rationing System: ABC Methodology**

Business processing as the basis of modern work rationing.

IDEF notation in the workflow management system.

The Gantt Line in the planning and distribution of employees’ business processes.

ABC methodology: personnel categorization.

ABC methodology: work processes typologization and their calculation.

ABC methodology: calculation matrices.

#### **2.2 Innovative Human Resource Management and Calculation**

Using time lags and the slice method in adapting the arrangement of employees’ business processes on the Gantt Line.

The grading system.

Principles of LaMa programme operation: wage fund automation.

A point system for calculating employee’s work cost.

Methodology for developing the point system principles.

Recommendations for linking points to the remuneration system.

#### **2.3 Cases:**

Business process modelling in adaptive IDEF notation version.

Compiling a register of department business processes and their distribution on the Grant Line for one working day.

Developing principles to form rules for determining work assessment for each criterion.

### **Day 3**

#### **3.1 Innovative Methods of Employee Motivation**

Time management: forming SMART and SMARTER thinking among employees.

Features of perception and application of GROW.

Modern non-material methods of motivation: communicative priorities, semiotic associations, corporate values.

Modern material methods of motivation: quasi-financial encouragement, personalization of work results, competitive methods.

### **3.2 Wage Fund Forecasting and Planning: Innovative Methods**

The methodology of the process calculation of work costs.

The method of temporal calculation of work costs.

The basic principles of the department's work calculation.

Considering non-fulfillment and defect risks in the business process results.

Verifying the work process calculation along the EPC chain.

Calculating the processes volume for a fixed period.

Calculating the number of working hours (load) from processes volume for a fixed period.

Designing process work optimization.

Wage fund planning according to modern and innovative methods.

### **3.3 Cases**

Determining the relative and absolute cost of the process.

Determining the product cost in the EPC chain.

Analysing the optimization potential of some department business processes.

### **Materials for Listeners:**

- (1) Presentation of the course (prohibited for distribution outside the course).
- (2) Literature (PDF files).
- (3) Tests.
- (4) Video content in English on the seminar topics.

Materials are provided during the course.