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TEMPORARY EMPLOYMENT IN DEVELOPED COUNTRIES: CONSEQUENCES AND REGULATORY DIRECTIONS

**Zaitseva O., PhD in economics, Head of the Department of Management,
An Xinuy, graduate student**
*Vitebsk State Technological University,
Vitebsk, Belarus*

Temporary employment has grown in a considerable number of countries in the past years [1, 2] and this expansion has raised concerns that temporary jobs may be an additional source of insecurity and precariousness for workers. Concerns also have been expressed that temporary jobs may lead to growing labour market segmentation and dualism [3, 4].

International Labor Organization defines temporary employment as «employment, whereby workers are engaged only for a specific period of time, includes fixed-term, project- or task-based contracts, as well as seasonal or casual work, including day labour» [5].

Temporary employment may also have beneficial effects. Indeed, the expansion of temporary employment seems to reflect, in part, individuals' and employers' increased demands for flexibility in working patterns. Some individuals may prefer to be employed in temporary rather than permanent jobs for a number of reasons, e.g. temporary jobs may involve less commitment to the employer and, hence, better opportunities to combine work with other activities (e.g. education and care giving). Other individuals may value temporary jobs as a means of entering the labour market, securing an immediate source of income while gaining work experience that can help them to move up the job ladder. Similarly, by acting as a buffer, temporary jobs may allow employers to adjust their operations more effectively to changes in competitive conditions, including business-cycle fluctuations in demand. Employers may also use temporary jobs as a least-cost way of screening potential candidates for permanent jobs in their firms.

One may question what is the best strategy for governments to follow in this area and whether there is an optimal level of regulation of temporary employment that can improve the overall performance of the labour market without exposing a subset of workers to excessive insecurity and precariousness.

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ЭКОНОМИЧЕСКОЕ ОБОСНОВАНИЕ ЭФФЕКТИВНОСТИ ИСПОЛЬЗОВАНИЯ ТРУДОВЫХ РЕСУРСОВ В ЧП «МАШИНОСТРОИТЕЛЬНАЯ КОМПАНИЯ «ВИТЕБСКИЕ ПОДЪЕМНИКИ»

Зайцева О.В., к.э.н., к.э.н., зав. каф., Болганова Ю.А., студ.
*Витебский государственный технологический университет,
г. Витебск, Республика Беларусь*

В масштабах стратегического управления изучение процесса управления трудовыми ресурсами организации призвано выявить «резерв» и направления развития трудового потенциала с целью повышения эффективности работы персонала, выполнения будущих функционально-должностных ролей в рамках сформированных стратегических планов организации.

Эффективность использования трудовых ресурсов – важнейшее экономическое понятие, характеризующее результативность использования трудовых ресурсов; выражается в достижении наибольшего эффекта при минимальных затратах трудовых ресурсов и измеряется как отношение результата к затратам живого труда во всех сферах деятельности: в сфере материального производства, в непромышленной сфере, в сфере общественного, коллективного и частного производства.

Эффективность использования трудовых ресурсов характеризуется в первую очередь показателями производительности труда. Для оценки уровня интенсивности ис-