

## TO A QUESTION OF ADAPTIVE MECHANISM OF LABOR MARKET IN CONDITIONS OF CONTEMPORARY CRISIS IN RUSSIA

Beklemeshev V.

*The Social Sciences Institute of the Irkutsk State University, Irkutsk, Russia*

The penetration of national overtone of market opportunities of foreign human resources stock is more felt nowadays against national priorities. The experience of CEE countries in attraction is very specific, because here as a rule minority relations upon experience and technologies are used, change of the essence of the economic system (from raw materials to innovation), transition to a new structure of economics and the development level.

The formed concentrated structure of Russian market is one of the factors decreasing attraction, criteria of high level corporative management, well-established business-model, high quality of assets, developed customer base, qualified management. "Russian accent of crisis" – non standard approaches in solving contemporary problems of a new model of world order, forms of economics support, its energy consumption and low efficiency as criteria for modernization success, real consideration of economics control process taking into account demonstration of adaptive changes in structure elements of separate markets, including labor market. Thereby, competitiveness in the field of expenses control comes to change the extensive growth. In this regard advantages connected with the economies of scale will be considered as a motivation for deals, which is a consequence of the credibility crisis, a gap between company's resources cost and what can be bought at this price appear. Speaking about labor market, average monthly earning grew almost 5 times – 30% increase a year. Russian market is overheated, even by world standards, especially in top-management segment. Similar position with responsibility for the similar type of business in comparison to foreign- this is an economic upturn, a meteoric career, big money. Average work period in a company is decreasing, but special-

ist's cost is growing. Labor market overheat is caused first of all by favorable macroeconomic environment, deficit of necessary specialists. On one side new aims appear, from the other – interpretation of new professions, from the third – approaches to mutual understanding of labor market and education market. Process of retail is growing 20% annually, therefrom deficit of retail specialists and other specialists, and that not always gives equivalent pay-off to salary guarantee, as growing price for specialists vertically is felt, but at the same time the qualification is low, special education is missing, level of education is falling, knowledge and skills of employees correspond to 30-40% of the occupied position. About one million citizens will die in 2009 and up to 2015 there'll be 9 million employable Russian citizens less. We may add laziness and greediness in promotion of salary race. No matter how good you work, they aim to pay less, using different bonus reductions and decreasing coefficient and moreover overbranding appears, that is labor became more expensive because you became more expensive, people become more public, celebrities, well-paid, but not very professional, do not see serious changes, balance of payment and labor efficiency, and therefrom complaints at overstated salary expectations of the graduates, to what head of "EKOPSI" V. Stolin pays attention, suggesting bringing in qualified specialists from abroad, preferring Eastern labor power, as European labor market gives plenty opportunities to Russian companies, qualified specialists are in demand more than unqualified labor power, gives more opportunities to fulfill oneself at managing positions, and that's why migration flow is growing, determines importance of the existing social nets for new migrants supply. In confirmation of this M. Dmitriev,

head of Strategic Development Centre, says that [1] “Russia has to attract resources from foreign markets” as financial sector is not able to support big projects. The author considers that from the final demand stimulation viewpoint the obtained additional money worked badly as people did not want to spend it and inflow into banking system also didn't give any result. At the same time development in forming one-company towns will lead to local growing of unemployment and general modernization of industry will lead to structure unemployment. It will happen because of general labor shedding in the country and because of that level of training does not correspond to companies' demands [2], minimization of loss of opportunity [3], new basis of principles evolution modernization of economies in transition [4], classical view of a new theory of values in contemporary sounding [5]. And taking into consideration the 2010 budgeting we should agree with I. Yurgenson, representative of Contemporary Development Institute that «a balance between “social” and “economic” balances should be found» [6], by means of “Moebius band” (decrease of state expenses and taking into consideration decrease of social and political consequences).

Introduction of a system of balanced scorecard significantly popularizes the opportunity to adapt in conditions of formation of regional labor market, predetermines to follow D. Norton and R. Kaplan research. Practice does not give enough right and timely management decisions that is confirmed by the conclusion about balance and market value gap. If in 1978 the gap was 5%, then up to 1998 it was 72%. The reason for such gap was graduate cost increase of non-material assets, including goodwill in the total price of companies that were ignored in the financial statements, and wherefrom estimation units of efficiency in MTSP can be separated according to different components (price changes, efficiency, profitability).

Questions of relations of education system and labor market recently state the fact of inefficiency of the existing system and therefore a problem to overcome the misbalance is set. More and more different authors hold the opinion of the appearing “institutional traps”, opportunities to overcome them in accordance with the economics of agreement, where the agreement is determined by the condition of rational action, and from the other hand- by the requirement to interpretative rationality of the participants of transactions in the market. Economics of agreements suggests considering participants of transactions in the market as a premise of intentions and preferences and therefore considering approaches to variants of agreement correlation, conduce to form institutional construction of education modernization which demands a different approach to using interpretative theory of adaptive mechanism substantiation on the level of both state and region, attraction of new approaches to labor market formation and its structure reorganization. So, in M.P. Burova's opinion, accretion of power of interregional state and non-governmental structures in attraction of investments into regional economy, also using labor market and education development market. On the one hand this fact can be considered as positive tendency - growth of nation's education increases quality of country's human capital assets, on the other hand it reflects the changed motivation of young people who are getting higher education – more often it means obtaining social status, but not “working in the specialty” in the future which is confirmed by the materials of the Third Internet Conference in Petrozavodsk and also by the materials of Best Scientific Book Awards in Sochi, hold by Development of Russian Education Fund among teachers of Higher Education Institutions in 2007.

Merger and acquisition theory, used in many works of different authors recently, shows that the opportunity of quality improvement exists and represents the fact of business environment movement as all the economics on the whole so its separate parts (labor market, assets, lands). In this case the

appearing business process will be efficient and will represent definite advantages in terms of separate elements. Variants of merger and acquisition give ground considering that not only adaptive mechanism of the economy but also adaptive mechanism of the specific market is changed. In I.Yurasov's opinion "formation of process of inclusion and fixation of labor power in industrial organization is taking place" and in M Topilin's opinion dynamic response at places to those changes that occur at regional labor markets, shifting focus from passive aid to unemployment to facilitation in returning to active professional life and therefore labor gets new characteristics in a system of business relations (Ishchenko S., E. Okhara & Ors).

The carried out research experiment shows uncertainty of institutional reforms representation as in labor market theory so in its politics, and intensification of cross-country competition leads to more reorganization of labor market flexibility, represents complex of "bad" institutes by reasons of appearing misbalance in terms of employment programs, systems of unemployment insurance, work time and salary flexibility, employment defense, changes in labor relations, opportunities of introduction of "dou-

ble" institutes. Rise and development of neoliberalism, its limits make not only countries but also labor market mechanisms in terms of positive characteristics of capitalism compete. Contemporary global crisis as a new type of economic system has already predetermined the characteristics of new demonstration in establishment of new mechanism of labor market in the regions (Far East and Asian and Pacific countries), discrimination of Small and Medium Enterprise. [7]

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