

of compensating the low efficiency of the resources cheapness production. The tariffs of the natural monopolies have been grown in the recent times by 15–18% annually. According to the experts data (e.g. “Expert”, 2013, № 40), the transport costs in the extended Russia for 55% are higher, than in the USA, the gas is more expensive, in a number of the places the salary has been exceeded its level of Hungary, Lithuania, Latvia, but the development of an employee in the 100 great companies (e.g. 18% per year) in 3,4 times less, than in Japan, in 3 times less, than in the USA, in 1,7 time less, than in India and Brazil, and it is almost the same, as in Kazakhstan. Of 10 leaders in the labor productivity in the EES, 7 from 50–16 are working in Kazakhstan (e.g. the subsidiaries firms and companies of the oil and gas MNC), two in Belarus (e.g. Nozirsky Oil Refinery and “NAFTAN”).

In the various regions of Russia, the development of an employee is, practically, made up 63% of the world level, in the major companies of the energy, oil and gas, telecommunication, scientific and industrial sectors – 45–49%; black and non-ferrous metallurgy – 35–38%. From 87 mln. employable Russians, about 3 mln. are engaged in the security, defense and law enforcement agencies, military and policing branches; about 4 mln. – are in the ministries, pension and insurance funds, supervision and control services; about 2 mln. – are in the security and preservation organizations. According to the President of “Rosagromash” K. Babkin data, for the obsolete building and other regulations, the Russian Tractor Factory should be taken several times larger area more, than the Canadian, and the administrative staff is more, than 4,5 times (e.g. 65 and 14), including the security officers – in 37,5 times. Only by these two occupations, the additional costs – are about \$ 3 mln. annually.

The production facilities have already been outdated for 80%, the qualified staff – is in the acute shortage, the credit is being given for a short (e.g. up to 3 years or 48 months) term. The monetary policy orientation is not on the production, and on the import, the inflation is being increased, especially, if the flat rate of the taxes is the same for the citizen, whose income has been created by the labor, and the oligarch, having lived abroad and having come, only to be collected the rent, under the free movement of the capitals.

Russia has its ability to be, dramatically, improved the production efficiency, on the basis of the new creation and elimination of the obsolete working jobs, especially, in the area of the municipal, urban and agricultural infrastructures, roads, power industry, machine building, APC, share increasing in the investments in GDP from 20 up to 27–28% annually. This will be compensated for the gap in the amount of the savings and productive investments, having constituted, according to the experts’ assessment, 7% of the GDP. For this purpose, you are needed the real public state and government

private partnership, having attracted the private rather, than the public and foreign investments, the new tools of the concessional long – termed loans, the further development of the sub-federal and corporate bonds, the creation of the lucrative market housing and communal services, on the basis of the new technologies and real competition.

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SPECIAL FEATURES OF ORGANIZATION-STAFF WORK WITHIN STATE BODIES IN MODERN CONDITIONS: DOMESTIC AND FOREIGN EXPERIENCE

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The article studies basic trends of organization-staff work in state bodies in Russia.

Transition of Russian economy to the world space, related to the sixth technological tradition leads to global changes, including correction of problems, faced by bodies of state government. Attitude towards work and employees suffers a change.

Qualification, professionalism, knowledge, and ability to create become basic characteristics of an employee. A worker not only supplies his professional qualification to employer for a fixed period of time. Person becomes a subject of professional relations, as an employee takes responsibility for his personal development. Managing such personnel defines inefficiency of the existing model of Taylor that considered industrial technologies, designed for mass production, developed distribution

of labour, using a person's knowledge and skills in a narrow specific area (profession and specialty). Evaluation of work result was based upon one's skill to carry out a specific operation.

Nowadays a greater part of labour, including its intellectual kind, is being automatized. Informatization of the society creates completely new spatial-temporal relations. Content of work is more and more transferred to interaction not between a person and mechanism, but between people via machines. At the same time we can observe:

- Growth in productivity of monotonous labour that consists of repeated operations, decreases its part in total consumption of work. Part of professions that are not related to direct production, grows (research, development, marketing).

- New professions are created instead of the old ones, and they demand completely new competences from employees.

Robots replace accountants, cashiers, security guards, dispatchers, and many other professions in the area of management. A specific regulation of working time is being introduced. A number of employees who work outside an office at the basis of labour contract, increases [6] as well as a number of qualified workers from other countries, not only CIS, but, possibly, from Vietnam, India, etc. New professional standards define training specialist of 400 wide professions (Labour code counts about 7000 of them).

As it is registered by domestic literature, modern state apparatus requires increase in qualification and in decrease in quantity of personnel. According to the data of Rosstat, 793 thousand people were employed by state bodies in 2014 (decrease by 12–15% in comparison to 2010). At the same time, total number of state and municipal officials, including members of electoral commissions grew from 1,162 to 1,548 thousand people since 2000 to 2013, at municipal level it grew 2,5 times.

Manning of federal official bodies equaled 82% in 2013, regional – 90%, municipal – 96%, and monthly wage equaled 98000 rubles (increase by 36% during a year), 36400 rubles, and 33600 rubles correspondingly. In a number of small towns officials form up to 80% of the total number of the employed. According to institute of social policy of scientific-research university High School of Economy [4], number of officials per 1 thousand of people equal 70-72 in USA and France, 40 in Latvia, 33 in Italy, 25 in Norway, 18,5 in South Korea, 12 in Russia. The greatest part of officials in total number of the employed is registered in Latvia – 10%. However, part of official government costs in state budget is much greater in Russia than in countries of OECD. The greatest part of state personnel is not skillful at modern informational technologies.

Decrease in quantity of state apparatus goes along three basic directions:

- Liquidation of unnecessary, unnatural for a country, and inefficient functions of government (according to experts, their part equals 20–30%).

- Liquidation, unification, and removal of duplication in operations of observation-control bodies.

- Transition towards providing state services digitally, creation of single network that will link all official structures, sharp decrease in paperwork and report.

International institute of management evaluates efficiency of managing economy of different countries according to 333 criterions. The leading positions are occupied by USA, Sweden, FRG, Canada, UAE, Denmark, and Norway. In 2014 Russian occupied the 38th place – behind China (23rd place) but ahead of Brazil and India. Specific part of citizens in age of 18–64 who plan to start their own business in nearest years during 2002–2012 increased from 27,5 to 43% in China, from 5 to 7,7% in Finland, in equals 37% in Brazil, and it decreased from 2,5 to 2,2% in Russia. Part of population in age under 64 that already has a business increased from 12 to 24% in China, from 4,6 to 6% in Finland, it equals 15,5 in Brazil, and only 2,4% in Russia. Monopolies, related to local authorities, suppress competition.

According to researches by Ernst & Young “barometers of business activity of G-20”, according to business support coordination, Russia is placed at the same level with Mexico, Brazil, and Indonesia, but behind China, where about 75% of new workplaces were created due to this support. According to the level of business culture, professional training of entrepreneurs, and business environment, Nizhegorodskiy region and a number of other regions have been outlined.

During evaluation of staff potential one should consider not only coefficient of their intellectual development and analytic abilities, but also emotional intelligence – ability to understand feeling and intelligence of others, interact with them, develop their creative thinking and initiative, create efficient teams (team management). It is necessary to train staff to work in collaboration without introducing numerous positions of deputies and assistants of managers who are unable to organize systematic workflow. Additional professional training of state officials should be directed towards projective work not only in western (Institute of state management of Georgetown university of USA, Higher normal school of France), but also eastern centers.

Institute of state service in Singapore, Beijing and Pudun schools of state government in China, and others are directed towards collaboration, but not only individual leadership. It is much closer to Russian mentality.

The greatest attention is paid to modern neuroeconomy that implies revolution in behavioral economy. It studies mechanisms of making decisions in terms of uncertainty, when possibility of achieving a goal is difficult to evaluate, and rationality of a certain line of behavior is defined by collective values and preferences.

A special significance is devoted to the system of state and municipal orders that carry out the following functions:

- participation in ranging values of management objectives and means of achieving them;
- distribution of financial-budget resources during separating authorities of federation, regions, and municipal bodies (MB);
- provision of efficient workflow of state and municipal consumers of goods and services;
- standardizing of contractors' activity, selection of the best investment-innovative projects and business-plans;
- rationalization of taxing, selection of legal form of organization and choosing head executives of contractors;
- transferring actives to property or transferring them to contractors of competitive goods in accordance with conditions of a contract.

Bodies of government must evaluate efficiency of investments considering all types of risk and paths of project financing development.

Indexes of internal profitability of a project are considered first, however, it is not enough. Bodies of state government should also consider external effect, related to profits, that a customer receives: creation of new workplaces, decrease in unemployment and crime rate, improvement in social and business capital, ecology, and health of population.

Activation of capital, including non-material actives, should become a source of investments [3, 5]. During 2000–2012 Russian budget grew almost 4 times in real expression, and capitalization of stock market grew 5 times (from 0,2 to 1 billion rubles). However, according to Morgan Stanley recapitalization of Russian companies decreased to 60 of value of their actives [2]. It is necessary to decrease period of selecting investment projects and simplify the procedure of providing state guarantee.

A state body can't serve as a partner to private firm as they are in authoritative, not civil-legal relations. According to the research by McKinsey, attracting private capital to state infrastructural projects cuts down costs by 20%, risk of budget increase – by 70%, and risk of construction period increase – by 66%. Public sector of economy (non-commercial organizations) manages social infrastructure. Associations of users are much more efficient than state or private firms when it comes to managing forests, water, and other resources.

New area of activity for state and municipal personnel becomes development and efficient usage of new sectors of infrastructure. Infrastructure is a system of economic and non-commercial organizations and that provide services, required for improvement in their activity and efficient production, to economic subjects, located at a given territory.

Five basic blocks are outlined in infrastructure. Commercial infrastructure that includes banks and other financial institutes, markets (stock, goods, currency, etc.), insurance companies, marketplac-

es (wholesale markets, distribution and storage of goods), expert-consulting, legal services, audit, advertising and marketing services, and is necessary for efficient production and realization of goods and services in terms of competition.

Production-ecological infrastructure includes railway, automobile, maritime, aviation transport, highways, connection, power system (electricity, heat, gas), water supply and sewage, nature-preserving system and existed in centrally-planned economy (in opposite to commercial).

Innovative infrastructure includes fundamental science, innovative networks, metrological, optical-experimental, and leasing centers of general purpose, patent-licensing service, engineering (introductory) firms, system of training and additional training of scientific-technical personnel.

Social infrastructure consists of education, healthcare, pension system, and other social services, it obtains a special significance in economy of knowledge.

During the nearest coming years state apparatus should solve a completely new problem – carry out the greatest organization-technical re-equipment of industry and the whole economy in half-century. In 2015 it is planned to re-evaluate all industrial funds, estimate enterprises of industry, transport, and communication in order to reveal outdated main funds (they form up to 80% of their value) and liquidate technologically-outdated enterprises, especially outdated in ecological area, via increasing taxes for outdated funds, toughening standards of their usage, buying them off by the state, etc. For certain monotowns it implies a necessity to retrain employees, develop small and average business rapidly, provide new workplaces in neighbor cities (which defines the need for highways) and other regions.

New funds should replace the outdated ones, system of reconstructing potentially-competitive existing enterprises is required [1]. These measures will demand localization of production of foreign equipment, development of non-raw materials export, decrease in prices for long-term (10 years and over) investment credits down to 1% plus inflation, state-private investment partnership at the foundation of implementing concessions for all types of infrastructure.

The following basic directions of economic transformation through impact of state and municipal authority are:

1. Development of small business, first of all, in high-tech sectors, creating of highly-productive workplaces. According to the data of Rosstat and Chamber of commerce and industry, during 2010–2013 over 1,5 million workplaces with salary over an average regional level were created, about 350000 – in Moscow, 240000 – in St. Petersburg, about 200000 – in Tatarstan, 160000 – in Bashkortostan, about 100000–126000 – in Krasnodar, Moscow, Sverdlov, Rostov region, about 70000–80000 – in Nizhegorodskiy and Kemerovskiy region.

2. Qualitative change in system of training, retraining staff, improving its qualification. The greater part of authority bodies personnel is formed of people of pensionary and pre-pensionary age who are unfamiliar with modern informatics. In early 2000-s labour value in Russia was significantly lower than it was abroad. Since these days average salary increased more than 5 times (in dollar expression) and now it exceed the level of it in Bulgaria, Romania, and a number of EU countries. At the same time, incomes of executive managers exceed salary of regular employee more than 150 times (in Northern Europe and FRG – 5–10 times). Only in USA by 2015 average annual income of chief executives of corporation was more than USD 10 million – 250 times average salary.

The basic quality of modern manager is his ability to collect, analyse, and use new information, his speed of reacting to changes in the world. Narrow qualification loses its significance and is being replaced by competence – possession of a wide range that allows one to transfer knowledge from one area of professional activity to another. If a company changes its profile, its personnel should also possess the necessary competence, managing such team also requires certain competence that will base not only upon professional skills, but also individual knowledge and abilities. The existing labour market demands a person that has rare and sometimes even unique qualities within the required professional range. As practice shows that order in management is the main criterion of attracting new employees.

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PERSONNEL COMPONENT OF INNOVATIVE DEVELOPMENT OF RUSSIAN ECONOMICS

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The human component is crucial for the creation of a national innovation system. This issue

has been given a lot attention to for the last years. The centers of technology transfer, industrial parks, venture investments funds and other elements of the innovation infrastructure have been established in all the regions of the country. The government provides small innovative business with financial support.

However, it's hardly to say that the economy of the country receives great amount of the innovative developments, new technologies, etc. The current situation is caused by many reasons, but ones of the main important of them belong to the personnel sphere.

First of all, we should mention the lack of innovative culture of the personnel at all the levels – from common employees to management. Speaking about the innovative culture we mean ability of personnel to find or create promising development, desire to complete it to the innovation level and understanding of the impetus, given by the use of someone's innovations and by development of their own. The presence of the innovative culture will allow solving the following tasks:

- search for scientific development having potential for commercialization;
- identification of the innovative prospect and result obtained;
- organization of interaction of developers and innovative managers;
- acceleration of practical application of innovations.

The second reason – lack of the innovative managers and theoretical base of their educations. Now it is a serious problem to trained of innovative managers in Russia. With such human resource support of the national innovative system the efficient use of other types of resources, allocated for the innovative economy establishment, is impossible. The level of their education leaves much to be desired too [1].

The third reason – lack of demand for the innovative managers. Analysis of job offers at most popular websites, dealing with employment issues, showed, that there only a few vacancies, connected with the work in the innovation sphere, out of hundred thousands of job offers.

Thus, nowadays and in the nearest future weakness of the human resource component is the main barrier to the national innovative system development.

Let's consider the development possibilities of human resource component of the national innovative system:

1. Formation of the “innovative culture”. It is important in short terms (3-5 years) to teach the employees of various branches of the economy the innovations basics. The main basic course should contain:

- search, promotion and application of innovations including interaction of developer, heads at various levels, innovative managers etc. This part