

Labor resource potential in the economy of Russia and Belarus

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Abstract. The processes of development of the system for managing the personnel potential of the region are studied in the article. Theoretical approaches to the formation of labor potential and organization of activities in the conditions of different countries are considered. It is shown that for effective management of personnel potential, it is necessary to pre-calculate indicators for assessing the elements of this potential. The specificity of the strategy for optimizing the methods and factors for choosing these indicators for the purpose of making economic decisions is revealed. Statistical data on the costs of using digital technologies in the management of human resources are systematized. A model of innovative human potential has been developed. The article presents the advantages of using a digital approach in determining the directions for improving the quality of the resource potential, reveals the reasons, difficulties and laboriousness of other approaches used in the formation of labor potential. The transparency and coherence of extreme labor resource management programs are substantiated, and a mechanism for a digital approach is proposed that can ensure not only the implementation of long-term project priorities, but also guarantee the highly effective implementation of large-scale targeted development programs of countries. Among the main problems, the low efficiency of human resources in the implementation of digital technologies has been identified. The necessity of forming uniform requirements for managers is substantiated.

Keywords: labor resource potential, optimal structure of labor resources, multifactorial model, assessment of labor potential

1 Introduction

The development of the state depends on changes in the external environment and constant monitoring of these changes is required [1]. At the same time, the labor resource potential has a huge impact on these changes, releasing innovative interchangeable development

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programs. This can be done using new labor relations, national programs and digital technologies of the information space.

Changes in the external environment complicate the procedures for developing and making managerial decisions on the structure of the labor resource potential [2]. The structure of the labor resource potential is recognized as a tool for achieving a set of development goals for the state and the main interested groups. These include administrative bodies, business communities and organizations that use a large amount of various labor resources.

Analysis of the management of the structure of the labor resource potential of the country identified the problems of development of individual territories [3]. They can be explained, on the one hand, by objective reasons – the shortage of various labor resources, and, on the other hand, by the low efficiency of the use of available resources. Consequently, the decisions made should ensure the stability of the economic potential of the state and create the competitiveness not only of manufactured products, but also of labor resources in general. Important here is the social orientation of programs for the development of the economy at the state level and the availability of labor resources in general.

Both Russian and foreign scientists make a great contribution to the theory and practice of studying labor potential in modern conditions. These include I.M. Aliyev, H.A. Volgin, B.M. Genkin, H.A. Gorelov, S.G. Zakharova, V.N. Kabanov, A.Ya. Kibanov, N.V. Makovskaya, V.M. Maslova, Yu.M. Ostapenko, A.I. Rofe and other scientists. The issues of the mechanism and tools for effective management of labor potential are presented in the works of such foreign scientists as Burga Ruben, Spraakman Chris, Balestreri Carson, Rezania Davar, Claus, L., Raïche, I., Moloo, H., Schoenherr, J., & Boet S. and other researchers. The use of labor resources in different countries is a multifunctional process, with the possibility of mutual relations and cooperation [4].

Numerous studies show that for the implementation of innovative development programs it is not enough to have the volume of labor resources, their competitiveness, innovative attractiveness and sharing become important [5].

2 Methods

At the level of authorities, it is advisable to build an interregional statistical database on labor resources and resource flows in accordance with the principles of the necessary provision of this type of resources for a particular development program.

The purpose of studying the structure of labor resource potential at the state level is:

- establishing the volume of labor resources of the required quality and their qualification novelty [6];
- determination of the deficit of specific types of labor resources for the implementation of development programs of individual countries;
- structuring of labor resources by type, gender, age and status;
- determination of the optimal use of available labor resources [7].

When assessing the types of labor resources and their quality, it is necessary to investigate the sources of formation and replenishment, the possibility of their use, the availability and rationality of obtaining. It is necessary to take into account the management of the structure of the labor resource potential, which includes not only the regulation of the use of these resources, but also the stimulation of the preparation of new resources, retraining for innovative technologies, the introduction of a reserve staff and production labor resources to replenish them.

The authors consider it expedient to design joint national programs for the training of IT workforce and the possibility of staff replacement [8]. This will satisfy the needs for certain types of labor resources at the state level and eliminate their shortage.

All of the above allows us to formulate requirements for the structure of the labor resource potential (Figure 1).

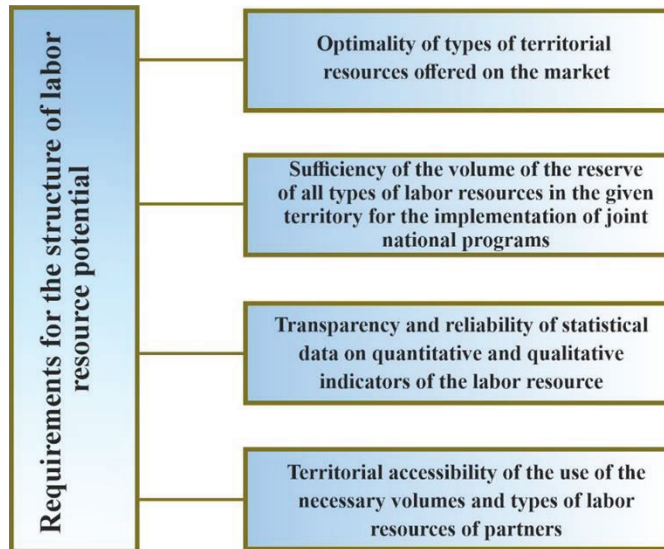


Fig. 1. Requirements for the structure of labor resource potential.

3 Results

In addition to the listed requirements for the resource labor potential, where their volume and availability are considered, important elements are the remoteness from the places of use of this type of resource, transport security, the correspondence of the costs of using labor resources to the possibilities of effective demand. A significant element here is the system of laws, norms, rules and procedures for organizing joint activities when using a certain type of resource [9].

In the need for labor resources, the main component is managers of new qualifications for working with digital technologies [10]. The structure of the functions performed by managers in various organizational structures may differ significantly. At the same time, managers, depending on their status, have a different degree of rights and obligations, their powers are determined by industry affiliation and labor relations [11]. The distinctive features of the activities of managers have a significant impact on decision-making and the intensity of work of employees, on the timing of the implementation of decisions and the time used to fulfill job regulations. In this regard, there is a need to structure managers by status, education and the possibility of using labor resources in related specialties. In recent years, the number of labor migrants from Belarus, who received the status of residents in the Russian labor market, has been growing in 2015-2018, the increase in migration amounted to almost one and a half times – 147.0%.

The scale of Belarusian labor migration relates to almost an eighth of the labor potential of Belarus. From the border regions with Russia, labor migrants leave for Russia, and from territories close to Western countries they leave for the west. The ratio of segments registered and deregistered of labor migrants from Belarus in Russia is shown in Figure 2.

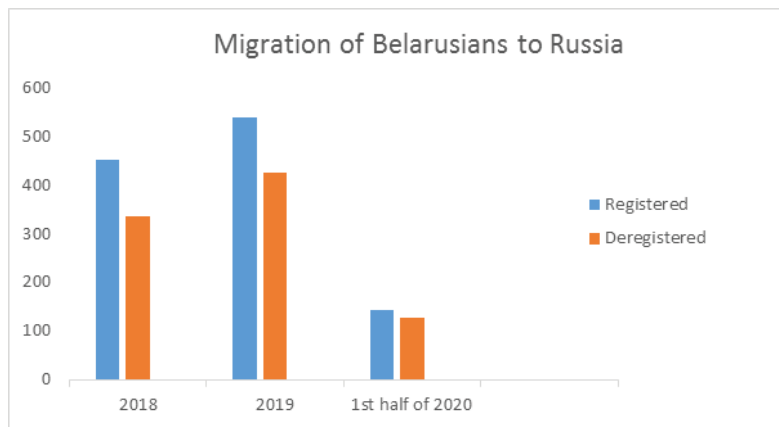


Fig. 2. Dynamics of the number of migrants from Belarus to Russia for 2018-2020. Compiled according to the Ministry of Internal Affairs of Russia.

The authors hereof consider it expedient to create an organization, following the example of the Collective Security Treaty Organization (CSTO), which has demonstrated its viability in resolving political instability in Kazakhstan, which will extend its action to the Russian market and the market of Belarus, with the possibility of Kazakhstan, Armenia, and other states of the post-Soviet space joining the organization facilitating the integration of managers into the community, with digital competencies.

4 Discussion

Clear definitions of the concepts of labor resource potential of each object of management have not yet been formed, which does not allow a clear idea of the common features and differences between them [4]. The labor force includes the population that can work in the sectors of the national economy, regardless of the host country. The main part of these resources is the population at a certain age (working age). Going forward, the development of a workforce management system requires research into the market for these resources and identification of potential investment needs to prepare new workforce qualifications [12]. Both own sources of funds and borrowed from neighboring friendly states can be used here. This is especially true for part of the reserve labor potential in Figure 3.

The authors believe that an able-bodied manager of any link is a professionally trained employee of the organization, holding a position in the management structure and performing functional duties in accordance with the powers characteristic of this management object.

In the Republic of Belarus there are qualification requirements, according to which the manager must have a special higher education. An exception is for the group of activities "Services of temporary residence, food, trade and other areas of similar services" – secondary specialized education is acceptable here.

Due to the lack of clear definitions of the concept of a manager of each of the levels of management, it is impossible to classify common features and determine their distinctive features. In the current situation, it is necessary to compare the official regulations for each level of management, as well as the rights and obligations of managers. In accordance with the level of management, the manager must have a certain professional education and training in a particular specialty.

In this regard, the main criteria for assessing the volume of the labor market for middle managers are [13]:

- higher (postgraduate education);
- profile of education (specialty required to perform the functions of a middle manager in industry organizations);
- the position of the leader.

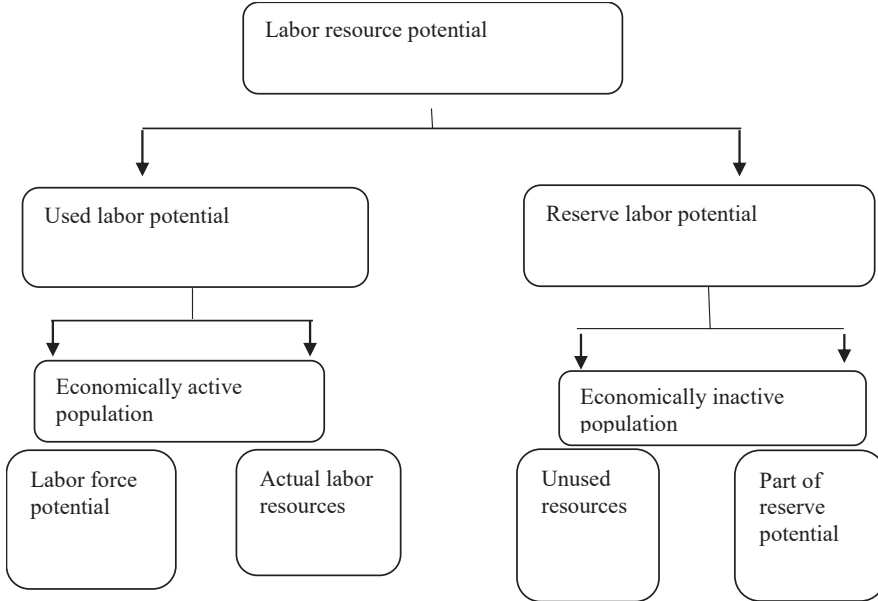


Fig. 3. Model of the structure of labor resource potential.

In Russia, the dynamics of the number of managers and specialists by gender and occupation shows that there are more men than women in Russia by 462,000 people, while the reverse trend is observed in the group of specialists. The number of women is more than men by 4556 thousand people, which is 55.2% and 44.8%, and the opposite trend is observed in the group of specialists. The number of women is more than men by 4556 thousand people.

In Belarus, there is a slow growth of the segment of women leaders. In 2019, the segments of male and female managers had the same share in the structure of the labor market of managers in the Republic of Belarus. Segments of the labor market of managers in Russia and the Republic of Belarus, identified by gender, are shown in Figure 4.

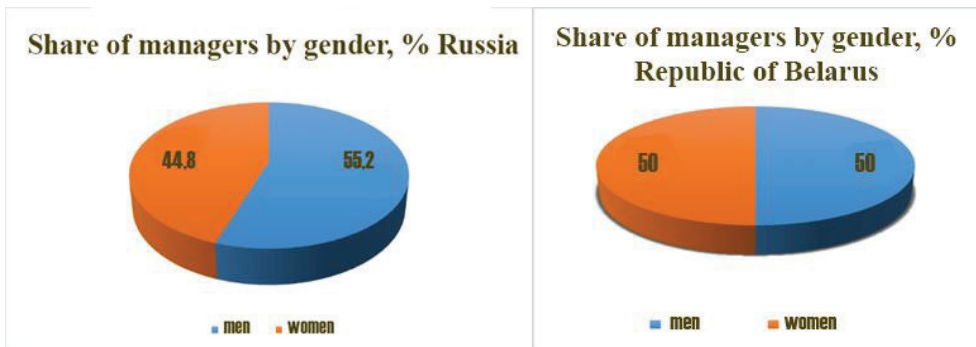


Fig. 4. Share of managers by gender in Russia and Belarus in 2019. Note: Compiled on the basis of data from the statistical compilation “Labor and Employment” 2020 [7].

There was a comparison of leaders by gender from 2016 to 2019 in Belarus.

The segments of the labor market of managers in the Republic of Belarus by age, are shown in Figure 5.

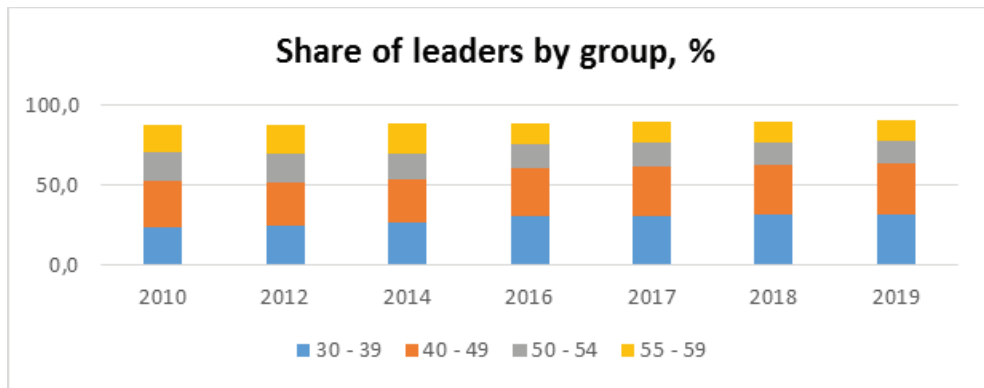


Fig. 5. Segments of the labor market of leaders of the Republic of Belarus by age. Note: Compiled on the basis of data from the statistical compilation "Labor and Employment" 2020 [14].

Geographic boundaries are becoming the main boundaries of the labor market for middle managers.

When identifying the main tasks of market research, allocate; identification of market development trends; study of the capacity and other parameters of the market, its segments; study of the competitive environment in the market; consumer research.

The study of indicators characterizing the employed population will make it possible to assess the parameters of the labor market and identify trends in its development.

5 Conclusion

The main indicator characterizing the capacity of the labor market of managers is their number [1]. By its change, one can judge the size of this market.

Such criteria as gender, age, types of economic activity, and level of education were used to identify segments of the labor market for managers.

Changes in the structure of labor resources in different countries have an impact on the formation of labor resource potential, both in terms of the resources used and the labor reserve fund [7]. The main directions of development of labor resource potential provide for meeting the demand for all categories of resources through their joint use in joint national programs. Finding new labor markets and searching for new sources of labor resources requires a systematic approach to the formation of the labor resource potential of each country.

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