

INNOVATION MODEL OF LABOUR RELATIONS IN MODERN ORGANIZATIONS THROUGH THE INSTITUTES

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This paper considers the content of the developing innovation model of labour relations through institutional point of view. This article defines the levels and forms of institutionalization of given model, its restrictions. The special attention is paid to influence of human resources policy of organization on building of a new model of labour relations and stimulations of innovative activity of personnel.

In the strategy of development of Russian Federation till 2020 is marked that only one real alternative for the resources model of economy development is the strategy of innovation development. The innovation economy demands the new type of labour relations, employment. The actual world economic crises actualizes the search of new decisions, generating and realization of innovations on a level of organizations in the process of the labour activity of personnel. That is why the research of this question is very important.

The behaviour and interactions of employees, employers in external and internal labour markets is regulated and structures with the law of right, procedures, formal and informal norms, specific control mechanisms. Considering the new model of labour relations from the institutes point of view presumes the analysis of the process of strengthening of implemented norms and rules targeted on stimulation of innovation labour activity of personnel in organizations, increasing the employment effectiveness.

We define the following levels of structuring of process of development of new model of labour relation targeted on the stimulation of innovation activity of personnel:

- 1) search of vacancy/employee on a labour market, procedures of selection and hiring;
- 2) adaptation and preparation of new employees;
- 3) direct work process
- 4) compensation;
- 5) choose of the structure of human resources;
- 5) the development of personnel in a internal level.

In modern conditions the totally new type of employee appeared. It is characterized with the following skills: high educational level, flexibility, professional knowledge, readiness to perception of new ideas, technologies. The most important

meaning has an innovation potential of employee. It presumes the ability to understand, use and generate new ideas, approaches and decisions, experience in a process of labour activity a situation of uncertainty which is lead to economic and social effect. The realization of innovation potential of congruous subjects of labour relations can be shown of polyvariantly.

Key components of institutionalization of new labour relations model are the following: firstly, implementation and strengthening of rules where fixed such things as work conditions, working time, questions of salary and privileges which influence directly on motivation to innovation behaviour.

Secondly, the formation of new approach to setting working rules in organizations is necessary.

The thirds thing is the improvement of the rules of distribution targeted on increasing of the quality of labour period of employees, realization of conditions of worthy labour. New administrative rules and procedures targeted on increasing of the innovation activity of workers, will be supported by them only if they find theirs effectiveness from private point of view.

The high level of risk is distinctive for modern labour relations. That is why labour institutes should help to align the risks of both sides of labour relations and theirs insurance from the decrease of the productivity of labour and income.

New model of labour relations offer a balance between hard and flexible labour institutes. Hard institutes are better for provision of restrictions for education and decreasing of the expenses of informational research. But the overhardness (extra regulation of activity, extra bu-

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reaucracy, old instructions and etc) can lead to down of the general level of innovation activity of personnel. At the same time the stimulus of innovation labour are defined by institutes of macro-level (legislation, taxation and etc.).

On a different levels of the life- circle of organization the subjects of labour relations can play the role of “innovator” and “conservator”. The measures of personnel policy should be optimally divided between motivation of “innovators” and encouragement of conservative model of behaviour.

The problem of formation of innovation model of labour relations in Russian companies has its own specific. It is defined by progressive and regressive models, formal and informal rules. The analysis of peculiarity of informal labour relations on Russian enterprises and let to

defines 3 models of labour relations: passive, neutral and innovation-oriented.

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