

HUMAN RESOURCES POLICY OF METALLURGIC ENTERPRISE IN CRISES (BY THE EXAMPLE OF SAMARAAVTOMET , LSC)

© 2009 A.S. Bukreeva*

Keywords: metallurgical industry, labor compensation fund, working time fund, working time losses, optimization of expenses on personnel, labour contract, part-time job mode.

This paper considers the current state of metallurgic industry of Russia in conditions of world financial-and-economic crises. Optimization of expenses on personnel is analyzed on the example of Samaraavtomet, LSC. In such difficult economic conditions according to the legal aspects, employer has a right for changing contract clauses and implementation new mode of part-time job or shift.

The world economic crises influenced the states of all types of industries, but metallurgic industry was damaged the most. The decline of production reached 50% to the end of 2008. With that metallurgy is a basic branch of industry and the second after fuel and energy complex in replenishment of federal budget. The crises provoked such changes in personnel policy as corrective of schedule, decreasing of salary, optimization of the number of personnel and review of personnel policy.

Many of the metallurgical enterprises claimed about production program reduction, and then - personnel. Analytics says that 2009 will be very difficult for metallurgic industry because the slow-up temps of world economic growth led to down of prices on primary goods.

Metallurgy hardly depends on the external environment because the metallurgic enterprises distribute abroad 90-95% of production, and iron and steel - 50%. There are problems of development of the branch, first of all it is a complication of the situation on external markets, the problems of the competitiveness of Russian metallurgic production.

Let us consider the metallurgic production in Samara region. One of the main sub-branch of metallurgic industry is the recycling of ferrous and nonferrous metals scraps.

The one the biggest enterprise in Samara region in preparation and recycling of ferrous and nonferrous metals scraps is SAMARAAVTOMET, LSC. This company has a rich history and since 2005 included into holding CTZP-META, LLC. Being the real leader in its segment, the enterprises also was damaged by crises. The volume of production was decreased to the end of the 2008 on 28,7% in compari-

son with 2007 and the volume of profit - on 41,6% in comparison with 2007.

On of the main big expenses is personnel. That is why in conditions of crises review of some personnel policy clause becoming actual. Last several years the enterprise declining the number of personnel but the work contribution fund was growing annually. The tendency was provoked by the reconstruction and new technology. It let to avoid a bug amount of dismissals. Number of personnel in 2008 in comparison with 2007 was reduced and become a 93,39%

By the way for optimization of expenses on personnel can be made the following ways:

1) changing the contract clauses;

This change can be possible in accordance with parts of contracts exclusive cases provided by Labour Code of Russian Federation.

2) implementation of the part-time job schedule.

Labour Code of Russian Federation has a rule what let to employer to have a part-time schedule according with part 5 article 74 when the causes connected with changes of technological and organizational work conditions can lead to personnel dismissal, and employer has a rule to implement mode of the part-time working day or shift on a maximum period 6 months.

That is why in conditions of the economic situation the employer has a rule on one-part change of conditions of labour contract and working time mode for keeping working places.

1. *Korshunova T.Y.* Redundancy in relation to the rejection of employee to work in new conditions: Human resources guide. 2009.

2. *Zhiltsova Y.V.* "A forced holiday - again a reality?" // Human resources guide. 2009. № 1.

* Anna S. Bukreeva, post-graduate student of Samara State Technical University. E-mail: vestnik@sseu.ru.