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АКТУАЛЬНЫЕ ВОПРОСЫ ЭКОНОМИКИ И МЕНЕДЖМЕНТА: СВЕЖИЙ ВЗГЛЯД И НОВЫЕ РЕШЕНИЯ

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особого отношения, когда учителю просто некогда уделять достаточно времени. Тогда встает вопрос о том, зачем родители отдают ребенка-инвалида в общеобразовательную школу? Чтобы он социализировался, был со всеми на равных, при этом дома ему не объясняют, что он «как все». В этом учителя и родители часто не могут прийти к консенсусу.

На вопрос «Где же все-таки лучше обучаться ребенку-инвалиду?» учителя так и не нашли четкого ответа: «сложно ответить на этот вопрос, все дети разные. Нужно смотреть индивидуально. В некоторых случаях постоянно в простом классе, иногда 3 дня в классе, 3 дня дома. Есть дети, которых вообще не нужно водить в школы».

Исследование, проведенное с учителями общеобразовательных школ, позволило выявить общие тенденции и проблемы внедрения инклюзивного образования в школы города, однако это не абсолютный результат, а лишь обозначение основных барьеров внедрения инклюзии.

Таким образом, учителя, как и родители школьников, и дети-инвалиды, выделяют огромное количество барьеров для внедрения инклюзивного образования. Отношение к совместному обучению в большей степени негативное, потому что не созданы условия для реализации такого образования в школах. Если школа все-таки решит реализовывать в своем учреждении систему инклюзивного образования, то в первую очередь необходимо подготовить кадровый состав.

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URGENT PROBLEMS CONCERNING ECONOMICS AND INTERDISCIPLINARY RESEARCH¹

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Labour and professional activity are essential components of life that give a person colossal opportunities to gain profit and realize one's potential. Labour is

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also one of the fundamental values of economic culture which transmits the attitude of a person and of a certain society to the concept of activity. To a large extent types of work organization and social and labour relations shape types of social system and the patterns of social development and influence the public conscience, being at the same time the result of a long evolutionary process. Now, as never before, understanding labour activity and defining the historical boundaries of that phenomenon presents one of the main tasks for economics and sociology. It is particularly connected with the qualitative changes in the modern phase of social arrangement, which in turn has defined the transformational shifts in the essential characteristics of the labour activity and relations on the labour market.

The impressively large number of works and theses devoted to labour economics, however, does not restrict the research of processes and phenomena in question, but points at an enormous research field and a great variety of former and current problems.

It is common knowledge that the social and economic sphere of industrialized countries is going through fundamental changes due to the synergetic effect of globalization and technological revolution (the sixth technological mode¹). That implies the reduction in the manufacturing sector and the development of the service sector, changes in the concentration of production and its industrial composition as well as the analysis of the old and new branches and scopes of activities, etc.

These processes caused not only some positive structural changes and the manifestation/appearance of the individual as a foundation of social and economic development and progress, but they also triggered some destabilization in labour activity and the system of social and labour relations. Over the last two decades in particular, the trade unions have decreased in number and have tended to lose their dominant positions in the major industrial sectors; the power balance in work arrangements has tilted to the employers and entrepreneurs; the system of social and labour relations has been entirely transformed.

The above-mentioned processes are connected with the following changes:

1) the reduction of employment in the so called «old» manufacturing industries, that are the main trade union platform;

2) the growing rates of unemployment that struck the trade union members;

3) the increase in the number of part-time workers;

4) the increasingly competitive environment that makes the manufacturers phase out production or outsource their manufacturing to territories with the lower wage costs;

5) the growing tendency to transfer capital to offshore zones, therefore preventing the trade unions from manoeuvring in the scope of a collective bargaining agreement, including wage bargaining;

¹ Technological mode is a complex of interconnected production spheres that have the same technological level and develop simultaneously. The changing of the technological modes dominant in the national economy is predetermined not only by the progress in science and technology, but also by social adjustment: the new technologies appear much earlier than they are adopted by the public.

6) the growing flow of the work force from Third World countries to the labour markets as a result of work force migration and internationalization of manufacturing;

7) the aggravation of competitiveness, that caused cost reduction, including labour cost reduction, to become one of the major tasks for the manufacturers; this process stimulates employers to put the trade unions under even more pressure in order to get some rebates in the collective bargaining agreements;

8) technological modernization of processing factories and therefore workplace closure and job cuts for unskilled or semiskilled workers;

9) the flexibility of working hours and working process, the versatility of workers and their ability to combine different kinds of work and work at different factories; the popularization of «virtual» workplaces and homeworking/working from home.

This is why modern labour economics faces a wide range of problems which cannot be solved due to the influence of an established economic tradition that many researchers prefer to adhere to. We need to recognize that modern labour economics does not move forward as it uses old-fashioned approaches, instruments and activities that do not allow the solving of social and economic problems at higher theoretical and practical levels. Moreover, labour economics continues to follow the concept of the “homo economicus” (“an economic man”) when carrying out different research. The homo economicus is a rational self-interested individual who has stable and universal (standard) preferences, striving for the freedom of choice and quantitative assessment of alternatives on the basis of an optimality criterion (a classical ratio of costs and profits). These individuals, “the homo economicus”, are not interested only in profits but also optimize their behavior and business activity in accordance with the maximization criterion of their productivity.

The analysis of actors’ economic behavior in the process of business activities is based on four general principles: 1. The principle of self-profit; 2. The principle of productivity; 3. The principle of costs minimization; 4. The principle of profit maximization.

In this respect it seems appropriate to refer to interdisciplinary synthesis, in particular to methods of economic sociology applied for the analysis of actors’ economic behavior in the process of work activities. Economic sociology is one of the rapidly developing disciplines of sociology. The founder of the social paradigm in sociology is believed to be the British philosopher and sociologist G. Spenser (1820–1903) who laid the basis for the research of social institutes through the survey of needs. Since the mid 1980s the renaissance of economic sociology has been discussed and many economic phenomena drew the attention of sociologists [1].

Economic sociology uses “the basic terminology and instruments of sociology to analyze economic relations” [2. P. 64]. Economic sociology was developed in opposition to the economic theory, neo-classical discipline and the new institutional economics which, according to M. Granovetter, is based on the main principles of neo-classicism [3].

V. Radaev differentiates the terms “economic individualism” and “sociological individualism”, where an individual is regarded “together with the connection of the social binds and involvement in different social structures. In this case a society is not just an abstract premise but influences individual behavior” [2. P. 24]. In this article the characteristics of “a sociological individual” (V. Radaev uses an expression “a concept of the economic and sociological individual”), such as: 1. Reflection – the ability to make personal and conscious choices; 2. Flexibility – the ability to shift to different models of behavior as from economic to social and vice versa; 3. Willpower – the individual ability to act contrary to the obvious rationalism and established norms; 4. Social differentiation – the ability to act in a society and to be a part of different social structures and institutes. [2. P. 29–30].

Economic sociology describes an individual as a socialized creature who is able to learn and perform different social roles. This also extends the field of research by using an interdisciplinary approach to labour market analysis and introducing such notions as “socialization of labour” and “socialization of labour relations”. We will define the socialization of labour and labour relations as “an objective evolutionary process of comprehension and recognition of the personal virtues and qualities of an employee, social bonds and social relations in the process of working activity and relations connected with it. This requires equality and mutual responsibility of the subjects of these relations that should be based on the principles of humanism, solidarity, cooperation, ethics and trust and should include mutual responsibility for accepting interests and the satisfaction of needs” [4. P. 79].

Thus interdisciplinary analysis and synthesis allow us to highlight and summarize the specifics of the modern labour activity, Russian labour market and its elements, labour migration and labour mobility; to elaborate adequate directions of state regulation concerning labour market and social-labour relations including income policy, employment, job creation and creation of safe working conditions. At the same time, interdisciplinary analysis and synthesis make it possible to predict trends in labour market development and possible problems and to elaborate/ devise preventive measures. It is worth noting that the irrational behavior of Russians, the importance of social relationships and connections (including the job hunting and hiring process), cultural diversity, the multi-nationality of the country and the domination of government in social relations (the government has always played a prominent role in the Russian Federation due to its severe climate and vast territory) make interdisciplinary research in economics topical, particularly in terms of employment.

Using the methodology of economic sociology as an illustration, we are going to analyze labour mobility, labour migration and safe working conditions in order to show the tendency of interdisciplinary research in sociology and labour economics.

Generally speaking, the notion of mobility has undergone a lot of interpretations in economic science – from positive to strongly negative phenomena (in the 1970s it was connected with the development of the internal labour markets concept). Granovetter emphasizes that labour mobility in the classical economic tradition, since it was firstly studied by Adam Smith, was interpreted as a positive phenomenon – shifting of man power from areas with low demand to areas with

high demand [3]. Let's refer to the new trends in mobility, caused by diversifying work status over the last few decades and increasing the flexibility of the labour market, such as temporary employment, part-time employment, contract and project work, timework. In modern economic literature labour mobility is described as an imminent and professional requirement for an employee, the ability to adapt to different kinds of activities, to change jobs, and even profession. New forms of mobility are drawing more attention under the influence of information and computer technologies (ICT) development, and the appearance of such concepts as "teleworkers", "work-at-home jobs", "work out of the office" and the "remote office". Experts believe that the total number of companies hiring teleworkers in the USA is going to make up about 75% by 2013 and worldwide, this figure will reach 35%. By 2015, the number of employees using remote working systems will amount to 1.3 billion people [5. P. 111]. The authors, who analyze the flexibility and mobility of workers applying the economic theory methodology, emphasize the major trends in this area and generally characterize them as positive phenomena, especially in terms of the "costs and profits" ratio. In the framework of traditional approaches we cannot consider these phenomena in terms of acceleration and see this phenomenon as problematic. I'd like to give an example that can be used as an argument in its favour. Flexibility and new types of mobility give an opportunity to organize one's working life without any bans and restrictions, strict hierarchy, rigid working hours or physical attachment to the workplace (which minimizes costs for a company). There is a risk of weakening the connection between a person and certain social groups, communities and their social environment. This increases a sense of personal isolation and loneliness, and leads to the opposite results.

In the early 1990s the appearance of foreign labour migrants made Russian researchers pay more attention to the labour migration processes. The application of the methodology of economic sociology enables us to analyze the attitudes of society and separate social groups to the foreign work-force; to examine social contradictions in Russia; to develop special programmes for employees to adapt to a new social, cultural, and work environment; and to analyze the impact of social relations on the labour migration processes. For example, when people can rely on social and family relations, they can get access to knowledge and resources quicker and at lower cost. The results of social research of either labour migration processes or labour and professional mobility can be opposite to economic analysis, according to which a person acts always rationally. He makes a choice following the basic principles of "Homo Economicus" ("Economic man").

Economic sociology allows the broadening of our understanding of "safe working conditions", earlier treated as "protecting the physical integrity of a person" [6. P. 37]. Information and communication technologies negatively affect mental state and the morale of a person. They lead to the loss of social identity and weakening of social relations. D. Markovich suggests adding the indicators showing the conditions of work environment and extending the "characteristics of the integrity in work environment" to The Human Development Index (HDI)

[6. P. 38]. The author also says about the combination of HDI and HVI (Human Vitality Index). “The Human Vitality Index (HVI) performs the categories of vitalistic sociology. These categories reflect the capability of the index to implement and improve its vitality in certain social-historical and social-cultural situations. According to the traditional application of HVI there are three indices. The first is an average level of physical, psychological and social abilities. The second is the indicators reflecting general state of a person in the main spheres of social life such as economics, politics, culture and ecology. Finally, the integrity of all the factors influencing the development of the vitality of a person in general as well as in particular spheres of social life” [6. P. 38].

We also believe that the application of the methodology of economic sociology enables us to make the discussion about eliminating confrontations in work sphere and about the mutual responsibilities of employers and employees more fruitful. It also facilitates the reviewing of the system of actual concepts of social functions of companies in order to prove the importance of cooperation and interdependence of social and economic factors in business (corporations); to eradicate the perennial questions of “economic performance or social justice”; to strengthen the arguments for investments and development of those types of economic activities on which such issues as the development of a person and his/her potential (science, education, health system, culture) depend.

Economic science, labour economics in particular, must be changed to meet the needs of the new economic, social and political situation, and to examine personal development (human behavior) for life and work in a new global environment.

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СОВРЕМЕННЫЕ ТРЕБОВАНИЯ К СПЕЦИАЛИСТАМ В УСЛОВИЯХ ДИНАМИЧНОГО РАЗВИТИЯ РЫНКА ТРУДА

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В условиях социально-экономической трансформации современного общества, динамизма среды происходит нарастание требований к специалистам