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CLASSIFICATION AND ESSENCE OF CRITERIA OF INTEGRITY OF SYSTEMS OF PARTICIPANTS OF SOCIAL AND ECONOMIC INTERACTION

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ABSTRACT

The article substantiates the features of the classification of criteria for the integrity of the systems of participants in socio-economic interaction. Criteria are given for each of the features. Each of the criteria is considered both in generalization from the standpoint of the world's leading scientists, and taking into account their application to a specific subject of evaluation - the integrity of the systems of participants in socio-economic interaction. The study of the essence of integrity criteria focuses on the influence of emotional state, communication skills, motivational and value orientation, educational level, the need for respect, awareness of the importance of work performed, its usefulness in social and economic (labor) interests.

KEYWORDS

integrity, socio-economic interaction, social relations, economic relations, labor relations, integrity criteria.

Relevance of the research topic. In modern conditions of rapid development of information technologies there is a problem of fragmentation of society and business at all levels of socio-economic systems, due to the subjective perception of information and the formation of various life values. The introduction of the principle of integrity in the system of socio-economic interaction allows to ensure a high level of coordination of social and economic (labor) interests of the participants of such interaction. Research and adjustment (if necessary) of this level can be carried out in the presence of a certain list of integrity criteria.

The purpose of the article. The purpose of the article is to substantiate the features of the classification of criteria for the integrity of the systems of participants in socio-economic interaction, to define and group the criteria for these features, to reveal the essence and purpose of each of the criteria.

Presentation of the main material. The integrity of the systems of participants in socio-economic interaction implies the integrity of two components: social and economic (labor). In this case, the criteria for the integrity of the systems of participants in socio-economic interaction should also be determined depending on the type of relations of interest: social and economic (labor) (Table 1).

Table 1 Classification of criteria of integrity of systems of participants of social and economic interaction

Types of interest relationships	
Social interests	Economic (labor) interests
<ul style="list-style-type: none"> - Social contacts; - Stable relationships; - Educational level; - Cultural level - Authority and influence; - Decent work; - Recognition; - High salary; - Growth of social capital; - Job satisfaction 	<ul style="list-style-type: none"> - Physical working conditions; - Structuring the work; - The desire for labor achievements; - Diversity of work and change; - Interesting and useful work; - Clear work goals; - Methods of payment and material incentives; - The intensity of work tasks; - Work experience; - The level of professionalism

Although table 1 highlights social and economic (labor) relations, there is also an interaction between them, due to the following - social relations arise in the process of economic (labor) activities. That is, economic (labor) relations are primary in relation to social ones. The presented criteria, depending on the current state of the socio-economic system, may have different weight and priority in assessing various aspects of its integrity.

We will consider in more detail the relations according to the interests of the participants of socio-economic interaction.

Social contacts. Social contacts can be considered through the prism of social interaction, as forms of social relations that are realized in the exchange of activities, information, experience, abilities, skills, abilities and in the mutual influence of people, social communities; a system of interdependent social actions related to cyclical dependence, in which the action of one subject is both a cause and a consequence in response to the actions of other subjects [1]. In the process of social interaction there is a constant influence of individuals on each other, the social action of each partner is realized, mutual adaptation of actions of one to actions of another, common understanding of a situation, sense of actions and a certain degree of solidarity or agreement between them is reached. In the dictionary-reference book of the social worker of L.D. Kizimenko and L.M. Bedna term social interaction - is the mutual influence of various spheres, phenomena and processes, individuals or communities, which is carried out through social activities [2].

The main feature of social contacts in the workforce is the interaction of individuals that occurs when performing work tasks. Social contacts involve the system and interdependence of social and labor actions, in which the actions of one member of the social and labor structure are both the cause and consequence of the corresponding actions of other participants. At there is a mutual adaptation of actions of each of participants of system of social and economic interaction, unity in understanding of a situation, mutual social and labor support.

Social contacts can be seen as a continuous dialogue between people, in the process of which they observe and comprehend each other's intentions and respond to them.

In accordance with T. Parsons's theory of social action, the orientations of the active individual have two models of modification: motivational and value. Motivational orientation is aimed at the desires and plans of the individual, and hence the satisfaction or dissatisfaction of his needs. Value orientation refers to those aspects of a person's orientation that link him or her to certain norms and standards.

For Parsons, it is the norm that ensures the achievement of the goal of the individual, who, focusing on it, evaluates the actions and expectations of another individual. The mechanism of inclusion of individual activity in labor activity under the influence of normative character of orientation of action is important at the same time. The essence of such normativeness lies in the conformity of expectations and actions of the individual to the expectations and actions of members of the labor collective, in the direction of his behavior in accordance with collective norms. This correspondence is achieved by motivational integration, which arises as a result of the acquisition by the individual of certain value qualities that characterize the collective consciousness [3].

Social contacts in the system of socio-economic interaction contribute not only to the solution of labor problems, but also to the spiritual mutual enrichment of its communicating participants, because it is in the process of joint activities and communication that the professional and social capacity of each individual is most evident. Any activity involves the implementation of interaction between people in the activities of the organization, the development of measures to ensure the working regime, increase efficiency, emotional peace, rational use of all types of resources.

For the interaction to be productive, bring psychological and emotional stability, the specialist must have certain traits and skills. Thus, the personal qualities of the employee can be divided into two groups. The first group includes psychophysiological qualities of the person on which features to the given kind of activity depend. To the second - psychological qualities that characterize the employee as a person. Qualities of the first group - reflect mental processes (perception, memory, imagination, thinking) and mental states (fatigue, apathy, stress, anxiety, depression). The second group of qualities includes such qualities as self-control, self-criticism, self-assessment of their actions, sociability, empathy, attractiveness, eloquence, as well as stress resistance, qualities - physical fitness, self-suggestion, ability to manage their emotions [4].

Thus, to ensure effective social relations through social contacts, a clear understanding of „self”, one's abilities, interests, aspirations, opportunities, knowledge of requirements and conditions for success is necessary; ability to quickly establish contact with people, capture their mood, identify their attitudes and expectations.

Stable relationships. Relationships are the exchange of emotions, dynamic interaction; corrective, behavioral relationship established by the specialist with the client. To create a working atmosphere, the specialist must adhere to certain ethnic norms, including confidentiality, impartiality towards the client, apply an individual approach, give another person the opportunity to determine their own actions, purposefully express their feelings [5].

In philosophy, the concept of stability is seen as constancy, being in one state. It can be used to describe the constancy of the state of the system, its features, the sequence of states, etc.

For a person, stability should be considered from the standpoint of a hierarchical system of behavior regulation, at the top of which are the orientation of the individual, values, personal orientations. Flexible style of behavior is adjusted by life experience, current needs, individual positions, but they do not violate the stability and integrity of general dispositions. Stability is formed optimally, providing personal growth and professional position of the specialist as a whole. Thus, speaking of the stability of the relationship, we must mean simply the ability to resist adverse influences, and a certain, fairly high level of spiritual development of the moral consciousness of the individual, his self-organization in work and daily behavior.

The ability of an individual to ensure a stable relationship is a person's ability to choose behavior in accordance with positive universal and professional values [6]. The stability of the relationship can be described as a stage in the development of relations, which ensures the relative independence of people who interact from adverse external factors and they, acting in the current circumstances guided by principles, norms and rules of moral behavior, become able not only to resist negative influences, but actively influence the circumstances.

Stable relationships allow you to work confidently and independently in different emotional conditions, while the individual shows his ability to adjust the ways and methods of communication according to a certain situation, which ultimately increases the level of social relations.

Educational level. Modern socio-economic space forms new requirements for the quality of labor resources. The members of the labor collectives of the enterprise are required to have the ability to think creatively, generate new ideas, original solutions, the ability to master new technologies. Therefore, one of the main requirements is a high level of training, which plays an important role in shaping a successful organization. However, education should not be considered only as an opportunity to develop individual creative abilities. Education is not only a process of acquiring knowledge and skills to better perform their work tasks, but also the development of a wide range of professional competencies, perhaps not directly related to the professional activities of the employee, the development of personal qualities that can positively affect social relationships.

This provision proves the content of the National Qualifications Framework (NQF) - a systematic and structured description of qualification levels, regardless of specialty [7]. Thus, in the NRC, a separate area in the description of qualifications is communication - the interaction of persons in order to transmit information, coordinate actions, joint activities. Starting from the third level of qualifications, which corresponds to the profile of secondary education, a person can perform production tasks, which in itself implies the need for labor interaction. The necessary requirements for the level of interaction are considered in table 2.

These table shows that the higher the level of qualification and the corresponding level of education, the more detailed and in-depth the communication characteristics of a person become, which helps him to solve more complex economic (labor) problems through effective social relations. That is, the higher the level of education, the higher the manifestation of social relations.

Table 2 Characteristics of communications depending on the level of qualification for NRC

Qualification level / level of education	Description of the nature of communications
3rd level / profile secondary education, the second basic level of professional (vocational) education	ability to work effectively in a team
	perception of criticism, advice and guidance
	production of detailed oral and written communications, in particular in professional activities
4th level / third basic level of professional (vocational) education	mentoring, transfer of experience
	production of complex detailed oral and written messages, in particular in professional activities or training
5th level / professional higher education	conveying to a wide range of people (colleagues, managers, clients) their own understanding, knowledge, judgments, experience, in particular in the field of professional activity
	interaction with colleagues, professional community for the purpose of carrying out professional activity or training
6th level / initial level (short cycle) of higher education / junior bachelor	interaction with colleagues, managers and clients on issues related to understanding, skills and activities in the professional and / or educational field
7th level / first level of higher education / bachelor	reporting to specialists and non-specialists information, ideas, problems, solutions, own experience and argumentation
	data collection, interpretation and application
	communication on professional issues, including in a foreign language, orally and in writing
8th level / second level of higher education / master	clear and unambiguous communication of own knowledge, conclusions and arguments to specialists and non-specialists, in particular, to students
9th level / educational and scientific level of higher education / doctor of philosophy	free communication on issues related to the field of scientific and expert knowledge, with colleagues, the wider scientific community, society as a whole
	use of academic Ukrainian and foreign languages in professional activities and research
10-level / scientific level of higher educa- tion / doctor of sciences	free competent communication with a wide range of specialists, in particular the highest qualification, society as a whole in mat- ters relating to the professional field, scientific and / or professional activities
	free use of academic Ukrainian and one of the languages of the Council of Europe in scientific (professional) and research activities

* Systematized by data [7, 8]

Cultural level. Practice shows that those labor collectives which differ in a high level of culture of the workers prosper. When assessing the cultural level in the system of social relations, one should be aware of the essence of the category „culture”.

Of the great variety of scientific approaches to defining the category of „culture of personality” the most appropriate in terms of modern labor relations should be considered such „culture of personality” - a set of material and spiritual values based on knowledge, morals, traditions and values of certain social groups. shape the behavior of the individual. Culture is an objective category that can be considered as a set of mental institutions that can be transmitted from one participant to another. Culture can be created and developed only in the process of interaction and interaction of two or more people.

The cultural level of participants in labor interaction affects individual and collective labor results through norms of behavior, communication, exchange of knowledge and professional experience, formation of the spiritual world, cultural self-development, ways to meet material and spiritual needs, work activity, ability to objectively assess events and processes. The culture of the individual is inextricably linked with the culture of the team, which ultimately determines the type of social and labor relations. Within the framework of collective culture, the individuality of each employee is valued, his creative potential is recognized, the atmosphere of trust and openness develops, devotion and loyalty of employees to the collective, the enterprise are cultivated. The system of participants in socio-economic (labor) interaction can be considered as a holistic group in which there is no opposition „we (I) - they”.

Authority and influence. In recent years, economic (labor) relations began to develop and improve with a bias toward their socialization.

The founder of the school of human relations, the American psychologist E. Mayo, made in-depth theoretical research in the field of human problems of industrial civilization and social problems of industrial civilization „, the main conclusions of which were as follows:

1. There was a connection between leadership, morale and productivity. This provision soon became a basic principle of human relations.
2. Power should be built on understanding and interacting with employees rather than on technical skills and competence.
3. Providing ample opportunities at work (this applies to both decision-making in the workplace and communication with colleagues) also leads to increased productivity and job satisfaction.
4. Caring for employees leads to increased productivity.

During 1940-1950, the study of human relations began to move into the study of industrial relations, which initially included trade unions. The industrial sociologists of the 1950s held the view that resolving the industrial conflict (between labor and capital) was not the prerogative of management or workers, but a „field” of mutual compromise reached in collective bargaining. By 1980 (the chronological beginning of the fourth industrial revolution), the motto of labor relations was cooperation, not authoritarian rule.

At the same stage, the foundations of industrial democracy, or democracy in production, were laid. This term is used to denote those structures and institutional mechanisms that provide employees with opportunities to make decisions or influence them.

Models of employee influence on decision-making can be divided into two types: 1) based on a legal basis, that is formalized and 2) based on the good will of the employer. During the third industrial revolution (1950-60-ies of the twentieth century.) Collective agreements were widely developed, legally formalized democracy in production. They are formal systems with their own codes of rules and regulations that provide schemes for involving employees in decision-making processes in all organizations under the jurisdiction of the law or under a contract.

As a result of the third industrial revolution (40s - 80s of the XX century), labor acquires elements of creativity, hence the high requirements for the qualification of workers, socialized labor relations, developing partnership, paternalism and solidarity; tendencies to decentralization of social and labor relations are outlined.

The fourth industrial revolution led to such changes in the substantive content of social and labor relations as: 1) deepening the decentralization of social and labor relations, increasing their flexibility and uncertainty; 2) the basis of social and labor relations are cooperation and coevolution, ethics, cooperation, trust.

Unlike the previous stages of scientific and technological transformations and changes in production systems, which affect mainly the productive forces, today we can say that a new model of labor relations.

Thus, the impact of the fourth scientific and technological revolution on social and labor relations suggests that a new model of relations, the key characteristics of which are the following:

1. Further democratization and decentralization of labor relations, the foundations of which were laid at the previous stage. Employees who played the role of „replacement part”, „cog” in the old model, who did not have the opportunity to make unforeseen rules (collective agreements) to influence the production process and show initiative, are involved in production management through flexible forms and methods of labor organization. Thanks to autonomous and self-governing brigades, informal functional groups, most employees are given ample opportunities to participate in the affairs of their enterprise.
2. Labor relations are being restructured in the direction of establishing partnerships and cooperation between workers and trade unions representing their interests, on the one hand, and the management of enterprises, on the other, in order to increase efficiency [9].

These transformations significantly affect social relations in the systems of participants in socio-economic interaction.

Decent work. The revolution of dignity and the struggle for the freedom of Ukraine created a new Ukrainian idea - the idea of dignity, freedom and the future [10]. The International Labor Organization (ILO) has proposed the concept of decent work, which means productive work that generates sufficient income, in which the rights of the worker are protected and adequate social protection is provided. The concept of decent work is aimed at ensuring productive employment, respect for the rights of citizens in the labor sphere, the development of social protection of workers and constant social dialogue, in general, to optimize relations between employees and employers [11].

To date, the Decent Work Agenda for the country for 2016-2019 has been developed [12], evaluating the Decent Work Profile in Ukraine [13], which contains eleven thematic areas with identified 21 legal indicators that reflect important statistics and current challenges for further development. decent work in Ukraine. The indicators of decent work are as follows: employment opportunities, sufficient earnings and productive employment, decent working hours, a combination of work and family responsibilities and personal life, child labor to be abolished, stability and confidence in job security, equal opportunities and equal attitudes in the field of employment, safe work, social security, social dialogue, representation of employees and employers, economic and social context of decent work in Ukraine.

Ensuring decent work should take place through the effective implementation of social rights, the main indicators of which are legal indicators: the Government's obligation to full employment, unemployment insurance, the statutory minimum wage, maximum working hours, annual paid leave, leave and benefits. pregnancy and childbirth, parental

leave, child labor, forced labor, termination of employment, equal opportunities and equal treatment, equal pay for men and women for equal work, assistance in connection with occupational injuries, labor inspection, pension, incapacity due to illness, sick leave, disability due to disability, freedom of association and the right to organize, collective bargaining, tripartite consultations, labor administration.

The criterion of „decent work” contributes to the integrity of the systems of participants in socio-economic interaction through the satisfaction of the need for respect as one of the main psychological needs of man. Dignity, as a basis for mutual respect and self-esteem of members of labor collectives, helps to increase their motivation to cooperate and, accordingly, enhances the integrity of the systems of participants in socio-economic interaction [14].

Recognition. Recognition should be seen as a need for achievement and approval [15]. Approval can be seen as social support, expressed through the demonstration of others appreciating the achievements and success of the individual. Employees should be given a sense of recognition of the skills they use, ie they need to be interested in employees in order to be able to publicly announce the exceptional value of the employee's existing experience. This approach usually stimulates the employee to improve skills, expand the range of his abilities.

An employee who feels successful, increases awareness of their ability and competence in managing their lives, solving life difficulties, achieving goals. In other words, the recognized personality is aware of its self-efficacy, and directs its efforts to further self-realization and self-affirmation in the workforce.

Recognition can be defined as a positive result of the subject's activities to achieve significant goals for him, which also reflect the guidelines of the workforce.

Therefore, social ties, during which the achievements of the individual are recognized by other members of the workforce, play an important role in increasing the integrity of the systems of participants in socio-economic interaction.

High salary. The need to have a high salary, material rewards, a set of benefits and allowances has always been and remains the leading human need. However, the problem of any form of payment has always been and is to ensure compliance with the efficiency of the employee and the amount of wages he receives. Most modern wage systems are flexible, which is ensured by the presence of wages in two parts: basic (constant) and additional (variable, depending on various factors), which provides incentives for employees. Typically, in flexible pay systems, the remuneration received by an employee depends on individual and group differences in job performance. Each company can independently choose wages depending on the goals it pursues. Objectives, which are not only to increase the productivity of individual employees, but to encourage high performance of all employees, as well as lead to the need to use systems in which all employees receive additional pay. Another thing is that approaches to the calculation of additional wages may be individual. This approach justifies itself in the case of applying the criterion of „high earnings” as a cementing and stabilizing team motivating factor. Any participant in the system of socio-economic interaction is aware of the possibility of obtaining high earnings, if all members of the team will also receive high earnings.

In this case, high earnings in terms of the integrity of the systems of participants in socio-economic interaction will contribute to the focus on cooperation.

Growth of social capital. Scholars associate the term „social capital” with trust. An increasing number of scientific papers show that where there is trust between people, not only individuals but also entire firms and even nations prosper economically. The economic significance of social capital is that it reduces the cost of coordinating joint activities, replacing contracts, formal rules and bureaucratic procedures with a relationship of trust, mastered professional standards, ethics of communication.

In modern society, the task of increasing social capital is extremely acute. The main reasons for this are the change in the economic structure of society, the reduction of personal working time, increasing distances between people in the modern metropolis, the rapid development of electronic media and the Internet of Things.

In this regard, of particular importance is the social capital accumulated by man at his place of work and projected on the existing organizational structure of the enterprise. This design and interaction of organizational and social capital serves as a basis for establishing social ties of labor collectives, which, in turn, increase the efficiency of the labor collective.

One of the indicators of social capital is membership in groups, the presence of contacts. Social capital is created and maintained in interpersonal and intergroup relations. The growth of social capital is accompanied by a positive attitude towards each other participants in the interaction.

Job satisfaction. Job satisfaction, in contrast to the criteria of „interesting and useful work” and „diversity and change” has the following additional characteristics: balance, completeness, autonomy, feedback.

These characteristics mean, respectively:

- work balance means a reasonable ratio between physical and mental effort and the result obtained, work balance in other words means work efficiency that does not lead to depletion of the body;
- in order for the work to lead to a certain result, it must have a clear goal (including these intermediate results) so that the performer and others can prove the effectiveness of the work (completion of work in this case means achieving the desired result);
- autonomy means the ability to make decisions (within the established limits) related to the performance of the task;
- feedback means the ability to assess the results of their own efforts, which, ultimately, provides the employee with a fair remuneration from his point of view.

Job satisfaction is an important labor criterion for the integrity of the systems of participants in socio-economic interaction, because in its absence in the team there can be emotional tension associated with different approaches to understanding justice in determining and evaluating work results.

Physical working conditions. Working conditions - is a complex objective social phenomenon that is formed in the process of work under the influence of interrelated factors of socio-economic, technical, organizational and natural nature and affects human health, efficiency, his attitude to work and the degree of satisfaction with it, on labor efficiency and other socio-economic results of production, on the standard of living and comprehensive development of man as the main productive force of society [16].

Physical working conditions are an important physiological factor in the effectiveness of social relations in the system of participants in socio-economic interaction. From the physiological working conditions directly affects the efficiency of production, employee motivation to achieve the goal. They can both increase efficiency and reduce it.

Physical working conditions also affect occupational safety, develop a creative approach to work, form occupational diseases and more. The physical working conditions indirectly exert their influence on a person through a set of a system of elements that directly determine the working conditions at workplaces and places of rest during the lunch break [17]. An important element of labor management is the organization of the workplace. Requirements for the organization of the workplace are as follows:

- availability of sufficient working space for employment;
- availability of main and auxiliary production equipment;
- ensuring sufficient physical, visual and auditory communication between employees;
- availability of convenient approaches to equipment;
- observance of safety precautions;
- carrying out activities aimed at maintaining the tone of the employee;
- compliance with the norms of the working environment (permissible noise level, air pollution, temperature, etc.).

It is also necessary to pay attention to such physical working conditions as the mode and schedule of employees.

From the point of view of establishing labor relations, physical working conditions provide participants of systems of socio-economic interaction with psychological comfort and a tendency to communicate when performing work tasks.

Structuring work. Structuring the work is necessary to identify the causes and complications, as well as to adjust the work. Work as a work activity can be considered from the standpoint of the transformation of information and energy in the system „man - a tool - the object of labor - the environment.”

The order of this transformation is formally fixed in job descriptions. A position is defined as a set of functions that under normal conditions can be performed by a qualified employee and which is formed independently of the specific person holding the position. The position, thus, specifies the role that the organization expects from the employee. One organizational position can involve working in several jobs at once. The position may involve the use of certain aids, such as production, information and communication technologies.

Descriptions of job responsibilities also show which authorities can or should clarify the tasks of other positions and to what extent officials have the opportunity to specify the tasks before them. In addition, these documents define the relationship between the positions in terms of mutual authority.

Thus, the structuring of certain jobs not only allows more efficient use of working time, but also establishes certain formal labor relations that must be followed by participants in the systems of socio-economic interaction.

Aspiration to labor achievements. Work achievements in the personal context can be considered such a positive result of work, which is associated with the acquisition of new skills and knowledge, mastery of work skills that are socially approved and perceived by a person as significant and those that ensure self-realization and development.

The process of forming the desire of employees to personal work achievements should take into account the leading conditions of self-realization of the individual, based on the definition of individual characteristics, activation of personal characteristics such as self-esteem, level of aspirations, motivation to achieve, motivation to avoid defeat, personality and establish the relationship of purpose, content, methods and conditions that provide the desire for personal achievement. The desire to achieve labor achievements of all members of the systems of socio-economic interaction is one of the unifying factors that enhances its integrity.

Diversity of work and change. Most systems of participants in socio-economic interaction are heterogeneous in some respects and homogeneous in others. It is believed that individual differences are the source of potential advantages in joint decisions. The variety of team roles allows you to more effectively solve joint work tasks and achieve a synergistic effect. The integrity of the systems of participants in socio-economic interaction is ensured by links between participants in the labor process, in which the rational distribution of labor roles contributes to the maximum use of the human factor due to: unlimited labor intensification (standardization of working time reduction of working time losses through a high level of coordination of labor efforts due to interchangeability, increase of personal initiative, active mutual understanding); use of collegial forms of decision-making. The diversity of work is closely linked to organizational change in the enterprise. The essence of organizational change is as follows - management and employees are trying to practice new relationships, methods of work and behaviors. Organizational change is based on the desired type of transformation, and changes are implemented through employee incentives and the development of new requirements. Organizational change necessarily requires the interested participation of individuals. Such participation presupposes the existence of certain labor relations and promotes the integrity of the systems of participants in socio-economic interaction.

Interesting and useful work. This criterion of integrity means that awareness of the importance of the work performed, its usefulness contributes to the self-development of the person, motivates him to deepen his knowledge and hone skills, promotes emotional and psychological positive attitude. As a rule, people are happy to do 1) what they know how to do well (interest is due to professionalism), 2) what needs modern technology (interest is due to innovation); what evokes a sense of dignity (interest is due to awareness of the significance and scale of the results); what evokes a sense of collectivism (interest is due to involvement in a group of performers); something that is socially useful (interest is driven by a sense of civic duty). These factors of interest can act both individually and in different combinations with different significance for each individual. The strong influence of these factors can be said when they exceed the force of such a factor as „high salary”. That is, a person can choose a job less materially attractive in favor of interesting and useful work. If labor relations help to increase the role of these factors, it can be argued that in such a system of participants in socio-economic interaction there is a high level of integrity.

Clear work goals. Clear goals are a powerful motivating factor for interaction between participants in the formulation and implementation of labor goals. It is known that 60% of work risks (risks of untimely, low-quality and inefficient performance of work tasks) are associated with unclear or incorrect statement of work tasks. Conversely, in those work teams where well-established labor relations between management and performers and, accordingly, widely used communication methods aimed at verifying

the correct formulation of the task, on the one hand, and the correct understanding of this task on the other hand, there is conformity of the planned and actually received labor results, labor conflicts decrease, motivation to cooperation increases, integrity of system of participants of social and economic interaction increases.

Methods of payment and material incentives. A well-built system of motivation and incentives for staff will enhance their professional activities. It should be taken into account that staff incentives are aimed primarily at intensifying the work of employees of the enterprise, and motivating - to enhance the professional and personal development of staff.

Stimulation of work is carried out in order to ensure the unity of interests of individual employees and professionals in achieving the end results of work through specific management actions for the use of motivation, work evaluation, rationing and remuneration.

Material stimulation of work - methods and means of attracting and motivating employees to work, increasing their work activity and initiative. The main principles of material incentives should be considered: the principle of maximum wage (to stimulate the work of the employee at the limit of his capabilities and develop his creative abilities); the principle of market wages (the amount of wages should correspond to market conditions); the principle of social protection (the employee's income should provide him with a decent standard of living).

Improving wages in the enterprise is more effective than following the following principles: compliance of wages with the price of labor; dependence of wages on the quantity and quality of work and on the final results of the enterprise; providing benefits in terms of wages to those employees who make the largest labor contribution to the production results of enterprises; improvement of the tariff system and labor rationing; responsibility of heads of enterprises for violation of labor legislation; combination of individual interests with collective (with the development of collective forms of labor organization). The main principles of labor incentives were: reduction of the incentive period, fragmentation of the control period, incentives based on indicators of rhythmic task performance, assessment of the degree of task comparison by comparison with the schedule of its implementation, ensuring stable incentive conditions, differentiation of remuneration of organizers and performers. labor, equality of incentive conditions, direct subsidies, group forms of remuneration, point evaluation of labor, impulse incentives, incentives for the leader, the creation of favorable conditions at different levels, etc. [18].

Labor relations, provided by an effective system of material incentives, help to increase the integrity of the system of participants in socio-economic interaction.

The intensity of work tasks. Labor intensity is a characteristic of the labor process that reflects the load mainly on the nervous system. The intensity of work is determined by the degree of complexity of the task; the nature of the work performed; sensory load (visual, auditory analyzers); emotional load, monotony of load; working day density. Indicators that characterize the intensity of work include: intellectual, sensory, emotional loads, the degree of monotony of loads, mode of operation. Functional changes in the body during hard work can cause the development of inhibitory processes in the central nervous system, weakening of alertness and attention, the development of fatigue.

Significant mental stress can lead to tachycardia (increased heart rate), high blood pressure, changes in the electrical activity of the heart muscle and brain, increased pulmonary ventilation and oxygen consumption. Such functional changes in the body during long-term action can cause the development of inhibitory processes in the central nervous system, weakening of alertness and attention, the development of fatigue.

The stress of work is related to the need to make a decision. Creative activity, which requires the solution of complex problems in the absence of an obvious solution algorithm, is one of the hardest work. Also, hard work includes work on the distribution of production tasks among other persons and control over their work.

The intensity of work depends on the duration of concentrated observation and the number of simultaneously observed objects.

A significant influence on the level of stress of the performer is the responsibility for the final or intermediate result of work. There are the following levels of labor intensity depending on the responsibility: optimal (if the employee is responsible for performing only certain elements of the production task); permissible (increase in the degree of responsibility associated with additional emotional effort); intense 1st (if the performer is responsible for the functional quality of the main work, which may lead to the need to make decisions related to the correction of results through the additional efforts of the whole team); stress level 2 (if the employee is personally responsible for the functional quality of the final product, the production task as a whole or its actions can lead to equipment failure, stop the entire process or create a life-threatening situation, his working conditions are assessed as stressful 2-th degree).

The monotony of operations leads to a certain human condition called monotomy. A sign of monotomy is either an overload of the same information, or the lack of new. This leaves an imprint on a person's functional state: he loses interest in the work performed. Monotonous work reduces work efficiency, increases staff turnover, accidents and, as a consequence, injuries at work.

From the point of view of integrity of system of participants of social and economic interaction intensity of labor tasks promotes realization of the principle of maintenance of conformity of the labor income of quantity and quality of work which is enclosed in the general collective result.

Work experience. Work experience is an objective characteristic of its owner, which cannot be changed at his discretion in part of time. From the point of view of labor relations, such a criterion can be considered in two ways, depending on the principles and rules that may prevail in a particular team. Thus, in case of insufficient attention to the implementation of the principles of respect for the older generation, imitation of professional traditions, succession, conflicts may arise between representatives of different generations. At the same time, the presence of significant work experience is not a basis for privileges in the workforce. On the other hand, in teams with a high social level of development, the experience of the employee determines the respect for him in less experienced employees, the desire on their part to acquire the same skills and knowledge, to support if necessary. The resulting labor relations have a positive effect on the integrity of the system of participants in socio-economic interaction.

Level of professionalism. The level of professionalism can be characterized by the ability of the employee to quickly master the new educational, professional, social and national environment. In most cases, the result of the growth of professionalism is the intensification of labor activity. Among the main characteristics of professionalism are the following: 1) the ability of the individual to quickly and successfully master new techniques and technologies, to acquire knowledge and skills that ensure the effectiveness of new work; 2) the ability of the individual to dynamically increase their own resources, to move quickly, change; 3) career advancement and development of the individual; 4) the transition of an individual from one professional position to another; 5) the ability to receive, analyze and apply information messages in employment.

The level of professionalism is ensured both through self-development and self-motivation, and through work relationships.

An important condition for ensuring the required level of indicators that meet the criteria of integrity of the systems of participants in socio-economic interaction is their constant information support [19].

Conclusions

It is possible to manage the processes of formation and ensuring the integrity of the system if there is a clear idea of the criteria by which economic and labor interaction takes place. The authors of the article propose to base the classification of criteria on social and economic (labor) interests of interaction participants. The level of adequacy of evaluation of indicators according to the proposed criteria will be the higher, the more exactly the essence of each country will be added. Therefore, the article defines the essence of each of the proposed criteria.

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KLASYFIKACJA I ISTOTA KRYTERIÓW INTEGRALNOŚCI SYSTEMÓW WŚRÓD UCZESTNIKÓW INTERAKCJI SPOŁECZNO-GOSPODARCZEJ

STRESZCZENIE

Artykuł uzasadnia cechy klasyfikacji kryteriów integralności systemów wśród uczestników interakcji społeczno-gospodarczej. Dla każdej z cech podane są kryteria. Każde z kryteriów rozpatrywane jest zarówno uogólniająco, z punktu widzenia czołowych światowych naukowców, jak i uwzględniając ich zastosowania do konkretnego przedmiotu oceny – integralności układów uczestników interakcji społeczno-gospodarczej. Badanie istoty kryteriów integralności koncentruje się na wpływie stanu emocjonalnego, umiejętności komunikacyjnych, orientacji motywacyjnej i wartościowej, poziomu wykształcenia, potrzeby szacunku, świadomości znaczenia wykonywanej pracy, jej użyteczności w celach społecznych i ekonomicznych (pracy) .

SŁOWA KLUCZOWE

integralność, interakcje społeczno-gospodarcze, stosunki społeczne, stosunki gospodarcze, stosunki pracy, kryteria integralności.



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