Specifics of Workforce in the Transition to Innovative Development

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Abstract: The article is devoted to the influence of the educational structure of society into an innovative component of the labor force. The problem of the dynamics of changes in the quality of labor resources and defined the relationship between the efficiency of work and degree of involvement in innovative work.

Key words: Work activity - Innovation economy - Society - Human resource management

INTRODUCTION

Specificity of the innovation economy is manifested in the dynamic transformation of research results into the final product in a variety of industries. In this context, the idea of reforming the Russian economy in transition, moving to an innovative type of development, determined the need for an objective change in the quality of labor resources that can provide the process.

Tendencies in the Field of Higher Education: Changes in the domestic practice tends to decline in the prestige of education as a major component of intelligence. Primarily, this is due to the duration of return on investment in education. Their time is 7 to 10 years in obtaining higher education and from 5 to 7 years - vocational education, but adjusted for inflation this time period is further increased. This period consists of the learning and achievement of certain professional qualifications and experience sufficient to evaluate the employee as a highly qualified and, therefore, highly paid work force. A much smaller payback period and high return on equity has been in services, usually commercial, financial and brokerage operations. The Russian branch structure of the economy of an interesting situation. As the number of people employed in the service sector, Russia is not inferior to the leading countries of the world community, ie more than 50 %, with the only difference being that in these countries, the share due to the high technical and technological development of production and in Russia - more income from speculative transactions in the field of trade and financial transactions as compared with the real sector of the economy, with its worn-out fixed assets are not able to produce products with high added value and therefore pay higher wages and are experiencing a shortage of investment resources and staff shortages.

According to the Independent Institute of Social Policy, despite the problems of the education system, the level of education of the Russian population has increased significantly, but it was mainly due to the mass influx in high school, which means the prestige of higher education as a key to obtaining a good job. And here trace a certain tendency - the majority of young people trained in specialties: management, law, economics. Thus, the state loses experts in the field of engineering specialties, along with an excess of managers, financial officers and lawyers. Also it should be noted the degradation of initial vocational education, which is in contrast to the higher result is virtually free production stagnation 90s. specialty workers have not been claimed.

As a result, today's industry is experiencing staff shortages, but to restore the number of pupils in primary vocational schools is not yet possible. It should be noted that the level of education in these schools is poor because material resources is minimal and learning takes place on the equipment removed from service. And as a consequence, nominally a profession actually graduate has a vague idea of the requirements of modern production to his profession.
**Fig. 1:** The matrix consisted of qualitative labor in the transition to innovative development

**Condition of a Manpower:** Qualitative changes in the content of labor, due to the transition Ros- spin to an innovative type of social development, determine the dynamics of the qualitative characteristics of the labor force. The acceleration of technological progress, the development of computer and information systems, business intellectualization modify the content of work, requiring workers conceptual knowledge, professional skills, group interaction skills, creative and entrepreneurial skills.

In this connection it is necessary to clarify which of the requirements must comply with the qualitative characteristics of human resources in the transition to innovative development.

For these reasons, human resources in the process of acquiring different quality. Depending on the degree of possession of certain components of quality, we can distinguish four types of qualitative state labor force (Fig. 1).

The basis of the typology of the qualitative state of labor based on the principle of identification, i.e. demarcated similarities and identity as a separate category of labor.

The matrix is a two-dimensional spatial model of efficiency in the use of quality manpower, delimited into four quadrants. Each type of qualitative state of labor, referred to a particular quadrant, due to the interaction of two parameters: the degree of utilization of abilities to work and work efficiency.

The vertical axis is fixed capacity utilization of human resources to work. The horizontal axis is the efficiency of their work.

II & III quadrants fix labor range of quality resources at a certain stage of development.

Quadrant II, being the upper limit of the range defines the maximum possible quality state workforce at a certain stage of social development, which is characterized by the high quality of the work performed and the maximum use of intellectual and creative abilities in the course of employment. The quality of human resources of this quadrant is considered as the working potential of society.

Quadrant III fixes the lower limit of the quality of the labor force. Manpower this quadrant have low skills and productivity pile. Accordingly, the quality of the work is also low and the degree of use of intelligence and creativity is minimal.

The transition of this qualitative state to another can be problematic. Even with the development of human resources of this quadrant will belong to the lower limit, if the pace of positive changes in their quality state will be proportional to the rate of increase in the quality of labor resources quadrant II.

The other two quadrants represent an intermediate state of a quality workforce, characterized by average quality of the work performed and the resulting under-utilization of intelligence and creativity in the implementation of employment.

Manpower, referred us to the I quadrant are highly qualified, but their productivity is low. This is due to the lack of motivation to use their professional qualification and intellectual potential.

Manpower IV quadrant are characterized by low skills, but at the same time, higher productivity due to the fact that the lack of professional education and practical experience or information management work.

Under certain conditions, labor quadrants I and IV have either downward or upward momentum, the transition into the workforce with a high or low quality.
Manpower I, II and IV quadrants are the foundation of the development of quality manpower. With the increase of knowledge and experience of some and sufficient motivation of others, this is the part of labor resources will provide quantitative and qualitative changes, leading to the formation of a new quality. However, the ability of underutilized labor resources will remain potency capabilities, if not implemented in the workplace.

To date, the problem is that the quality of human resources requirements of the level of socio-economic development is particularly acute for Russia in connection with the integration into the world community and the signing of several agreements, such as the Bologna agreement, the entry into the World Trade Organization and so on. and the idea of the transition to innovative development of the domestic economy. This incorporation of Russia into the world economy apart from the additional opportunities for the domestic economy implies increased demands on the results of community service in order to avoid their lack of competitiveness in the world markets as well as in the domestic market, which will inevitably lead to flooding of the domestic market and import of the negative balance of payments.

The problem is the quality of human resources is all the more theorists and practitioners in all fields of knowledge. The practical significance of the formation of the quality of human resources is sustainable reproduction of the labor force, as the decline in the quality characteristics of reproduction of labor leads to a weakening of the economic position of the country in the long term and it is often irreversible. Human resources as a total work force carrier determines the scale of reproduction of the labor force (narrowed, simple or advanced), as well as provide continuous dynamics of reproduction of the labor force.

Integration processes that led to the geographical boundaries of rating, the globalization of the economy can move freely Workforce. With the globalization of the international competitiveness of each country becomes less and less will depend on the mineral reserves, the fundamental basis of competitive advantages is the quality of the labor force.

In the transition of society to innovative development of major resource that can provide social development becomes a man with his abilities and skills. In the information society, the main battle will be for the possession of it is high-quality workforce. Developed countries have long recognized the need for an influx of foreign professionals. The inflow of foreign talent has always differentiated. The State - the importer of labor are only interested in high-quality workers. And the Russian labor force in the global labor market are considered to be very promising and high levels of education combined with unpretentious employees to pay and working conditions.

CONCLUSION

To remain competitive in the global labor market, Russia must create a system of incentives for other measures to ensure the application of labor skills in the domestic economy. It is clear that the Russian state hard to compete with developed countries in terms of remuneration and to act with direct economic incentives impossible.

Economic incentives do not have the desired effect and often the worker is ready to change their place of work, initially lower wages in order to realize their creative potential and work and get a new practical knowledge to get him to the next level of employment. Psycho-social nature of man is revealed, first of all, in terms of its productive activity that would bring satisfaction to him and the whole community and links to science that can create social comfort to all humanity and to every man, to keep the peace, environmental cleanliness and purity of human ideals.

REFERENCES