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LABOR STANDARDIZATION IN ENTERPRISES

Прокофьев И.А.

Научный руководитель: преподаватель Новикова Е.А.
Белорусский национальный технический университет

The effectiveness of any organization's activities is closely related to the optimization of labor costs in the production of goods. A successful solution to this issue is largely determined by the level of regulation of the work process. Labor regulation is an "aspect of production management that involves determining the required costs and results of the work process, as well as the ratio between the number of workers and the volume of production resources they use." [1].

Labor standards are an essential component of labor and production planning: the use of labor standards determines the labor intensity of the production plan, calculates the required number of employees and their structure in the enterprise. It is important to realize that labor regulation is not a one-time action, but a type of activity. The process of labor standardization is lengthy, as evidenced by the experience of developed market economies such as the United States and Germany, where labor standardization is traditionally considered one of the main functions of corporate management. The need for labor standardization is due to the need for a constant search for reserves to reduce production costs and create production plans and equipment load based on them, as well as to solve problems related to the humanization of labor.

The role of labor standardization in the modern economy is strengthened due to the influence of such factors as:

- implementation of scientific and technological achievements;
- mechanization and automation of production processes;
- technically substantiated labor standards [2].

Labor standards are of significant importance as they allow for planning, accounting, and analyzing labor costs, which are an integral part of production costs. Labor standardization contributes to the efficient allocation of resources, determining the optimal number and structure of personnel, as well as monitoring the quality and productivity of employees' work. As a result, enterprises can reduce

their costs, increase competitiveness, and improve profitability. Labor costs can be measured in various ways: using time, volume indicators, the number of performers, or the number of serviced objects. The time standard is the necessary time costs for performing one unit of work by one performer or a group of performers. The output standard is the inverse of the time standard. It shows the number of units of work that must be performed within a certain period of time (work shift, hour, etc.). The labor costs can be measured in different ways, using time, volume indicators, the number of performers, or the quantity of serviced objects. Time norm is the necessary time spent on performing one unit of work by one performer or a group of performers. Output norm is the inverse value of the time norm. It shows the number of units of work that should be performed during a certain period of time (a work shift, an hour, etc.). Service norm indicates the number of objects that should be serviced by one performer or a group of performers per unit of time. Staffing norm determines the number of employees required to perform a given amount of work or to service a specific object per unit of time. The span of control is the number of employees that should be under the direct supervision of one manager. Sometimes this norm is also referred to as the subordinate-to-supervisor ratio. The service time norm is another norm that characterizes the time required to service one object. The object may be not only production equipment but also a client of an insurance company, a bank, or a customer in a store. Thus, various labor norms allow enterprises to measure labor costs and organize the production process more efficiently, which ultimately can lead to a reduction in costs and an increase in competitiveness.

Total methods of labor standardization do not involve a detailed analysis of work processes and the breakdown of operations into component elements. In this case, the determination of norms is based on operational and statistical accounting data of labor costs obtained from actual data. The "human factor" has a significant influence on the results since much depends on the experience and competence of the specialist involved in standardization. Unlike total methods, analytical methods involve a thorough analysis of the work process, including breaking it down into individual elements, determining rational work methods for performers, and modes of equipment operation. When using analytical methods, the specifics of production and the characteristics of specific workplaces are always taken into account. Analytical methods of labor standardization provide a more accurate determination of time standards and enable continuous improvement of work processes. This allows enterprises to increase labor productivity, optimize the use of resources, and reduce costs. The research method in labor standardization involves an analysis of labor time costs based on data obtained through the conduct of time and motion studies and photography of working time. Time and motion studies, or chronometric observations, are a process of measuring the time it takes to perform various operations and work processes. This allows for precise

data on the time spent on each element of work, as well as identifying potential reserves for increasing labor productivity and reducing costs.

Photographing working time is a method that involves capturing work processes through photographs or video recordings. This allows for a more detailed study and analysis of work processes, identification of the most labor-intensive and complex operations, as well as the development of proposals for their optimization and improvement. The use of research methods in work measurement allows for obtaining reliable and objective data on the time required for various types of work, as well as identifying opportunities for increasing labor productivity and reducing production costs. In economics, all processes are closely interrelated and influence each other. During a crisis, the role of the economic factor in shaping labor relations is strengthened. Business owners seek to maximize profits while minimizing costs. This motivates them to optimize the number of employees, manage available labor resources rationally, reduce labor time costs and eliminate its losses using various methods, while maintaining high quality of the produced goods or services.

In conclusion, it can be said that high-quality, scientifically based labor standardization is important for all participants in labor relations, as it contributes to the achievement of common interests and goals.

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BAUSTOFF-KNOW-HOW FÜR LEICHTBAUWEISEN

Пташевская И.В., Павлюченко П.А.

Научный руководитель: ст. преподаватель Станкевич Н.П.

Белорусский национальный технический университет

Der Leichtbau kann als eine der Schlüsseltechnologien unseres Jahrhunderts bezeichnet werden, da er eine Voraussetzung für eine ressourcen- und energieeffiziente Umwelt ist. Während diese Technologie in der Automobilindustrie schon lange etabliert ist, wird sie in der Bauindustrie erst seit kurzem eingesetzt. Die Bauforschung beschäftigt sich seit Jahren intensiv mit Leichtbau-