

УДК 330

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## **STRATEGY OF ECONOMIC BEHAVIOR ON THE LABOR MARKET: PRACTICAL RESEARCH EXPERIENCE**

**Abstract:** Researches of the strategies of an economic behavior of the workers in the market of labor were conducted, in which outcome the dates were obtained, which have allowed to evaluate a condition of a labor potential. Besides by us were revealed representative of performance of each kind of the strategy of an economic behavior, the condition of many branches is described point of view; from the point of view of quality of labor forces, are revealed of system dependence, which allow to construct a control system of an economic behavior of the worker in the labor market and will allow to construct more effective system of the help by the unemployed.

To operate an economic behavior of the person signifies to operate many economic processes, which are to have a possibility to predict a condition of the labor market, employment of the population, development or decline of the certain orbs of economic activity. To know the reasons of economic activity of the person signifies to have a possibility to evaluate efficiency and expediency of social support; a possibility to optimize social costs for want of high degree of their productivity and personalization's. This entire means, that it is necessary to consider problems of

employment and labor market, it is necessary to investigate from the point of view of an economic behavior of the person.

**Keywords:** economic behavior; labor market; strategies of an economic behavior; employment.

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## **СТРАТЕГИИ ЭКОНОМИЧЕСКОГО ПОВЕДЕНИЯ НА РЫНКЕ ТРУДА: ОПЫТ ПРАКТИЧЕСКОГО ИССЛЕДОВАНИЯ**

**Аннотация:** проведены исследования стратегий экономического поведения работников на рынке труда, в результате которых были получены данные, позволившие оценить состояние трудового потенциала рынка труда. Кроме того, были выявлены репрезентативные показатели эффективности каждого вида стратегии экономического поведения, описано состояние многих отраслей с точки зрения качества рабочей силы. Выявлены системные зависимости, которые позволяют построить систему управления экономическим поведением работника на рынке труда и позволит построить более эффективную систему помощи безработным.

Управлять экономическим поведением человека означает управлять многими экономическими процессами, которые должны иметь возможность

прогнозировать состояние рынка труда, занятость населения, развитие или упадок определенных сфер экономической деятельности. Знать причины хозяйственной деятельности человека означает иметь возможность оценить эффективность и целесообразность социальной поддержки; возможность оптимизировать социальные расходы благодаря высокой степени их продуктивности и персонализация. Все это означает, что необходимо рассматривать проблемы занятости и рынка труда с точки зрения экономического поведения человека.

**Ключевые слова:** экономическое поведение; рынок труда; стратегии экономического поведения; занятость.

## **1. Introduction**

The economic behavior of the person in the labor market most completely is uncovered first of all through the attitudes (relation) of employment. The employment, as is known, is one from major macroeconomic of parameters. At the same time, she (it) has also social character. The employment reflects need of the people not only in the incomes, but also in self-expression through usefulness for company activity, and also degree of sufficing of this need for want of certain level of socio-economic development of company.

The orb of paid employment, is usual within the framework of the certain territory, branch or group of trades, characterized by concept of the «labor market». It (he) envelops claiming on jobs and all occupied, except for the learning and independent (home) workers leading a subsistence economy (last represent employment outside of the market). That is the labor market introduces the certain restriction to the relations of employment, enveloping only part of the relations of employment and narrowing down thereby orb of our research.

It would be desirable shortly to stay on an essence of the labor market to determine that specify, which influences an economic behavior of the people.

The labor market as an integral element of the market relations arises only then, when there is a possibility of a sale and purchase of a labor. And it happens in the event

that it the carrier - the worker - is legally free person. In an outcome the subjects of the market relations have the certain rights in decision making about use of resources, about filling or no of free jobs. These features render essential influence not only on motivation and degree of labor activity of the people, but also are reflected in a tactical condition of the labor.

The labor market can be segmented, in particular, on geographical, branch indications, but also not only, as the segmentation of the labor market is a separation of jobs and workers on the stable closed sectors, zones, which limit mobility of a labor in the frameworks. By such zones dividing the labor market, the parities placed on determined moment, between magnitude of labor services and magnitude of their payment can act, our way to judgment, possible (probable). By frameworks bounding mobility of a labor, unacceptable or unattainable parities here act. Under the essence such segmentation divides the labor market on the part of the offer of labor services and reflects priority lines of a behavior in an orb of a labor.

## **2. Literature Review**

### **2.1. Methodology of study**

To explain similar segmentation it is possible by the following reasons.

The labor is a purposeful activity in the economically justified production. The economically justified production has the certain character of enforcement and the labor here is necessary, that is with forced activity, which the person realizes to supply (ensure) the existence.

Any labor is appendix of gains; the expenditure of energy of the individual, always assumes it of resources and, naturally, availability of indemnification, which should be proportional to the labor costs. This indemnification has the form of the income more often.

The labor services are acquired in the labor market. The process of purchase passes some stages: contact between the buyer and seller of labor services at first is installed, then the information interchange about the price and quality happens, further on reaching the arrangement the certain labor agreement of the warranty of employment inures, in which the problems of payment of a labor, stability of offered

work, term are reflected, for which she (it) is designed also other. That is in the labor market is distributed on firms, branches, trades and regions in the correspondence with the accepted agreements, to determine by parities: «labor gains» - «indemnification».

The labor services can be granted, of the workers it is impossible neither to purchase, nor to sell. But the labor services are inseparable from workers, therefore conditions, for want of which the purchase of services happens always by essential image have an effect for the bargain and on the price of purchase. Such conditions can be: a condition of a market conjuncture existing submissions about «justice», working conditions, restriction on the part of demand and much other. These conditions, for want of which are made the bargains, can increase or to reduce sizes of labor gains, to increase and to reduce yield from the bargains and, accordingly, to generate more either less favorable, equivalent or nonequivalent exchanges between a labor and outcome. In an outcome the sectors of profitable and non-profitable appendix of a labor are formed which have formal, resource and temporary restrictions for moving of a labor.

The economic behavior of the individuals in the market of a transactions begins with that choice, which the subjects realize of the rather market position of a labor market. The availability of need in the workers in many branches, regions, and cities facilitates labor transitions, allows the people to look narrowly at those or other kinds of a labor, to try itself in those or other trades with that or other income, in the total certain method to redistribute the labor gains between public production, personal facilities, organization of home household activities etc. Differently, the realization of an economic behavior begins first of all with what position selects the individual in relation to the labor market is there is a choice between the status of labor, occupied in the market, or occupied outside of it.

The economic behavior assumes choice among being available alternatives of variants of realization of activity in conditions of an operation of bounded ness of resources.

In the labor market the economic behavior acquires some specify. Here is a system of operations, which are connected to use of a labor potential and are oriented on deriving of compensation or profits from a degree of labor sharing (participation)

in an orb of paid or no-charge employment. Thus, it is possible to allocate specify of an economic behavior in the labor market: *the economic behavior in the labor market is a system of operations directed on optimization of the position in an orb to paid employment, in an outcome of distribution of a being available labor potential of the person with the purpose of deriving profit.*

Therefore, the first factor of an economic behavior in the labor market is the rushing to correlating the costs of a labor with an outcome, obtained for want of it. By the second factor freedom of choice of an orb of appendix of a transactions, possibility of search of more productive alternatives more favorable appendix of a labor in conditions of bounded ness of being available resources acts.

The economic behavior of the person is a behavior directed on subjective optimization, owing to comparison of being available resources to probable profits from their use. For want of it, the profits can be economic, that is financially appreciable (money, goods etc.) and внеэкономическими (psychological, social etc.). Such definition allows to unit many kinds of a behavior of the person in an economic orb.

Under the essence in the labor market the economic behavior is exhibited in the classical Costs -compensatory form. As the costs the labor costs act, as indemnification - incomes or subjective profits. It is necessary to distinguish an economic behavior in the labor market from immediately labor. First of all, first much wider second, as the labor behavior envelops mainly orb of creation of the goods and services. It assumes compensation received by subject for direct sharing (participation) in process, as material indemnification of the made labor gains. The economic behavior includes deriving compensation or subjectively estimated profits including outside of an orb of creation (for example, deriving of the rent, allowances etc.). Therefore as a whole magnitude of profits and incomes of an economic behavior can (significant, considerably) exceed indemnification of the labor costs of a labor behavior. For example, the incomes the woman in solvent family can in much develop not at the expense of it of the personal labor costs in an orb of paid employment, and for the account (invoice) семейных of the incomes. And the profits are evaluated not only

process of creation, but also family by criterions.

## **2.2 Approaches to solve problems**

When we consider an economic behavior in the labor market, it becomes clear, that the boundaries between a him and labor behavior very thin, but they are precisely traced: as soon as labor behavior enters into an orb of the relations «the costs – indemnification», mechanisms regulating as a whole an economic behavior at once are included.

Therefore, the difference of an economic behavior from labor consists that the labor behavior is directed on distribution of labor gains as a whole, and economic is such distribution of the labor costs, which necessarily assumes or а) compensation, as material indemnification of labor gains, or б) the subjectively estimated profits compensatory certain magnitude of the labor costs.

In an outcome, as marks Zaslavskay T., the significant part of the people has a possibility of choice between various kinds of an economic behavior, combining parities (ratio) of magnitude of the income and magnitude of labor gains.

So, the economic behavior of the person is first of all behavior optimizing usefulness and supposing choice of alternatives because of subjective utility. Proceeding from features intrinsic to an economic behavior of the person in the labor market, it versions, or differently, the alternate combinations, are formed as the strategies of an economic behavior in the labor market.

The strategies of an economic behavior reflect priority, stable, personally a significant vital directedness of the concrete individual. This directedness of the person represents identification with this or that area of economic activity. For example, dominating directedness on a highly professional labor. Under the essence of the strategy reflect the vital plan of the person, it the purpose, methods and means of reaching of this purpose. There is this directedness in an outcome of influence of the diverse factors acting as on the part of the person, and on the part of that environment, in which the individual realizes the activity. It is the factors connected to shaping of abilities to a labor, reflecting vital resource (safe life) and personally a situation of the person reflecting tendencies combined in the labor market etc. In an outcome the

person stays on conditions, accepted to him of application of a labor potential.

Thus, it is possible to give the following definition - strategy of an economic behavior is a system of operations of the person in a labor orb connected to choice optimum for the individual position of a labor market. The choice is carried out proceeding from orientation to the certain income for want of to certain magnitude of the labor costs.

Therefore, versions of an economic behavior of the people in the market of a transactions is determined by interaction of three factors:

- 1) Magnitude of the income;
- 2) Magnitude of a labor;
- 3) Possible area of appendix of a labor as conditions of necessary junction of a transactions and income.

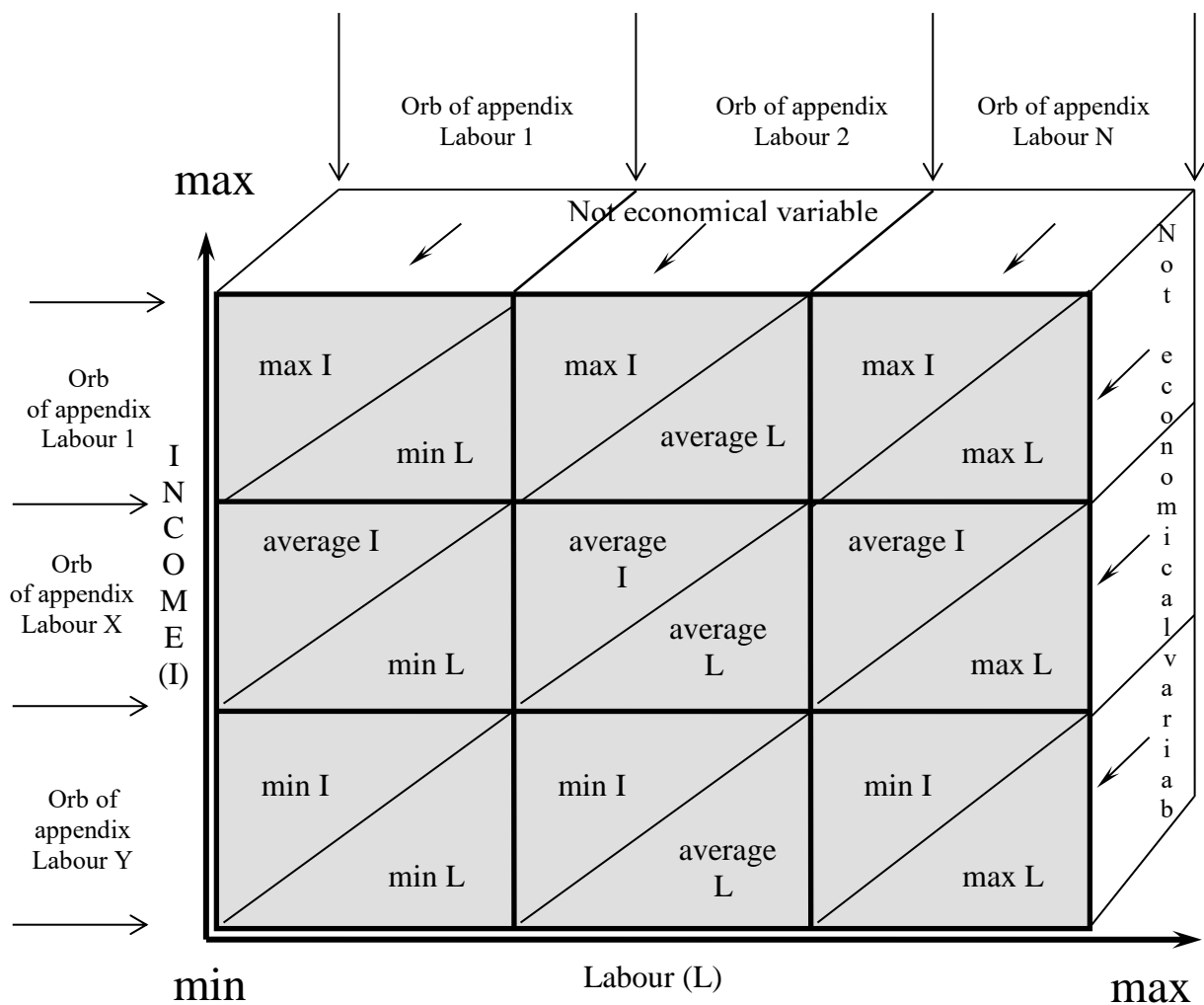


Fig. 1. The matrix of the strategies of an economic behavior



For want of it the last factor acts not only place, where the necessary junction is possible, but in turn forms attractive or unattractive junctions, and as forms and changes conditions of junction, creates possibilities for shaping new. And also this factor promotes sufficing of such needs, as reaching of the prestigious status, social position.

### **3. The main results of the study**

The various maximizing effect of economic activity of the person in the labor market can generate the certain types of the strategies of a labor behavior. Zaslavskaya T. marks: «the significant part of the people has a possibility of choice between two strategies of a behavior. First express by the formula «maxima of the income because of (for the score) of a maxima of a transactions...» Other strategy: «the guaranteed income because of (for the score) of a minimum of a labor...<sup>1</sup>» Main body of the population «combines both strategies depending on personal preferences and circumstances».

On our sight the indicated strategies describe in a sufficient measure a labor behavior. But of an economic behavior of the person in the labor market is characteristic large versions of manifestation. It is formed under influence of a broader orb of economic activity and, accordingly, should envelop all possible versions of junction of a labor and income, which optimize a behavior of the person in the labor market. Thereof, on parameters ratio of the costs and outcomes, freedom of choice and the warranty in of an outcome, the selection would be expedient it is more of number of variants of the strategies of an economic behavior. These variants form matrix, which more visually can be presented as follows on fig.1.

Each sector of a matrix is the certain area of appendix of a transactions (it not always concrete enterprise or organization, it can be and other, the objectively existing certain line of business), inside which acts the strictly certain exchange of a labor on the income or profits. This exchange can be equivalent, when magnitude of a transactions and magnitude of the income equal: «a minimum of the Income - minimum of a Labor» (MIN I / MIN L; «the average Income - average Labor» (av. I / av. L); «the maximum Income - maximum Labor» (MAX I / MAX L), or not equivalent: «the

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<sup>1</sup> Zaslavskaya T. Creative activity of weights: social reserves of a post(station) // ECO. - 1986.

maximum Income - minimum Labor» (MAX I / MIN L); «average Income - maximum Labor» (compare. I / MAX L); «the minimum Income - average Labor» (MIN I / compare. L) Etc., when the magnitude of the income does not correspond (meet) to magnitude of labor gains. It is explained to that there are obstacles, which themes or otherwise constantly limit even one from a variable. These restrictions can exist both on the part of the individual, and on the part of priority (for the individual) orb of appendix of transactions. In the issue two-sided restrictions result in such position of the individual in the market of a transactions, which is for him optimum from three parties: on the part of appendix of labor gains, on the part of the income and on the part of an orb of appendix of a labor.

The correlating of the costs of labor with an obtained outcome, as which the income acts, assumes a measurement that and other. So, it is necessary to have precise submission that by itself the magnitude of labor and magnitude of the income represents.

It is necessary to mark, that the evaluation of magnitude of labor and magnitude of the income should is made on indications, which can be fixed objectively, and are applied (applicable) to all individuals, and also at it should be present and subjective evaluation, which would fix perception by the individual of sizes of the costs and indemnifications. As for the different individuals this or that level of gains and incomes can be perceived on any other business, that can introduce us to the reasons of distribution of the offer on segments of the labor market.

Possibilities of determination of magnitude of the labor costs. The transactions are a purposeful activity of the person. As the same activity marks Markovich D. «...Under the contents can be a labour and entertainment. All depends on, whether is she (it) a means of existence whether or not. So, for example, the work in a garden can be considered as a labor, if this work is executed by (with) the peasant with the purpose of deriving means for life, and can be entertainment, when it does (makes) the employee for the sake of an entertainment; the dance is an entertainment for the usual workers, and the labor for professional the ballerina. It is accepted to consider (count), that the labor is an activity have by the purpose sufficing of material existence.

Outcome of such activity can be expressed with the help of main economic categories. But during realization of purposeful activity there can be some features, which directly can be not connected to current purposeful activity (labor), but which can become a labor, or to have an effect on expedient activity afterwards»<sup>2</sup>.

Therefore, would be expedient to assume, that process of expedient activity (labor) can develop from:

1. Economic variable - operations, which are a direct means of sufficing of material existence;

2. Not economical variable - operations, which on the certain moment have not economic consequences, but which afterwards them can have, or are perceived by the subject by those.

Such understanding of a labor allows evaluating not only, how the person ensures the existence, but also allows considering it as the form of active self-realization of the person, as a measure of reached freedom during an output (exit) for frameworks of necessity.

As the transactions, as well as anyone other the really existing phenomenon has the certain properties, it is possible to select such two concepts, which will characterize the phenomenon, interesting for us, namely to evaluate magnitude of the labor costs it is possible, by evaluating 1) magnitude of economic variables; 2) magnitude not economical of variables.

The magnitude of the labor costs on the part of economic variables is magnitude of such costs of labor forces of the person, which by the corollary have a direct economic outcome.

In economy of a labor such costs are usually evaluated by a spent amount of time (that is are measured in terms of loiter time).

But measurement of an amount of a labor by time, as an absolute measure, is inadequate to a nature of a human labor, and consequently it is necessary to use other measures, which will allow differentiating a labor on complexity, instead of to equalize it on time.

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<sup>2</sup> Markovich D. Sociology of a transactions. - M., 1988. - P.184

The speech goes that evaluating magnitude of the labor costs it is necessary to consider not only quantitative parameters, but also to evaluate them on quality.

The quality of labor - is a stable population of professional, qualifying and spiritual properties of expedient activity of the person ensuring creation of qualitative production, and also other economic effect, diminuendo by a degree of public usefulness of outcomes of labor.

Traditionally, parameters of quality of labor are the following parameters: complexity of labor, condition of its application, weight and intensity of labor.

Magnitude of labor from the party not economical of variables. It is necessary to mark, that the traditional parameters of quality of labor not always reflect full magnitude of the labor costs of the worker. For example, if the worker has low qualification, but the greatest possible time works, and has high vital activity, the labor costs at him will be on a high level, as represent threat to a physical exhaustion of an organism.

Besides all of us have different magnitude of the accumulated human capital, different experience, experience, educational level, different natural abilities, we have different purposes, motives, rushing, different degree of vital activity.

All these elements characterize labor forces of the person with qualitative the parties. They allow receiving economic outcomes of activity not at the expense of magnification of working hours, and at the expense of increase of productivity of the labor costs.

That is the speech goes that evaluating magnitude of the labor costs, it is necessary to take into account and magnitude of variables, which would reflect magnitude of the accumulated human capital, and degree of economic activity of the person. By such variables act not economical variables.

#### **4. Conclusions**

Not economical variables are operations, which promote:

I) To reaching, maintaining and improving of quality of labor for the certain job, that is operations directed on reaching and maintaining of a necessary level of professionalism and the competence.

These operations can be divided into operations:

1). Made in the past and reflecting a level of the accumulated human capital. The outcome of these operations can be evaluated with the help of following parameters: а) by a level of obtained formation; б) by a level professional (one firm, applied outside of limits,) and special (suitable only for occupation of those or other jobs inside one firm) preparation; в) by magnitude of the professional experience.

2.) Made now and reflecting magnification of the human capital. It is operations connected: а) with improvement of professional skill; б) with assimilation of new knowledge's; в) with mastering by innovations.

II). Operations promoting the extension of a potential orb of appendix of labor, that is operations directed on universality of the worker. It is operations connected with: а) by mastering of adjacent specialties; б) by mastering by new trades; в) by deriving of additional formation; г) operations reflecting creative professional activity.

III). The operations promoting magnification of potential possibilities of increase or stabilization of well-being, extension of a level of access to more profitable appendix of labor, that is are operations describing vital activity of the person, which consequences have an effect for a position of the individual in the market of labor. It: а) operations connected to installation and maintaining personal and - or of professional communications; б) operations connected to constants by data acquisition on potential objects of appendix of labor; в) operations reflecting vital activity of the person.

Thus, we have considered from what there is a magnitude of labor. The following factor of the economic strategies magnitude of the income. To evaluate this magnitude it is much easier, than magnitude of the labor costs.

The magnitude of the income is considered as the cumulative money income, and represents the sum of receipts as wages, pensions, allowances, enterprise income, dividends, incomes of the contributions, from the property, means from sale of production of a personal part-time farm.

Possible (probable) area of appendix of labor (third factor, defining versions of an economic behavior) is those orbs of labor, which granite jobs on the labor market. The role of this factor is double.

On the one hand it (he) forms possible versions of a behavior by that can primary (initially) install the certain parities (ratio) of the income and labor. That is primary in relation to the strategies. For example, it is known, that there are such orbs of labor (such as credit, petroleum), which can form Elite the labor markets, on which to work prestigiously by virtue of their high yield (that we observe last some years). And these orbs, by virtue of a usual economic situation have placed (installed) in the certain moment such parity (ratio) «income - labor», where the magnitude of the income considerably exceeded the labor costs. That is this factor is the objective factor of origin of the strategies of an economic behavior.

On the other hand this factor is under influence of a subjective evaluation of a significance (for the people), in which outcome the people (workers) to rank of an orb of labor on a bond yield and magnitude of labor gains. In this case strategies same, but the choice them can be carried out by virtue of the diverse reasons, which can also result in nonequivalent exchange of labor on the income.

In summary it is necessary to mark, that the formalization of the strategies of an economic behavior has the natural limits, which depend on a level of accumulated knowledge's in various areas of a science and is stipulated by exclusive complexity of the subject of study. However any attempt of an evaluation of the strategies of an economic behavior of the person allows making clear mechanisms of vital labor activity of the person, in which «riddle» of disproportions is incorporated, which develop in the labor market.

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