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CLASSIFICATION OF FACTORS AND RESERVES OF LABOUR PRODUCTIVITY

A problem of searching for and realization of the reserves of increasing labour productivity both at the macro and micro level is especially actual and needs a permanent attention of scientists.

After that as we considered and systematized factors and reserves of labour productivity, we offer the matrix of determination of reserves of labour productivity, which combines the level of origins of factors and reserves (macro level, meso level, micro level and individual level) with their grouping by a character of influence (innovative-technical, organizational and economic, and socio-economic) and provides the time factor during their using (current, perspective, strategic).

Innovative-technical reserves are one of the major directions of increasing labour productivity because of a high level of the human capital development, high educational level of population in Ukraine.

The organizational and economic reserves of increasing labour productivity at the macro level include such questions as state programs, directed to the development of social labour sphere; use of the flexible forms of employment, improvement of the structure of employment of the population; use of the best foreign practices in personnel management and others. Improvement of production organization, improvement of the labour organization, increasing stimulant and motivational role of wages are important organizational reserves at the micro level.

We determine such socio-economic reserves as the increase in the level of social responsibility and solidarity in society, socialization of labour relations at the state level. The increase of responsibility at all levels can provide not only the solution of urgent socio-economic problems but also economic development. Providing favourable moral and psychological climate, creation of safe terms of labour, increase in the level of corporate social responsibility, forming the system of the valued orientations of workers are the socio-economic reserves at the level of enterprises.

Thus, the elaborated systematization of reserves allows revealing directions of increasing labour productivity at all economic levels, providing a forma-

tion of the system of searching for and realization of reserves of labour productivity at enterprises.

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