

Bejsenova A., Nurbekova Zh.A.,  
Zhanazarova Z.Zh.

**Questions relating  
to working conditions in the  
system of labor relations in  
industry Karaganda region**

Firstly, public authorities, namely the local executive power should be more demanding of employers, despite the fact that they are foreign investors. They must be aware of the need for systematic social policy, both within the organization and outside it. We agree with the official statistics that businesses take on social obligations, but at the same time providing a one-time aid does not cover and does not compare to the damage they cause to the environment in the region, which shows the industry. Second, the results of quantitative surveys and interviews showed that those means which the employer directs the purchase of equipment is not enough. In this connection, the government should be able, through the institution of bilateral, trilateral commission to conduct specialized inspection equipment in industrial plants. Third, the number of employees in enterprises is huge, working in different departments of the company, they notice that the socio-psychological climate in the team, one of the important aspects of working life, in connection with which both the employer and the public authorities should pay attention to the improvement, above all, a social enterprise image. Fourth, high staff turnover, the desire to change their place of work, show that industrial jobs associated with a high level of risk and danger. In this connection, it is necessary to work with the staff of the permanent observance of safety rules. However, differentiated pay, social and economic difficulties of the workers, spurring him to break the rules, in connection with what are related accidents in the workplace. Consequently, systematic work with the staff, daily check on the working place of work, training may improve the situation by reducing the number of occupational injuries. Fifth, the trade unions as organizations defending the interests of workers need to be aware of everything that happens in the departments. More common workers, not with trade union activists. Because workers perceive themselves as a protest organized enough power and if you have any conflicts with management companies, to keep from strikes, interruption fail.

**Key words:** social partnership, working conditions, the interaction of the subjects of the state, trade unions, workers.

Бейсенова А., Нурбекова Ж.А.,  
Жаназарова З.Ж.

**Қарағанды ауданындағы  
өндірістегі еңбектік қатынас  
жүйесіндегі еңбек шарттарына  
байланысты сұрақтар**

Біріншіден, мемлекеттік органдар, соның ішінде жергілікті атқарушы билік, жұмыс берушілерге, олар шетелдің инвесторлары екендігіне қарамастан қатаң талапты болуы қажет. Екінші, сандық зерттеулер мен сұхбаттың нәтижелері көрсеткендей, жұмыс берушінің қажетті жабдықтарды сатып алуға бағытталған ақшасы жеткіліксіз. Үшіншісі, өндіріс орындарындағы жұмыскерлердің саны өте көп, топтағы әлеуметтік-психологиялық климат еңбектік өмірдегі маңызды аспектілердің бірі болып табылады, сондықтан жұмыс берушілер де, мемлекеттік мекемелер де әлеуметтік жағдайдың жақсартуына көңіл бөлуі қажет. Төртіншіден, жоғары деңгейдегі кадрлардың жұмыстан шығуы, жұмыс орнын ауыстыруға деген құштарлығы, өндірістік жұмыскерлердің жоғары деңгейдегі қауіп пен қатерге төзетіндігін көрсетеді. Бесіншіден, кәсіподақтар, жұмыскерлердің мүддесін қорғайтын ұйым ретінде бөлімдердегі болып жатқан жағдайлардың барлығын білуі қажет.

**Түйін сөздер:** әлеуметтік әріптестік, еңбек жағдайлары, мемлекет, кәсіподақтар, қызметкерлер.

Бейсенова А., Нурбекова Ж.А.,  
Жаназарова З.Ж.

**Вопросы, связанные  
с условиями труда в системе  
трудовых отношений  
в промышленности  
Карагандинской области**

В статье анализируются такие вопросы системы трудовых отношений, как: государственные органы, а именно местная исполнительная власть, должны быть более требовательными к работодателям, несмотря на то, что они иностранные инвесторы. Результаты количественных исследований и интервью показали, что те средства, которые работодатель направляет на покупку оборудования, не хватает. Количество работников на предприятиях огромно, социально-психологический климат в команде является одним из важных аспектов трудовой жизни, в связи с чем и работодатель, и государственные органы должны обратить внимание на улучшение социальной составляющей. Высокая текучесть кадров, желание сменить место работы показывают, что промышленные рабочие связаны с высоким уровнем риска и опасности. Профсоюзы как организации, отстаивающие интересы работников, должны быть в курсе всего, что происходит в отделах.

**Ключевые слова:** социальное партнерство, условия труда, взаимодействие субъектов, государство, профсоюз, работники.

**QUESTIONS RELATING  
TO WORKING  
CONDITIONS IN  
THE SYSTEM OF  
LABOR RELATIONS IN  
INDUSTRY KARAGANDA  
REGION**

Information base totaled results of the survey (questionnaire and interviews) conducted in enterprises «ArcelorMittal» and «Kazakhmys» corporation from 2011 to 2014. The sample is 1450 people.

Note also that a positive attitude to government involvement in social programs at the company explains the age of the respondents, since the bulk of the respondents aged 30 to 45 years (38%), this is the generation that remembers the influence of the Soviet state, which is not simply influenced, and strictly regulate the implementation of social policy.

Gender distribution of opinions is also consistent with the general installation that government influence is positive (50% of men and 19% women). Work experience and the level of income in no way affect the distribution of opinions of the respondents (20% of all respondents believe in a lot of influence).

In this case, the professional status had a decisive impact on the opinion of the respondents. Thus, only 11% of the technical staff (the ITR) recognize that the state has a large impact on social policy, but among the workers think so already 58% of the workers. This allows us to make the assumption that the respondents maintain traditional paternalistic setting, the essence of which is to maintain faith in the state as an institution, stand in defense of the working class. At that level of management of the enterprise (ITR) is involved in the management of the enterprise, in the decision-making process and more aware of the arrangements for the implementation of social policies of the enterprise than the immediate work to which are usually communicated decisions already made [1].

Questions relating to working conditions, safety in the workplace is one of the important for the employees of enterprises, the level of participation structures, officials estimated respondents differ. According to most respondents the most part in solving production problems take foreman (35%) and colleagues (30%), a small part taking the union (68%) and the head of the shift (12%) did not participate in the resolution of problems - the union (52%) and the management of the company (27%). So, we get a very low estimate of the union, the company's management and the shift supervisor.

As for financial aid, it is obtained, usually at the expense of the union, following certain procedures (writing statements, collecting

signatures leadership, determination of the amount of aid, etc.) and due to the tradition of mutual aid, which exists in the collective. Payment of treatment, usually performed independently, since Kazakhstan part of the medical services fee, some free and large manufacturing campaigns have their own hospitals, health centers and dispensaries. Payment for training is also carried out for the most part on their own, but there are times when the leadership training will cover the employee or his family members (for example, in the case of death working in production, the company's management is committed to pay for education of his children) [2].

How often during the last two years in your company practiced material incentives (bonus) for the workers?

Distribution of answers to the majority of the respondents shows that most of the respondents materially stimulated once a year (33.3%), once a quarter (31.5%), monthly (18.8%) or never (12.1%). Specificity of premium payment in the mining and processing industry depends on the fulfillment of the production plan. Thus, when the fulfillment of the plan and are traditionally paid bonuses to employees of the enterprise. This occurs, as a rule, at the end of the calendar year. Like most men (25%) and women (8%) also indicated the option «once a year».

Criteria for age, length of service, professional status and income level did not affect the change in the views of respondents.

The opinions of the respondents were distributed in such a way that we see the crucial plays a production plan for solving the payment of premiums (52.1%), followed by national holidays (16.4%), the decision of the company's management (11.5%). Neither gender status or professional status or seniority, age, or income level did not affect the distribution of opinions of respondents.

As we can see, the majority of respondents did not receive the award for the past two years (65.5%), those who received 27.3%. Thus men received the award two times more likely than women (19% vs. 8%). The distribution of responses on the criterion of age, professional status, length of service, income level also showed that over the past two years, the award in industrial enterprises whose employees participated in the study, there was no prize. This is probably due to such factors as the high requirements in terms of annual production, underfulfilment plan, changes in commodity prices, the global financial crisis [3].

Among those who received the award:

- more satisfied – 34.5%
- fully satisfied with its size – 24.2%
- Rather than satisfied – 20.6%
- are not completely satisfied – 20.6%

Most and men (43%) and women (15%) are also satisfied with the size premium. Age cohort of 18 to 29 and from 46 and older are no longer satisfied with the size of the premium than the group aged 30 to 45 years. Representatives working professions no longer satisfied with the premium than the representatives of Engineering (34% vs. 9%).

As we can see, most of the respondents (65%) are not engaged in the search for a new job. This can be explained by the fact that despite the dissatisfaction level of wages, social benefits, social and psychological climate in the team, many have no choice, because then production company in which they work, is the city main, ie it works much, even most of the townspeople and the enterprise determines the employment policy, labor market, finance social sector, infrastructure, and even entire city area.

An interesting fact is the female part of the same proportion of respondents as looking for a new place of work (13.8%) and is not looking for a new job (14%).

The same situation is distributed among respondents on the criterion of income. So, those who earn from 25 000 to 50 000 tenge also equally interested in the preservation of existing jobs (17%), and in a new place of work (17%).

Care of the organization of each individual employee can adversely affect the operation of the company. So dangerous is the care of a professional with a high position to a direct competitor. Bad if the company goes out of the leader (formal or informal), and in its place comes the head with a different style of work. In this case, the team will take time and considerable effort to work together with the new boss.

Staff turnover is fraught with danger and hidden. The main of them - this is demotivating effect on employees leaving the remaining workers.

Causes of employee turnover in the enterprise

Staff turnover adversely affects the work of the organization, does not give a well-formed team, and hence the corporate spirit that always entails a reduction in performance and efficiency. Nevertheless, despite the seriousness of this problem in many organizations, «conservation program personnel» are uncommon.

Staff turnover from scratch does not arise, competent leader she always says that something in his organization «wrong». To control the dismissal and understand how to keep the best employees, you need to determine the reasons why people leave the company.

Leading cause of search and job changes are inconvenient work schedule (22% of total respondents), low wages (12% of total respondents).

Note that 49.5% of the total number of respondents indicated all listed as possible answers causes as influencing the motivation of finding a new job.

Distribution of answers depending on the sex of the respondents revealed that men are more dissatisfied with the work schedule (15%) and wages (10%). Women are also unhappy with the schedule of work (8%) and are not sure of the stability of the enterprise (4%).

The age distribution showed that those who are between 18 and 29 as reasons indicate inconvenient work schedule (3%) and the instability of the enterprise (3%); from 30 to 45 years – the inconvenient work schedule (15%) and low wages (7%); 46 and over such reasons see also inconvenient work schedule (5%) and low wages (4%).

Distribution of answers depending on the criterion of occupation, income and work experience also demonstrated the 3 leading causes – inconvenient working hours, low wages and lack of confidence in the future work of the enterprise.

As for the timetable, it is built according to the change. So, there are day and night shifts. And the work schedule may consist of a 5 day shifts a week or 2 night shifts per week. Payment of night shifts at two times higher than the daytime. Accordingly, the worker is interested in building a schedule of work, where there will be more night shifts. But they are complicated by high physical exertion. Often there are disputes, dissatisfaction with his work schedule, as it approves the shift supervisor, not the worker.

The wage level is the traditional «stumbling block». Wage inequality with the advent of capitalist relations was a clear and demonstrative. Material values began to dominate in the value system of modern Kazakhstan citizen. In addition, physical labor were not viewed as a significant, respected, prestigious.

Even if you do not look for work, you would like to change the current job?

Option «no» pointed out – 72.7% of the respondents, «yes», 27.3%.

55% of men and 18% of women do not want to change jobs. 18% of men and 9% of women want to change their job.

The age distribution showed that, regardless of age, the respondents do not intend to change the current employment: 14% – from 18 to 29 years, 40% – from 30 to 45 years, 19% – from 46 and older.

11% of employees are engineers and 62% of workers also do not intend to change jobs.

21% of those who earn from 25 to 50 000 tenge, 34% earn between 51 and 100 000 tenge, 17% earning between 101 and 000 tenge also not looking for a new job.

24% of those who have work experience from year to 5 years, 17% with experience of 6 to 10 years, 20% with the experience of 11 to 15 years, 12% experienced more than 16 years and also do not want to change the current job.

We see that the intention to change jobs is not the intent of the majority of the respondents, but the reasons for such a distribution of opinions related to the understanding of the fact that in the region there are no companies that could offer an equivalent income, more convenient schedules, better working conditions.

If yes, please indicate the reasons?

Distribution of opinions on this question showed that the majority of respondents (all selection criteria), believe that all answers given in the Questionnaire are reasons search / job change. Probably, in the process of interpreting the question arose among respondents understanding that you can specify all the options available. In the future, this issue requires corrections and updates the number of possible answers.

Why do you continue to work at your company?

As the results of the survey, the main motive performance of professional duties of the respondents is higher wages (44.8%), a convenient work schedule (21.2%), satisfactory working conditions (18.8%).

The distribution of answers by gender of respondents indicated that the reasons to continue to work in both men (36%) and women (9%) is higher wages

The distribution of answers by age also showed that the leading cause is the higher salary: of 18 to 29 years – 7%, from 30 to 45-27%, from 46 and older – 11%.

Views of the engineers and workers agree on the causes save jobs: 7% of engineers and 38% of workers believe higher wages main motive of their employment.

The income level and work experience of the respondents did not change the distribution of opinions. So, those who have an income of 25 to 50 000 tenge (12%), and earn from 51 to 100 000 tenge (18%), and earn from 101 000 tenge (15%) as the main causes of these higher wages .

Those who have experience of up to 5 years (15%), from 6 to 10 years (12%), from 11 to 15 years (11%), 16 or more (7%) indicated the same reason.

Thus, based on the results of the survey, may recommend the following:

Firstly, public authorities, namely the local executive power should be more demanding of employers, despite the fact that they are foreign investors. They must be aware of the need for

systematic social policy, both within the organization and outside it. We agree with the official statistics that businesses take on social obligations, but at the same time providing a one-time aid does not cover and does not compare to the damage they cause to the environment in the region, which shows the industry.

Second, the results of quantitative surveys and interviews showed that those means which the employer directs the purchase of equipment is not enough. In this connection, the government should be able, through the institution of bilateral, trilateral commission to conduct specialized inspection equipment in industrial plants.

Third, the number of employees in enterprises is huge, working in different departments of the company, they notice that the socio-psychological climate in the team, one of the important aspects of working life, in connection with which both the employer and the public authorities should pay attention to the improvement, above all, a social enterprise image.

Fourth, high staff turnover, the desire to change their place of work, show that industrial jobs associated with a high level of risk and danger. In this connection, it is necessary to work with the staff of the permanent observance of safety rules. However, differentiated pay, social and economic difficulties of the workers, spurring him to break the rules, in connection with what are related accidents in the workplace. Consequently, systematic work with the staff, daily check on the working place of work, training may improve the situation by reducing the number of occupational injuries.

Fifth, the trade unions as organizations defending the interests of workers need to be aware of everything that happens in the departments. More common workers, not with trade union activists. Because workers perceive themselves as a protest organized enough power and if you have any conflicts with management companies, to keep from strikes, interruption fail.

#### References

- 1 Magun V.S. Dinamika trudovyh cennostey rossiyskikh rabotnikov: 1991-2004 gg. // Rossiyskiy zhurnal menedjmenta. – 2006. – Tom 4. – №4. – S 45-71.
- 2 Kollinz D. Ot horoshego k velikomu: Pochemu odni kompanii sovershayu proryv, a drugie net. – M.: Mann, Ivanov i Ferber, – 2009.
- 3 Nort D. Ponimaniye prozessa ekonomicheskikh izmeneniy: Per. S angl. – M.: Izd-vo GU VShE, 2010.