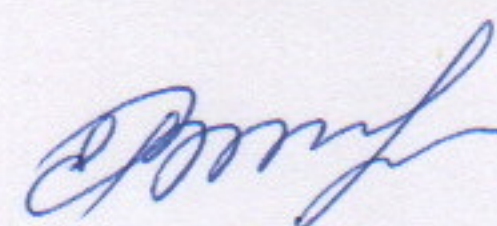


**The Russian Presidential Academy of National Economy and Public
Administration**

As a manuscript



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**ECONOMIC FOUNDATIONS OF THE ORGANIZATION OF THE
WORK OF THE TEACHING STAFF**

Speciality 08.00.05 – Economics and National Economy Management
(labour economics)

ABSTRACT

dissertation on competition of a scientific degree of candidate of economic
sciences

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Relevance of the research topic. The implementation of the priorities of the long-term socio-economic development of the Russian Federation imposes new requirements for the training of university graduates, in which the teaching staff plays a key role. A modern university professor is not only a carrier of knowledge, skills, and abilities that he must pass on to students but also a direct organizer of the work of students, the development of their creative approach to solving the tasks assigned to them. Changes in the higher education system have led to an increase in the importance of the innovative component of education, as well as the integration of research and educational activities. The role of the teacher in educational work is increasing, which implies an impact on the professional socialization and harmonious development of the personality of students.

The fulfillment of the functions assigned to the teacher requires a rational distribution of their working time, the search for workload optimization, the balance of the work performed with a focus on health care, and the prevention of teacher burnout. The indicated provisions should be reflected in the organization of university teachers' work.

All of the above points to the need to improve approaches to the organization of work of the teaching staff, which determines the relevance of the topic of the dissertation research.

The purpose of the dissertation research is a comprehensive analysis of the approaches to the organization of work of the teaching staff of higher educational institutions that have been formed to date and the development of recommendations based on its results to improve the economic foundations of such work.

The tasks, which solution ensured the achievement of the purpose of the dissertation research, are as follows:

1. To formulate the principles of the organization of the teaching staff work. Based on the data on the transformation of this work and trends in the development of higher education analysis.

2. To propose a methodological approach to the formation of a labor standards system of the university teaching staff, corresponding to the generally accepted theory of labor rationing, the grouping of labor standards of the teaching staff.

3. To provide analysis of the calculation of the size of the annual academic workload of the teaching staff and development of recommendations for improving the calculation of this indicator, taking into account the proposed system of labor standards.

4. To formalize the dependence of the size of the annual academic load of the teaching staff on the number and complexity of disciplines provided for in the curriculum of educational programs of higher education.

5. To propose tools for improving the system of motivation of the teaching staff of universities.

6. To identify promising directions for the organization of teaching work in a higher educational institution development.

The object of the study is the labor activity of the teaching staff of educational institutions of higher education and the mechanism of its organization.

The subject of the study is the socio-economic relations arising in the process of organization of work of the teaching staff of educational institutions of higher education improvement and its economic foundations.

The scientific novelty of the dissertation research lies in the substantiation of approaches to the organization of work of the teaching staff of universities and the development of methods to improve the efficiency of the labor process based on improving the systems of rationing and motivation of teachers.

The scientific novelty of the research is characterized by the following main results:

1. Based on the study of existing approaches of the teaching staff work organization and trends in the development of higher education, the

following principles of the organization of work of particular employees category are:

- principles focused on the professional aspect of training: the competence principle; the creativity principle;
- universal principles focused on the education aspect: ethical principles; the environmental friendliness principle.

As a reasonable conclusion, it is necessary to maximize the use of the principle of creativity in the educational process as the main principle contributing to the development of the creative potential of students.

2. The results of the analysis of existing approaches to the labor rationing systems of employees, including the teaching staff, allowed us to form an approximate structure of the labor standards of university teachers. The following categories of labor standards are highlighted:

1) Norms of labor costs: the duration of training sessions norms; the labor intensity of training sessions norms; the salary intensity of training sessions norms; the number of teachers norms; the number of students norms.

2) Norms of labor results:

- achievements of students and graduates (indicators of final certification, defense of dissertations for the degree, achievements of graduates in employment, in the performance of research, etc., evaluation by employers of graduates);
- the results of the research work of teachers (publication activity, including citation indexes, author's certificates, patents, participation in grants, etc.).

3) Standards of manageability and service, which are established in general for the university and for its structural units: departments, faculties, institutes.

4) Norms of ratios:

- the number of students and teachers at the university (educational program);
- the number of disciplines taught by the teacher;
- the number of students (postgraduates) assigned to the teacher to perform certain types of work (WRC, term papers, scientific papers, etc.).

5) Norms of working conditions characterized by the volume of classroom and extracurricular work taking into account psychophysiological working conditions.

3. A methodology has been developed for calculating the annual academic load of a teacher, which takes into account: indicators of the contact group and individual contact loads; the ratio of the number of teaching staff and students; the number of students according to the educational program.

4. A method of formalizing the dependence of the number and complexity of the curriculum disciplines and the size of the annual academic load of the teaching staff is proposed. As parameters of the formula for calculating the number of disciplines of the curriculum, the following are proposed: the size of the annual academic load of the teaching staff; the size of the contact group and individual loads; the norm of the number of disciplines read by a teacher working on a full-time basis.

5. Proposed and justified ways to increase the motivation of the teaching staff, including:

- reducing the classroom load per teacher and increasing his workload related to work with graduate students, undergraduates, student practice management, diploma design;
- redistribution of the classroom load between teachers (other members of the department) with their compensation at the expense of the award from the special fund of the department (allocation of this fund from

the general premium fund of the university, taking into account the results of scientific activity of the department);

- organization of work to encourage the teaching staff for the invention, the implementation of projects under economic contracts, to receive grants from scientific foundations;

- introduction of compensation payments for the use of own equipment and other means necessary for the performance of labor activity in the organization of a remote (remote) workplace.

The following for effective management of the teaching staff motivation is proposed: transition from group management to group work; development of a culture of cooperation among teachers and students; knowledge management system, achievement of a high level of self-learning of teachers.

It is argued that these methods of motivation will contribute to strengthening the relationship between the educational and research activities of each teacher, as well as increasing collective interest in the results of work.

6. The priority directions of the development of the organization of teaching work aimed at creating an educational, scientific, and innovative product have been clarified. A procedure for the modernization of labor processes is proposed. It includes determining the place and importance of planning in the management of the educational process; developing a calendar plan for the modernization of labor processes, monitoring its implementation; distributing tasks and the order of information movement between administrative and managerial and training personnel; assessing the intensity of existing labor standards; introduction of new forms of work, replacement of outdated ones; updating of the incentive system based on the principles of motivation of the teaching staff; formation of planning and accounting documentation; optimization of the number of staff.

List of the author's publications

19 scientific works were published on the topic of the dissertation research (total volume – 5.2 pp, author's volume 4.89 pp), including: 5 scientific articles published in scientific journals included in the official list of the Higher Attestation Commission; 1 scientific article published in publications in the list of publications approved by the Academic Council of the RANEPA Academy; 10 scientific papers published as a result of scientific conferences; 3 scientific works in other publications.

The structure of the dissertation research contains: introduction, 3 chapters, conclusion, bibliography (includes 173 titles), appendices, 26 tables and 24 figures.