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## FORMATION AND DEVELOPMENT OF THE AGRARIAN LABOR MARKET IN NORTHERN KAZAKHSTAN (ON THE EXAMPLE OF THE AKMOLA REGION)

**Abstract.** According to the authors, labor indicators in rural areas determine the volume indicators of economic activity and indicators of economic efficiency, as well as indicators of the use of other agricultural resources. Analyzing the indicators of labor of agricultural workers, it is expedient, the authors believe, to single out the objects of agricultural research, to which attention must be paid: factors and ways to improve the efficiency of labor use; indicators of work; labor potential and labor productivity; influence of labor indicators on the final results of economic activity - the volume, range and quality of products, and financial results. Analysis of labor factors in rural areas and their final results are interrelated and interdependent, while the economic effect of the minimum in the agroindustrial complex should be compared with the level of the quantity of quality improvement in the additional life of the rural population.

**Keywords:** agriculture, export, potential, competition, economic growth, concept, partnership, business, sustainable development, livestock, crop production.

### INTRODUCTION

The labor market in Kazakhstan is constantly evolving under the influence of political, economic and social factors and is still far behind the requirements of time in its development. Because of this, many unresolved problems have accumulated in the sphere of employment, social protection of unemployed citizens. Specificity of the labor market is such that its problems should be in the eyes of politicians, otherwise, unsettled problems not only can lead to irrational use of the main productive forces of society - labor resources, loss of competitive advantages of the country due to the reduction of human resources potential, but also turn into serious social conflicts. That is why it is necessary to deal with employment problems, improving methods and forms of state intervention in the functioning of the labor market, carrying out institutional changes, especially during the period of growing economic crises.

Thus, the role of labor indicators, under market conditions, has undergone significant changes. At present, these indicators and their dynamics should be used by their subdivisions in the evaluation and analysis of labor efficiency, that is, it is necessary to closely interlink the analysis of the number of employees with the productivity of their labor, increase in turnover, profitability.

### MAIN PART

In 2011, the Employment Program - 2020 (hereinafter referred to as the Employment Road Map - 2020) came into force,

Agrarian causes the sector of the economy of the Akmola region is fully developed in the conditions of multi-fold economy and the further improvement of the role of integration processes. To ensure this, it is possible to ensure its steady, equal growth only by creating a favorable enterprise economic and economic conditions for an effective evaluation of the activities of all agricultural producers and the corresponding socio-economic conditions for Akmolinsk higher quality of life over the population's motivation for rural areas. In the almaty of this and is the effectiveness of the main task to take into account the regional agrarian policy.

Given the relatively low level of payment for the agricultural alpine labor, the problem of staffing from this sector of the economy is exacerbated. To attract and retain in these conditions young professionals and workers of the basic professions of experience, all systems become more complex, and therefore the implementation of the corresponding social package of conditions and benefits proposed here by future workers should be sufficiently weighty. It is because of unsatisfactory social conditions that it is now very difficult to direct or attract a young specialist of any agrarian specialty to work in agriculture, especially in areas very remote from the regional center.

The economic effect of the implementation of the national project in the regions, as well as of any investment project implemented in the agroindustrial complex, should be compared with the level of improving the quality of life of the rural population living in the corresponding rural area. These components should not only be interdependent, but also equal in proportion to the resultant effect.

Foreign investors come to the regional agrarian market with their business strategy, which establish new large agro-holding companies.

From an economic point of view, investors are not sponsors - everything is based on mutual economic benefits. For the region, this is the inflow of substantial real investments for the renovation of the material and technical base of the agricultural sector with the aim of introducing innovative technologies for the production of agricultural products, and its processing, this is an increase in tax revenues, including the local budget and rural employment. But especially important aspects of the implementation of such projects should be to ensure stable normal income of the employed and strengthened comprehensive social development of the respective rural areas.

The effectiveness of agribusiness, on the one hand, and the completeness of employee motivation, on the other hand, to the same extent largely depend on stimulating employees' interest in increasing labor productivity and rational use of the resource potential, from an adequate assessment of their labor contribution to the final results and from a competent staffing politicians.

The standard of living of the rural population determines, first of all, the level of its employment and wages. That is why, first of all, through wages, it is possible and necessary to solve a part of the social problems of rural areas and therefore one should not be afraid to increase it to those who work here.

The average level of wages in the agricultural sector, compared with the level of wages in other spheres of economic activity, is still low. And, this trend is typical not only for the country as a whole (where the average wage in agriculture is somewhere around 55% of the average Kazakhstan indicator), but also for our region.

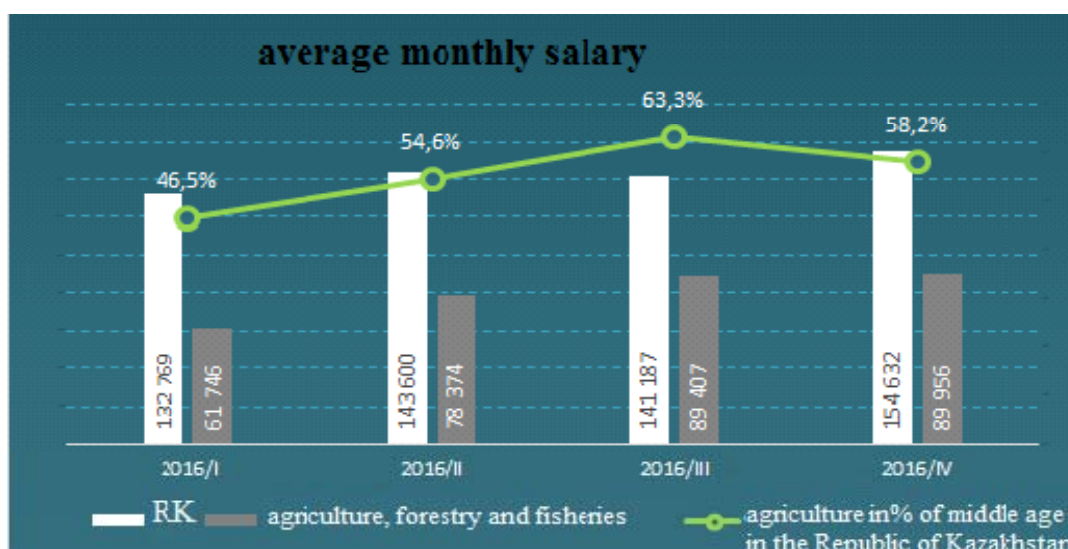


Figure 1 - Average monthly wage in the Republic of Kazakhstan in 2016

So, in the 4th quarter of 2016 the average monthly salary in agriculture was only 90 thousand tenge (+17% yoy). This is 41.8% less than in general for the branches of the Republic of Kazakhstan. The biggest

difference between the average monthly salary in the agricultural sector and in general in the RK was registered in the 1st quarter of 2016, when the wages of the agrarians were only 46.5% of the average salary in the country. In general, for the year 2016 the average monthly salary of workers in the agricultural sphere was 80.6 thousand tenge (+ 13.8% year-to-year), which is 43.3% lower than the average for the RK.

The highest salaries are received by forestry employees: in the last quarter of 2016 - 138.4 thousand tenge, 28.8% more than a year earlier. In the crop and livestock sector, as well as hunting, salaries in the fourth quarter reached 88.9 thousand tenge (+ 16.4% per year), for fisheries and aquaculture - only 46.9 thousand tenge (-6.9% yr- to-year).

This variation in the level of wages is an additional proof that there is room for improvement. One of the reasons for the low level of wages in agriculture is the lack of financial capacity of the organization to raise it. And, this despite the fact that the number of employees annually decreases significantly. If in part this situation can be justified at the expense of really low realizable prices for manufactured products and, accordingly, a low share of producers' incomes in the final price of the product, then high production costs are difficult. This is especially evident in the level of the prime cost of production of the main types of products. An unjustifiably low estimate of agricultural labor can really be increased.

The economic stability of many subjects of regional agribusiness, which provides a high level of income for their employees, is achieved largely through the search and the primary use of internal reserves to increase the production of competitive products and reduce its cost: the effective formation and use of productive capacity; development of innovative - resource-saving production technologies; a systematic approach to cost management; rational organization of labor and high motivation of workers; effective management.

The social orientation of the economic mechanism of management that develops in organizations reflects its wage policy, which is implemented in practice through a system of interrelated parameters. The main, principled positions that determine its features are the methodology for assessing labor, developing a system of payment standards and organizing the mechanism of distributive relations.

The organizations of the agrarian and industrial complex have long been granted the right to independently determine the parameters for building labor remuneration. However, many of them are still guided by the ETC criteria, thereby limiting the desire to improve existing methodological approaches to paying agricultural labor. For individual managers, they are a kind of "shield" that inhibits wage growth.

Unlike other spheres of economic activity in agricultural organizations, the issues of organization of remuneration of workers for a long time were practically open. However, in recent years, the number of agricultural organizations, which are covering the trade secret of the wage problem, is also constantly increasing.

One of the main such parameters that reveal the organization's wage policy is the structure of its wage fund. If we analyze the structure of the wage fund on average in LLP "Orlovka", the share of the basic payment is approximately at the same level - 80-81%, but the share of the premium from all sources, including remuneration based on performance, increased by an average of 30 -32%.

As is known, in countries with developed market economies, the share of the tariff part of wages is at least 90%, while ensuring a high level of wages for employees.

Two opposite variants of the formation of wages are visually here: in the first variant, the share of the basic wage can be minimal, for example, up to 30-35%; in the second variant, a maximum of 80-85%. Both these points of view have the right to exist and both, when building an effective system of motivation, can provide employees of a particular organization with a sufficiently high level of wages. However, only one option dominates the organization's wage policy, which determines the specifics of its construction.

In the first variant, 65-70% of the workers' wages are formed according to progressively increasing standards of material incentives for the achieved, final results of production activity, that is, the variable part dominates the structure of wages. The main part of wages is relatively low and takes into account not so much the labor contribution of the employee, as his professional qualification level and position held. It is this method of forming the wages of employees used in many effectively functioning agricultural organizations. Employees are given the opportunity to influence the level of their wages by motivating their labor, attitudes toward work, observing technological discipline, increasing their professional skills.

With the second option, the constant wage rate dominates in the wage structure of employees, while the variable part accounts for only 20-30%. In this variant, two scenarios are possible. If the absolute level of wages is low, then we are dealing with economically weak organizations, where the level of the tariff rate of the 1st tariff category of the tariff grids applied here is at the level of the minimum wage.

Unfortunately, there are still quite a few such agricultural organizations that have wage arrears. If the absolute level of workers' wages is high, then such a variant of wage formation is already more acceptable for economically stable organizations with a relatively stable workforce, with a high level of labor culture and, accordingly, a high level of labor productivity. He, too, is sufficiently motivational in nature, because in this case, workers value their workplace.

In the incentive mechanism, the role of the regulatory framework should be strengthened. One should not expect a special economic effect from the application of any wage system, even cost-based, unless it is based on a well-founded regulatory framework.

The most acceptable here, there should be a methodological approach when its composition and structure are formed not by separate norms and standards, but by a system of interrelated organizational and production (natural) standards by types of products and services provided. The standards of remuneration of labor (with a particular system) should be established depending on the degree to which this regulatory complex complies with this branch. Especially the system increases the importance of having such industry standards systems when implementing resource-saving production technologies.

It is possible to derive an approximate forecast about changes to the future:

1. Change in demand for staff
2. Competitive activity increased
3. Companies providing services in the field of information technology, dropped out of the top three in terms of the number of vacancies
4. General competition in the search for work will grow
5. The salaries offered will be higher by an average of 3-5%.

The modern wage policy of an agricultural organization should be aimed at creating a model of remuneration based on labor outcomes, which should be seen as an investment system to achieve a competitive advantage.

## CONCLUSION

Recently, the degree of social orientation of the market economy is especially acute in agriculture. That is why to strengthen the social orientation of the economy, the economic efficiency of agribusiness, but equally the social one, is of special importance in rural areas. It is estimated, first of all, by the quality of life of the population of the corresponding rural area, including the level of wages of employees, and the level of employment. All this makes it necessary to change the performance indicators of any organization, and its leader, giving them a socio-economic focus. The effectiveness of management of any organization should be evaluated simultaneously by two equivalent indicators - the amount of profit received and the level of wages of employees.

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### ФОРМИРОВАНИЕ И РАЗВИТИЕ АГРАРНОГО РЫНКА ТРУДА В СЕВЕРНОМ КАЗАХСТАНЕ (НА ПРИМЕРЕ АКМОЛИНСКОЙ ОБЛАСТИ)

**Аннотация.** Трудовые показатели, как и показатели использования других ресурсов, определяют объемные показатели хозяйственной деятельности и показатели экономической эффективности. В методике анализа показателей труда, целесообразно выделить следующие объекты исследования, на которые должно быть направлено внимание: факторы и пути повышения эффективности использования труда; показатели по труду; трудовой потенциал и производительность труда; влияние трудовых показателей на конечные результаты хозяйственной деятельности - объем, ассортимент и качество продукции, и финансовые результаты. Анализ факторов трудовых показателей и их конечных результатов взаимосвязаны и взаимообусловлены.

**Ключевые слова:** сельское хозяйство, экспорт, потенциал, конкуренция, экономический рост, концепция, партнерство, бизнес, устойчивое развитие, животноводство, растениеводство

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<sup>3</sup>Қазақ экономика, қаржы және халықаралық сауда университеті

### СОЛТҮСТІК ҚАЗАҚСТАННЫҢ АУЫЛ ШАРУАШЫЛЫҚ ЕҢБЕК НАРЫҒЫН ҚАЛЫПТАСТЫРУ ЖӘНЕ ДАМУ (АҚМОЛА ОБЛЫСЫНЫҢ МЫСАЛЫНДА)

**Аннотация.** Еңбек индикаторлары, сондай-ақ өзге де ресурстарды пайдалану көрсеткіштері экономикалық белсенділіктің көрсеткіштерін және экономикалық тиімділік көрсеткіштерін анықтайды. Еңбек индикаторларын талдау әдіснамасында назар аудару қажет болатын келесі зерттеу объектілерін бөліп шығару орынды: еңбек өнімділігін арттырудың факторлары мен тәсілдері; жұмыс көрсеткіштері; еңбек әлеуеті және еңбек өнімділігі; еңбек индикаторларының шаруашылық қызметтің түпкілікті нәтижелеріне әсер етуі - өнімнің көлемі, ауқымы және сапасы және қаржылық нәтижелер. Еңбек индикаторларының факторларын және олардың түпкілікті нәтижелерін талдау өзара байланысты және өзара байланысты.

**Түйін сөздер:** ауыл шаруашылығы, экспорт, потенциал, бәсекелестік, экономикалық өсу, концепция, серіктестік, бизнес, тұрақты даму, мал шаруашылығы, өсімдік шаруашылығы

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