

WORKING LIFE: IMPROVING QUALITY

Employee satisfaction is one of the most important recent developments in human resource management. It is related to the creation of programs and methods of improving the quality of working life. J. R. Hackman and J. Lloyd Suttle define the quality of work life as «the degree to which members of a production organization can satisfy their important personal needs through their work in this organization» [1].

High quality of working life should be characterized by the following: work should be interesting; workers must receive fair remuneration and recognition of their work; the working environment should be clean, with a low noise level and good lighting; management review should be minimal, but should always be carried out when necessary; workers must participate in decision-making that affects them and their work; job security and the development of friendly relations with colleagues must be ensured; funds for household and medical care must be provided.

The quality of working life can be improved by changing any organizational parameters that affect people. This includes decentralization of power, participation in management issues, training, training of management personnel, promotion management programs, training of employees in methods of more effective communication and behavior in the team. All these measures are aimed at giving people additional opportunities to satisfy their active personal needs while increasing the efficiency of the organization.

Many of the early ideas in management science revolved around designing tasks in a way that would maximize the benefits of division of labor, modern technology, and automation. An increasing number of people found that highly specialized, repetitive operations cause fatigue and loss of interest. Absenteeism and staff turnover have increased, there have even been cases of sabotage. Accordingly, the productivity gain that would normally be expected from narrow specialization has been significantly reduced. To solve the problem, a number of the most progressive companies began to experiment with the organization of work so that work began to give more inner satisfaction and more opportunities to meet higher human needs – interest, self-affirmation and personality development [2].

The two most widely used methods of labor reorganization are expanding the scope of work and enriching its content.

The volume of work is the number of different operations performed by the worker and the frequency of their repetition. The scope is called narrow if the worker performs only a few operations and repeats them often. The scope of work is called broad if a person performs many different operations and repeats them rarely. The content of the work is the relative degree of the impact that the worker can make on the work itself and the working environment. This includes such factors as independence in planning and performing work, determining the rhythm of work and participation in decision-making.

The work can be reorganized by changing its scope or content. Consolidation of work refers to the improvement of the organization by increasing its volume. Enrichment of its content involves changes due to an increase in content. When being properly developed, the program for improving the organization and working conditions contributes to the development of a sense of employee satisfaction, an increase in the quality of work, a decrease in the number of absenteeism and staff turnover.

REFERENCES

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INFLATION AND PRICE STABILITY

Inflation and price stability are crucial issues in the economy of every country. Inflation, defined as the increase in the price level of goods and services over a certain period, affects various aspects of economic life. Ensuring price stability is a task for central banks and governmental structures as it contributes to supporting economic activity and stimulating investments. It can have both positive and negative consequences for the economy. On one hand, moderate inflation can act as