

# The personnel of the enterprise as an object of social protection

KHALED ALHYASSAT

Department of HR

Abu Dhabi University

UAE

[khaledheyassat@yahoo.com](mailto:khaledheyassat@yahoo.com)

*Abstract:* The article discusses the theoretical foundations of social protection for enterprise employees. The social development of the institution means the desire to improve its social environment - in light of these spiritual, moral, social and material conditions in which the Foundation employees perform the work function. The main areas of social protection in an organization can be named: ensuring the growth of work productivity, the efficiency of employees and the quality of work, stimulating them to advanced training, and assistance in solving administrative tasks - ensuring the rotation of the most qualified employees and their loyal stance towards the institution.

*KeyWords:* - organization, employee, conditions, productivity, administrative task, loyal stance.

## 1- Introduction:

Social protection of the enterprise personnel is especially important since we are in a modern and advanced society, where everyone knows their rights and is ready to protect them. If the rights of workers are violated at the enterprise, they have the right to apply to the appropriate bodies that monitor the social situation of the enterprise. That is why social strategies must be constantly monitored and accessible. Social protection at the enterprise is a strong lever of influence on the staff, and therefore on the quality of its work as a whole [1].

## 2- Relevance of the topic:

The relevance of the topic is determined by the special need for the development of modern forms of social protection of personnel in the enterprise. The active social policy of the

enterprise improves the relationship in the team, helps to attract and retain valuable personnel and is an excellent motivator for the more productive work of each employee.

## 3- Goal:

To study the theoretical foundations of social protection of personnel in the enterprise, consisting of a set of measures aimed at improving the social protection of its employees.

## 4- Tasks:

- 1) To study the concept, categories, and structure of workers in the enterprise;
- 2) Determine the social problems of workers in the enterprise;

3) Consider the content of the social protection of workers in the enterprise.

### 5- Methods:

Generalization, classification, and systematization, literature analysis, comparative analysis, analysis of documents.

### 6- Scientific novelty:

The scientific novelty of the article consists of the analysis and generalization of the theoretical foundations of social protection at the enterprise, as well as in the study of its content.

### 7- Main part:

Social protection in the enterprise in its meaningful form is oriented towards personnel. The staff of an enterprise is, first of all, the totality of workers of certain professions and categories united by a single production activity aimed at generating income, meeting their needs and solving financial problems; in other words, it is a set of individuals who have concluded a contract of employment with an enterprise as a legal entity [2, 3].

Its main feature is that workers have labor relations with the employer. Another equally important sign is the possession of certain qualitative characteristics: motivation (the presence of professional and personal interests, the goal of a career, the need for self-realization in professional activity); traits (physical, psychological qualities); skill (availability of relevant knowledge and professional skills, work experience in the field of activity). Personnel is an integral component of the enterprise and is a complex ramified system. The structural analysis

allows us to consider personnel as the functioning of its components, identified by various categories and features [4].

First, you need to refer to the structure of personnel by category. There are various classifications of personnel depending on the functions, position, and profession, category of employees.

In the field of labor, the staff is divided into:

- production or industrial personnel are employees who are directly involved in the process of performing work and services (otherwise in the production of products), managing this process and ensuring its effectiveness;

- non-production or non-industrial personnel - employees of non-core departments or divisions within the enterprise (auxiliary personnel).

According to the functions performed, production personnel can be divided into the following categories:

- workers - workers directly involved in the production of products, repair of equipment, the provision of material services, etc.;

- employees - workers who perform a labor function in various fields related to mental work.

According to the share of participation in the production process, production workers are usually divided into two groups:

- the main ones are workers who directly (on their own or with the help of equipment and mechanisms) have a physical impact on objects of labor in the process of their transformation into material services (finished product);

- auxiliary are workers who create the conditions for their effective functioning of the main workers. This group includes junior staff (caregivers) and company security.

The following categories of workers can be classified as employees:

- managers - persons in senior positions at various levels in the enterprise and its structural divisions. Leaders share links and management structures. According to management structures, linear and functional managers can be distinguished; on management links - top, middle and lower level.

- Specialists - persons engaged in legal, economic and other work, obliging the specialist to have secondary specialized or higher education. Specialists also differ in qualification categories: specialists of 1, 2 or 3 categories and without a category [5, 6].

- employees - persons who work with documentation and its storage, keep records and control, maintenance of the production process in its economic part.

Depending on the nature of the work, the personnel of the enterprise is divided by specialties, skill level, and professions.

Profession - a type of human activity, assuming the presence of knowledge and labor skills acquired as a result of special training.

Specialty is a type of activity in a particular profession that has its own characteristics and requires additional special knowledge and skills from employees. For example economist-planner, economist-accountant within the profession of economist. Or: legal advisor, lawyer, judge, notary public, attorney at lawyers [7].

Qualification - the degree of professional training of the employee, his knowledge, skills necessary to perform the labor function, which is displayed in the tariff categories and categories.

The professional qualification structure of personnel combines the characteristics of personnel as an economic resource and individual and personal characteristics.

If we look at personnel as a common, unified system, then its main component will be precisely the personnel structure.

The structure of the staff - is the relationship between the characteristics of the staff, ensuring the preservation of its main features with various external and internal changes [8].

The following types of structure can be distinguished:

1. The functional structure represents the ranking of managerial functions between management and individual units.

2. The organizational structure of the staff is the volume of rights and responsibilities of individual employees, units, as well as the overall system of subordination.

3. The role structure characterizes the team according to the behavioral roles in the labor process.

4. The staff structure is a set of units and a list of posts, the size of official salaries and the general wage fund.

5. The social structure reflects the workforce through social indicators. Among them, they are important: gender, age, work experience and marital status [9].

In fact, the staff is not something sustainable: it is in constant motion due to the hiring of some and the dismissal of other employees. The process of changing the team due to the departure of part of its employees and the arrival of new ones is called personnel turnover. Leaving may be due to certain reasons, among which: personal, physical, industrial or related to the state.

Thus, at the present stage of development of society, the successful activity of any enterprise depends on the quality of work of the workers employed at it, on their qualifications, professional training and level of education [10].

Before moving on to the direct content of social protection at the enterprise, it is worth outline the circle of the main problems of employees, to

determine the components of the social environment.

The social environment of an enterprise is formed by such conditions in which employees exercise a labor function, form social bonds among themselves and create their own special moral and ethical values. This environment is also formed by: the enterprise staff with its differences in qualification and demographic characteristics, as well as various interpersonal and intergroup relationships; objects and objects of social purpose; the level of solidarity, cooperation and mutual assistance, cohesion of the team, the demand for work [11].

1) Problems of a socio-psychological nature:

a) Fear of being unemployed due to gender differentiation in the enterprise. Forms of discrimination against women in the world of work combine their own characteristics of their manifestation:

When studying the problem of hiring and dismissing workers, a prerequisite for discrimination against women is that, unlike men, this category of personnel is less in demand for the employer due to the obligation to provide them with a special package of social and labor guarantees under applicable law. However, when using simple forms of reduction, many negative results of these actions appear. The psychological consequences of contraction are also obvious [12].

One cannot fail to note the dismissal in the event of bankruptcy of the enterprise. Bankruptcy of an enterprise is the final stage of its existence if a chain of incorrect decisions or external circumstances led the enterprise to economic collapse. If an enterprise is unable to fully pay its obligations, it shall be declared insolvent bankrupt. This can happen with an enterprise of any form of private ownership. In bankruptcy, as

in any other form of liquidation of an enterprise, the head must, under the supervision of the bankruptcy trustee, notify personnel in advance. These terms may vary depending on the type of enterprise and its form of ownership, but, as a rule, these periods are two months before the expected day of dismissal from those with whom an employment contract has been concluded, three days from those with whom a fixed-term employment contract has been concluded, and seven days for those with whom a fixed-term seasonal contract is concluded. If the company does not work, bankruptcy proceeds according to a simplified procedure, notifications are sent by the manager himself - within 30 days from the date of the start of bankruptcy proceedings. If it is not possible to pay for work performed and services rendered, contractors are included in the register of creditors. All notifications of impending dismissal are sent out by registered letters with notification. Also, two months before the upcoming dismissal of employees in connection with bankruptcy, the employment service of the settlement in which the company is registered is notified. In the event of bankruptcy, absolutely all employees quit, including those on maternity leave, pregnant women, and beneficiaries. The priority in social benefits is for pregnant women, as well as those on maternity leave and parental leave. If the bankrupt enterprise does not have funds for payments, the employee is issued a relevant certificate with which he is entitled to apply to the Social Insurance Fund for receiving legally required amounts from this source within ten days after submitting the application. Severance pay is paid only from funds received from the sale of property - accordingly, not all employees have a chance to receive the full amount due. Bankruptcy is indisputable in itself carries a

certain economic and social risk for laid-off workers [13].

b) Occupational factors affecting a person in the course of labor activity may adversely affect his health. For example, vibration, noise, dust, drafts, high or low temperatures, etc. Some of the diseases, the emergence or exacerbation of which were contributed by inappropriate working conditions, are hidden under the guise of somatic ones and are not taken into account as professional, therefore, they can often remove harmful effects from enterprises harmful in their effect on the human body. An employee is most often not at all interested in recovering, much less in maintaining his health and does not go to medical institutions at the initial stages of the disease. And in the event that he appeals, he does not always receive adequate help because it is not always advantageous for him to be treated with separation from work, he simply does not have the opportunity and time for this. The current disability pay system is significantly lower than the minimum wage [14].

c) Violation of the socio-psychological climate of the team. The work team is the most important resource subordinate to management. The human resource is that foundation on which the enterprise is built. The favorable socio-psychological climate of the team entails the productive activities of employees, mutual assistance between them in achieving the goals of the enterprise, and cohesion of the team. Collective achievement of goals leads to high results in activities, to the competitiveness of enterprises in the labor market. Creating relationships is the main task in resolving the social problems of personnel, since without them there can be no talk of a harmonious existence of an enterprise [15].

2) Problems of a socio-economic nature:

a) The negative attitude of staff to their work, working conditions and their level of safety. The active part of the life of most people in one way or another proceeds at work, so the level of attitude to work characterizes the degree to which a person uses his abilities for effective activity and the effectiveness of his work [16, 17].

b) Dissatisfaction with wages, living standards, ways of solving housing problems - this problem causes a decrease in the level of staff motivation to perform a labor function.

c) The problem of staffing may be associated with issues of rotation and reduction, and hence retraining of staff, job security for various social categories.

Thus, the development of such aspects of social protection as the proper organization of labor, the achievement by the team of high results of joint work, the optimal productive use of working time, and the provision of a sense of satisfaction for each employee with a workplace undoubtedly affect the economic quality of production [18].

An analysis of the content of social protection in an enterprise should first begin with a definition of its nature.

Social protection of personnel - a combination of social and legal guarantees that provide each employee with protection and realization of their basic socio-economic rights. The lack of social protection of personnel is rapidly leading to increasing tension not only in the enterprise but also in society. In the regulation of production and labor relations at enterprises, social processes play a special role, implying social protection of personnel, taking into account its specific characteristics of various categories, professions, and positions of employees [19].

Social protection of personnel combines the following areas:

1) the creation of conditions for the able-bodied population to fulfill its labor function, allowing staff to earn means of living at a living wage and above.

2) creating a safe environment for staff and their access to national systems of health, insurance, rehabilitation, and vocational education;

3) assistance to employees and members of their families in achieving a living wage of material means in cases of loss of work, breadwinner, disease, the birth of a child, work-related injury, disability, or reaching retirement age.

In resolving and eliminating the main problems of personnel social protection, a special role is given to improving methods of remuneration and general revenue generation. In the current conditions, the salary is called upon to fulfill in practice such functions as regulatory, reproducing, stimulating, social:

1) the regulatory function is the impact on the relationship between supply and demand on the labor market, on the formation of the effectiveness of the labor function of the staff and on its increase in wages;

2) the reproducing function carries out the establishment of the minimum necessary level of remuneration, taking into account physiological and social characteristics, taking into account inflation with a living wage;

3) the stimulating function reveals a general differentiation of the level of tariff rates and official salaries and wages taking into account its quality, effectiveness, quantity;

4) the social function is the accounting of wages in the management of the social components of remuneration and, above all, the social protection of personnel in existing and liquidated enterprises.

It should also be noted the difference between enterprises on the basis of ownership, as this directly affects the social security of personnel.

State-owned enterprises differ from non-state-owned enterprises in that, as a rule, they are dependent on state structures. They are aimed not only at the market but also in non-market relations. Unlike non-state, they have less competitiveness. State-owned enterprises have no obligations to other enterprises; they are practically not at risk of bankruptcy. At the same time, the government controls only certain areas of state-owned enterprises, not being able to influence others. It is worth noting that budgets of various levels provide for the needs of state enterprises, and their financing is based on estimates. The flow of funds is carried out according to the articles of appointment, control over spending is carried out by the Treasury and the audit structures of the institution. The person's staff is formed according to the schedule approved by the parent body. Inside the company, the requirements of labor legislation are observed. Strict adherence to the rules of admission, movement, vacation, dismissal, overtime, sick leave, pension contributions is a big advantage.

Mixed enterprises are joint ventures created on the basis of the mixed capital of several enterprises or citizens, including foreign capital. The process of creating a joint venture is similar to the organization of a limited liability company. Such an enterprise is an independent legal entity, has its own balance sheet, settlement, and other bank accounts. In all major capitalist countries, state and mixed enterprises maintain a strong position in the economy. Such enterprises have concessional lending and taxation and are under the direct control of the state.

Non-state or private enterprises - independent, independent enterprises that are free to choose the most profitable area of activity, form the private sector of the economy. Such enterprises may be the most prestigious, pay a higher salary, but the stability of payments and social guarantees for them may be violated [19, 20].

An innovative phenomenon in the social protection of personnel is a social partnership, which in the most general sense is the solidarity and cooperation of various social groups and population groups to achieve common goals [21, 22].

Social partnership is a labor relationship, consisting on the basis of the creation of a certain set of interests and the main goals achieved through their joint coordination within the partnership of workers, employers and the state among themselves.

Tripartite partnership includes: joining efforts in making joint decisions in the social and economic sphere; ensuring working conditions; application of legal norms at the enterprise with the participation of representatives on behalf of employees.

It is worth noting that in modern labor legislation, the participation of personnel in the management of the enterprise is allowed through a representative body. In this case, the opinion of the representative body of workers in cases stipulated by labor legislation, a collective agreement is taken into account; consultations by the representative bodies of employees with the employer on the adoption of local regulations containing labor law standards. It should be noted that in this case, to all workers, as a rule, they rarely have the opportunity to convene a general meeting. To date, article 53 of the Labor Code of the Russian Federation has legislatively enshrined mainly information powers, if the general

meeting takes part in the management of the enterprise, then on a formal basis, such participation does not entail legal consequences. This article should be supplemented with forms that will allow staff to participate in the management of the enterprise. The opportunity for employees to participate in the management of the enterprise can lay the foundation for harmonizing the interests of workers and employers, which will definitely have a positive effect on the activities of the enterprise, affect not only the economic components, but also the social environment, allow employees to take an active life position, rally the team for solving general tasks [23, 24].

At the same time, it is important that the employees of the enterprise make efforts to solve social problems in the enterprise. Labor collectives have many resources that can lead to serious changes in the social sphere of the enterprise. Among them are the following:

- 1) strengthening the role of the work of public unions and organizations that represent the interests of workers in the labor process;
- 2) determination on the example of successfully operating enterprises of possible ways to solve on their own many social and labor problems in the work process;
- 3) drawing special attention to the real significance of collective agreements, they must be vowel and effective. In addition, it is necessary to organize the work of representatives of labor collectives involved in the preparation of collective agreements on key issues [25, 26 ].

Thus, for each enterprise, social protection is the main tool to motivate staff to work, as it can satisfy not only physiological needs, but also solve social and economic problems, establish relationships in the team and increase the productivity of staff at times. It is worth noting

that, in addition to this, the social security of the enterprise personnel substantially depends on the state of the state economy.

## 8- Conclusion

1) The successful functioning of any enterprise depends on the high efficiency of the joint work of the employees employed in it, on how the working conditions contribute to meeting the material and spiritual needs of the staff. The most important indicators of the personnel structure are the ratio between its categories, main and auxiliary workers, and the share of highly qualified and skilled workers in the total number of personnel.

2) The enterprise staff has a lot of various kinds of social problems, both material and psychological, and social. Due to this circumstance, it is necessary to diagnose and solve existing problems, and also take into account the results obtained in determining the main ways of organizing social protection at the enterprise. As for me, it is necessary to strengthen control by the state in the field of rights and social protection of workers in the enterprise.

3) Social protection at the enterprise is a powerful incentive for the effective work of personnel, since it satisfies not only the physiological needs of each employee, but also existential and social ones. The presence of social security is a criterion for the effective functioning of both the labor collective of the enterprise and the enterprise as a whole.

4) Social partnership ensures the coordination of the interests of workers and employers on the regulation of labor relations at the enterprise. Trade unions occupy a special place in the system of social partnership, as they perform a number of important functions: ensure the working

conditions of personnel, establish social justice, protect the rights and interests of workers in the field of labor and labor-related relations.

Thus, social protection at the enterprise contributes to the formation of social activity of its subjects related to their personal characteristics, attitude to work and job satisfaction. However, the collective achievement of goals and initiative on the part of the staff also leads to high results in activities, social psychological climate in the team. The comprehensive development of social protection and the introduction of social work will help the company achieve success and solve many of its main problems.

### References:

- [1]. Vesnin V. R. Practical personnel management: a manual for personnel work / V. R. Vesnin. - M.: Lawyer, 2014 .-- 496 p.
- [2]. Kutlunin E. A. The personnel structure of the organization and methods of its analysis [Electronic resource]. URL: file:///struktura-personala-organizatsii-i-metody-ee-analiza.pdf (accessed October 23, 2018).
- [3]. Martynenko A. V. Medical and social work: theory, technology, education / A. V. Martynenko. - M.: Gardariki, 2007 .-- 159 p.
- [4]. Smelik R. G. Economics of the enterprise (organization): textbook / R. G. Smelik, L. A. Levitskaya. - Omsk: Omsk State University, 2014 .-- 294 p.
- [5]. Shitov V. N. A comprehensive approach to the analysis of enterprise competitiveness / V. N. Shitov, O. F.

- Tsymbolist // Economic analysis: theory and practice. - 2014. - No. 13. - S. 59–63.
- [6]. Akhtar, S, Dingl.D & Gloria. L (2008) “Strategic HRM practices and their impact on company performance in Chinese enterprises”, University of Hung Kong,47, (1), 15–32.
- [7]. Al-Shaikhly, N., (2017). The Impact of Human Resource Management Practices on Employees’ Satisfaction: A Field Study in the Jordanian Telecommunication Companies. Middle East University, Amman, Jordan.
- [8]. Alter, Steven. (2002), "Information Systems: The Foundation of e-Business", 4th ed, New Jersey: Prentice-Hall, Person Education, Upper Saddle River.
- [9]. Anthony, P.Perrevus , and Kacmar, K.m,(2013). Human Resource Management : Astrategic Approach. New York: The Dryden Press
- [10]. Antonio,C (2005). Management by objectives-An effective role for teamwork?The International Journal of Human Resource Management, 16(2), 174-184.
- [11]. Armstrong, Michael, (2016): A Handbook of Human Resource Management Practice, 10th ed., London: Kogan.
- [12]. Cascio, Wayne (2018), Loose-Leaf For Managing Human Resources, MC Graw Hill, New York.
- [13]. Cassidy, Anita,(2006), Apractical Guide to Information Systems strategic Planning,2nd, ,NY, Auerbach Puplications, Taylor and francis Group.
- [14]. Cenzo, G and Robbibs S (2012). Human Management Humanity, John wiley and song Inc N. Y
- [15]. Cenzo, G and Robbibs, S (2006). Human Resources Management. John wiley and song Inc.
- [16]. Denisi, A, & Griffin, W.(2001), Human Resource Management, Houghton Mifflin Company, New-York
- [17]. Shridhara Bhat, Text Book of Production Management, Students Edition, Himalaya, USA, 2002.
- [18]. Gozhenko K. N. Economics of knowledge as a strategic goal of modernization of the Russian economy // Terra Economicus. 2012. - No. 1-2 (Volume 10)
- [19]. William H. Kersting, Distribution System : Modelling and Analysis, 1.
- [20]. Gorchakova R.R. Features of the corporate image formation // News of higher educational institutions. Volga region. Social Sciences. Issue No. 2. - 2012.
- [21]. Katulsky E.D. The development of human capital in a knowledge economy // MIR (Modernization. Innovation. Development). 2013. - No. 15
- [22]. Korzenko N.I., Zobnina M.E. Effective methods of motivating and stimulating staff // Bulletin of the Chelyabinsk State University. 2012. - No. 3 (257).
- [23]. Gerasimos Rigatos, Intelligent Industrial Systems: Modelling, Automation and Adaptive Behavior (Premier Reference [4] Source), Information Science Reference; First edition (April 1, 2010).
- [24]. Makhamatova S.T. Intellectual capital in the era of globalization: features and problems of management // Socio-

economic phenomena and processes.  
2012. - No. 3-4

- [25]. Orekhov S.A. Principles for identifying the hidden competitive potential of business entities. Innovation in science. 2014. No. 30-2. S. 46-50.
- [26]. Monique Jeanblanc , Marc Yor , Marc Chesney, Mathematical Methods for Financial Markets, Springer; 1st Edition. (November 23, 2009).