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## THE ROLE OF HUMAN RESOURCE IN ORGANIZATIONS IN A MODERN WORLD

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### Annotation

In article disclosure character and space human resources in the contemporaneous system of economy attitude disposition market of labor they influence on the contemporaneous production and significance in the creation a new economy of information.

### Түйін

Мақалада адам ресурстарының қазіргі экономикалық жүйеде орны мен рөлі, еңбек нарығын және олардың өндіріске әсері мен жаңа инновациялық экономиканың құрылуындағы мағынасы қарастырылған.

### Аннотация

В статье освещается роль и место человеческих ресурсов в современной системе экономических отношений, характеризующих рынок труда, их влияние на современное производство и значение в создании новой инновационной экономики.

**Key words:** human resources, human capital, human potential, market of labor, labor force, entrepreneurial ability, informational resources.

Man occupies a central place in the development of modern concepts of the world. The world community has reached a compromise that human capital is fundamental to the prosperity of both countries as a whole, and individual enterprises. In the study of management problems in the post-industrial society need to focus primarily not on the material process and logistical factors, and on the person and his characteristics, as evidenced by studies of foreign and domestic scientists. /1/ According to this approach, the main factor of economic growth recognized human capital.

In the emerging new economy is now closely associated with the information revolution, there is a sharp change in the relationship between physical and human capital. Decisive factor in the development of enterprises and organizations to improve their competitiveness in the market is the human capital, its ability to transform information into knowledge. In modern conditions of physical capital has lost its dominant position among competitive advantages, industry and economy. Information type of a market economy based on the reproduction of human capital, and the main source of its development are investments in this capital. Investigation of the role of human capital in economic growth, enhancing the competitiveness of enterprises suggests that the views of domestic foreign scholars and practitioners on the man as the main factor in the development of enterprises and organizations have changed significantly. Economic paradigm that dominates the end of XIX to the 60s of the last century, considered man as only one of the conditions of the production process as a factor of production, part of the process of labor./2/

B Formation of a new category requires its theoretical understanding and defining its place in the system of economic categories of modern economics. Named category refers to the system of relations that characterize the labor market. In today's economy, which provides entry into a new stage of development of an innovative, great importance attaches to the resources provided by the labor market. No production is impossible without a man, that form of labor organization describes the stages of development and the formation of a new socio - economic system. Therefore, only a man with his creative energy is able to create and provide the conditions for the emergence of an innovative economy. Human resources represented by the labor market, form the basic conditions for the development of the new economy. To human resources must also include entrepreneurial skills, the importance of which in social production is undeniable. Obviously, entrepreneurial skills necessary to classify a certain type of human capital. Entrepreneurial skills include not only knowledge and skills, but also the talent business, economic intuition and luck.

A special place in the analysis of human resources information resources occupy primarily because named kind of resources is the result of human activity and result of the functioning of human resources. Thus alienability product does not lead to its loss by its creator, and causes, on the contrary, to enhance the quality of the human resources.

The existence of information in two forms: as a product and how the knowledge gained in the course of employment, enriched human resources, increases the severity of the problems associated with the creation and retention of human resources at an individual enterprise. This creates a competitive advantage in today's business environment. Human resources are also included human capacity that can be realized under certain conditions, but may remain unused in a particular manufacture. Human resources, as a structured set of labor, human capital and information, and human potential, and still have the personal qualities that lead to human interaction in the process of direct production, creating a close-knit team, which has the overall objective, based not only on the distribution of roles and locations in the production process, but also mutual support and assistance for the purpose of production. It should be noted that the current labor market operates in a highly competitive environment. This is illustrated by the high level of unemployment. On the analysis of statistical data for 2010, unemployment was about five million people, accounting for 6.7%. /3/

Human resources claimed by modern production, represent a set of not only professional skills, but also personal qualities that lead to more efficient use of professional abilities. In modern conditions, is becoming the norm for carriers of human resources constant professional growth in a variety of training courses, workshops or the development of additional professions. Such professional development is characterized mainly human resources involved in the production needed to keep the achieved career positions. Further training also affects an increase in labor efficiency and improving the quality of human resource capacity of the organization. Typically, participants production highly adapt more easily to changing technological and economic conditions. Changing industrial relations occurring in modern conditions, leads to the need for changes in the structure of human resources. In addition to simple labor in the production of increasingly demand human resources, whose composition included and human capital. Totality of human resources and human capital is a collection characterized by the staff of the enterprise. The most competitive companies seek to improve their human resources involved, revealing as possible, human potential, useful for the purposes of the organization. /4/

Labor force as a commodity, unlike other kinds of goods, has qualitative feature: it is inherent considerable plasticity, the ability to actively change their characteristics and thus actively influence the market situation of supply and demand. Naturally, everyone has its own unique range of product characteristics to him, callable labor market. Some have it more broadly, at others - has it all depends on the available knowledge, skills from the fact that in the broadest sense of the person referred to experience , as well as its ability to acquire new experience - both perceived and potential, which sometimes does not know and the person herself.

Representing a significant step forward compared to the human resources, the concept of the human factor has certain limitations within it people are not seen as the main value of the company, but as a factor external to him the development process. Clearly, this reflects the limited level of development

reached by our society. The human factor - the economic and political term, the subject of interest of modern general systems theory, psychology of work, ergonomics, and sociology. Attention to the human factor is directly related to the need to accelerate economic and social development, which cannot be achieved through authoritarian, administrative and bureaucratic methods of management./5/

With the increasing mobility of capital and technology competitiveness depends entirely on the quality, productivity and flexibility of human resources. Leading experts say directly that as the developed countries in the coming post-industrial era human capital will become increasingly important. This suggests a new understanding of the role and the place of man in the modern workplace. Organizations need to create the appropriate conditions in the internal and external environments for the development and utilization of human potential:

- Implement a focused local government activity every person acting on information and energy flows to ensure the harmonization of life and "awakening" psychophysiological reserves rights;
- In order to identify successful performance professional, personal and spiritual components of the human factor, to determine their compliance with the chosen path of development constraints. Currently, an employee organization shall be considered as an important factor in the development of any business. That man, with his habits, willingness or unwillingness to work to achieve their goals or corporate organization forms as a single organism.

System of relations man - organization is a set of interrelated elements that determine the order of human interaction and organization. In the normal course of business organization gives the employee certain resources in order to obtain a product which is a consequence brings profit organization and contributes to the achievement of organizational goals. As part of the organization, a person operating under a media organization formed: the organizational, economic, socio-cultural, institutional, legal and others that have a significant impact on economic behavior. /6/

Human potential - the main driving force of social progress. It is based on close interaction and influence both internal and external factors: the family, the economy, public relations, communications and many others. Work is becoming more skilled, intelligent. Are washed out of the old specialized professions and manual labor. Automation and robotics, as world experience shows, do not lead to a reduction, and to a redistribution of jobs, structural unemployment. To replace one other professions come, and the significance of existing continuously changing. Despite some work ethic crisis, manifested primarily in the fact that the work in the lives of many people ceased to play a central role, the value of work in the mass consciousness is still quite high. Different socio- professional groups assign work second place. A total value hierarchy ranks first family, third and fourth place is divided between material security and well-being. But the family, and the more material security are closely related to labor. Even those who do not love their profession, indicate that it helps to fill out and organize their lives. Day, week, year subordinated to the rhythm of specified work; as are functionally dissected and place of work, home, vacation spot.

Despite the displacement of labor from production, these concepts imply a huge boost the role of man. In fact, no longer becomes effective routine, partial, monotonous work, and the work of a diverse, holistic, creative. The emergence of new professions, implying that labor, liquidate a rigid hierarchy, moreover, people will no longer be an appendage of the machine, a "partial" employee. Information society involves employees in decision-making, working conditions, giving a choice, not a rigid, hand painted program labor operations, the conditions that encourage creativity, not blind obedience. To do this, society is characterized by the emergence of new organizational forms, built on the principle of decentralized cells, providing a maximum of democracy.

If the core values and motives of human activity of industrial society is to meet the physiological needs and the desire for security, protection from the risk, then the transition to a postindustrial society activates other value: the desire for contact, communication, prestige, and ultimately as a goal - to personal self-fulfillment. Of course, a change in values and motivations associated with the economic progress of recent decades, dramatically raise the level of quality of life and transform living standards. This has led to an increase in personal autonomy and increased significance far from labor spheres of life. The very emergence of "allergy work", absenteeism, loss of moral interest in labor, erosion of work ethic

as a whole is largely due to a shift in value orientation systems primarily new middle layers of material to post-materialist orientation and penetration of other sectors of society. /7/

### **Conclusion**

On the other hand, challenges do not cease for the HRM. Modern organizations can survive in the dynamic, competitive environment of today only if they capitalize on the full potential of each employee. Unfortunately, many companies have not understood the importance of the human capital in successful operations. The recruitment and selection of the best employees is a very difficult obligation. Even companies that are voted in the top-ten places to work at, often endure long periods of hard work to realize that human element is all an organization should care about. New challenges arise even now for the organization, and it is certain that new challenges will never cease to emerge. Therefore, the use of proper Human Resources techniques is a really powerful way for organizations to overcome these challenges, and to improve not only their quantitative goals but also their organizational culture, and their qualitative, cognitive aspects.

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## **CAREER BARRIERS OF WOMEN MANAGERS: GLASS CEILING**

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**Аңдатпа.** Әйелдің бұрынғы кездегі және бүгінгі таңдағы бизнестегі, қоғамдағы және саясаттағы рөлі кең талқыланатын және көбінесе даулы мәселе болып табылады. Дегенмен де, әйелдердің қоғамдағы жағдайы бүгін едәуір жақсарды. Қазіргі уақытта, жоғары деңгейдегі білімі бар әйелдердің санына қарамастан, басшылық лауазымдағы әйелдердің үлесі неғұрлым төмен деңгейде қалып отыр. Алайда менеджер лауазымына үміткер әйелдер жұмыс орнында белгілі бір проблемалар мен кедергілерге кезігеді. Еңбек өмірінде әйелдердің алдынан кезігетін көрінбейтін тосқауылдар әйнек төбе деп аталады. Бұл зерттеу басшы әйелдердің көзге көрінбейтін кедергілерін және әйелдер жұмыс орнында бұл кедергілерден қалай өте алатынын сипаттайды.

**Annotation.** The role of women in business, society and politics in the past and today is a much-discussed and often controversial subject. Although the position of women in society today is seriously improved, there is still a great deal of. Nowadays, in spite of the numbers of women with higher level education is rapidly increasing, the rate of women in senior management positions is remained in lower level. However the female candidates to the manager's position are facing with certain challenges and obstacles in the workplace. Invisible barriers that confront because of their gender in working life of women is called glass ceiling. This study is described the invisible barriers of women managers and the ways how women can overcome these barriers in workplace.