

кового контролю. При цьому слід передбачити більш значну ймовірність перевірки і посилені санкції за приховування трудових доходів. Підприємства, на яких заробітна плата нараховується нижче рівня середньої по галузі, повинні перебувати на постійному контролі та щоквартально включатися в план-графік виїзних перевірок Державної фіскальної служби.

Для зникнення зарплатних тіней важливим є посилення соціального діалогу, принципи якого задекларовані в конвенціях Міжнародної організації праці та ратифіковані Україною. Економічне зростання вимагає балансу сил бізнесу і профспілок, що врівноважують один одного.

Таким чином, необхідно забезпечити комплексний системний підхід до вирішення питання детінізації заробітної плати з використанням сукупності адміністративних, економічних, правових методів і принципів соціального діалогу. Тільки при такому підході детінізація зарплати стане потужним фактором забезпечення гідної праці в умовах становлення нової економіки.

УДК 331

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## **SOCIAL LOAFING: WHY MOTIVATION DOES NOT ENCOURAGE SEEKING A HIGHER INCOME AT WORK?**

**Keywords:** social loafing, motivation, income.

**Relevance of the research.** This research aims to find out how the phenomenon of social loafing is related to the employees' financial motives to achieve higher results. At the beginning of the last century, F. W. Taylor (1911) [17] who is called the father of scientific management noted the fact that blue-collar workers tend to contribute less effort than they could. The trend that the people who worked in a group put less effort compared to the individual work, what is also called the Ringelmann effect [7; 3], and work outcomes do not reach the expected level [1; 8; 13] was observed. It was found that the size of the group has a negative impact on the knowledge sharing [2], individual motivation [3; 6], and high mental toughness in preparation of specialists was highlighted as well [5]. Together, it was observed that the individual distinguishing of an employee motivates better than the group result [12], this stresses the role of publicity and

communication [10], and together the internal mechanisms of the group related to internal relations of its members [9; 15; 16] and the level of social competence of employees are extremely important [13]. Other studies highlighted the roles of internal climate, honesty of the persons in leading positions [4], leadership [11], and sexuality [14]. In other words, the results of the research show that the size of the group, the organization of its cohesion, psychological factors have a significant influence, however, there is a lack of data on how these reasons interact in employee motivation processes. Therefore, this research raised the **problem question** of why, even if there is a clear system of financial motivation, the employees do not use it.

**Methods of the research.** During the research, blue-collar workers of warehouses of three logistics companies were interviewed. A semi-structured interview, when basic questions are extended by additional questions, elaborating the motives of informants and going deeper into them, was used for the research. The research was carried out in December 2016 — February 2017.

**Findings.** The research revealed a number of important facts about the reasons why in some cases, the measures of financial motivation fail to overcome the impact of the phenomenon of social loafing on the employees' decisions to perform more tasks in order to receive more income from their work. On the one hand, the relationship between the size of the working group was proved, on the other hand, the role of sexuality was highlighted, since women were less inclined to social loafing. Although certain social and cultural factors that affect employees' habits and trust/mistrust in the management were found, the research extends the knowledge about the internal structures of the groups of employees that influence the occurrence of the effect of social loafing in employees. This shows that in the future, more detailed research is necessary both for the evaluation of the influence of socio-culture and for the analysis of the factors that would reveal a wider dynamics of sub-structural factors of the working group.

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УДК 331.2

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## **ИНСТИТУЦИОНАЛЬНЫЕ ОСНОВЫ ГОСУДАРСТВЕННОГО РЕГУЛИРОВАНИЯ ТРУДОВЫХ ДОХОДОВ И УРОВНЯ ЖИЗНИ В РЕСПУБЛИКЕ БЕЛАРУСЬ**

Государственное регулирование оплаты труда в Республике Беларусь осуществляется Конституцией, Трудовым кодексом и рядом других нормативных правовых актов. Рычагами (инструментами) государственного регулирования оплаты труда и уровня жизни являются:

- минимальная заработная плата;
- минимальный потребительский бюджет;
- бюджет прожиточного минимума;
- индексация заработной платы;
- тарифная система и другие элементы.

В соответствии со статьей 59 Трудового кодекса (ТК) Республики Беларусь [4] минимальная заработная плата (МЗП) — государственный минимальный социальный стандарт в области оплаты труда, который наниматель обязан применять в качестве нижней границы оплаты труда работников за работу в нормальных условиях в течение нормальной продолжительности рабочего времени при выполнении обязанностей работника, вытекающих из законодательства, локальных нормативных правовых актов и трудового договора.