

**DEVELOPMENT OF LABOR RESOURCES AS A FACTOR OF SUSTAINABLE ECONOMIC GROWTH IN THE CONDITIONS OF SANCTIONS***Maksim V. Selyukov**Belgorod State University, 85 Pobedy St. Belgorod 308015 Russia**Viktor M. Zaharov**Belgorod State University, 85 Pobedy St. Belgorod 308015 Russia**Ivan I. Gulyaev**Belgorod State University, 85 Pobedy St. Belgorod 308015 Russia**Natalya P. Shalygina**Belgorod State University, 85 Pobedy St. Belgorod 308015 Russia**Aleksej A. Nalbantov**Belgorod State University, 85 Pobedy St. Belgorod 308015 Russia**Margarita A. Lisnichaya**Belgorod State University, 85 Pobedy St. Belgorod 308015 Russia*

**Abstract.** The modern world economy, characterized by a high degree of globalization, competition, innovation, highlights the importance of such intangible assets as intellectual capital, knowledge, and especially – labor resources. Labor resources are the able-bodied part of the population, which, possessing physical and intellectual capabilities is able to produce material goods or provide services. The state, striving to build a highly developed economy, should pay attention to the development of labor resources. To achieve this goal, the economy closely interacts with management. Management considers the issue of personnel management, which in its turn is an integral part of the development of the country's labor resources

**Keywords:** labor resources, economic growth.

**1 Introduction**

One of the most important problems of modern management is the construction and improvement of the management and development of the organization's personnel. With all the diversity of approaches to solving this problem, it is impossible to define universal methods and techniques for constructing such a system, since each organization has its own individual characteristics. It should be noted that today in many Russian organizations we see positive changes in the sphere of management, more advanced methods of work with personnel are being introduced, selection of candidates for managerial positions is being improved and as well more attention is paid to personnel development. At the same time, there are a lot of serious problems in this area. The leaders of large organizations often have lack motivation for staff development and they do not understand the importance of this aspect of the company's activities and the objective need for continuous training and development of the organization's personnel. Consequently, in many cases there is a situation when the company's management does not pay due attention to the development, training and improvement of the professional qualities of its personnel. In the most general form, staff development is a set of activities aimed at increasing the professional and managerial competence of the company's personnel to more effectively achieve the organization's goals and objectives. Personnel development is a systematic process, focused on the formation of employees who meet the needs of the enterprise, and at the same time, to study and develop the productive and educational potential of employees of the enterprise.

Today, the modern domestic staff development paradigm is not fully formed. With the collapse of the USSR, in the new Russia they almost abandoned the Soviet experience of personnel development, borrowing Western models, but many of them do not take into account the specifics of the Russian economy and cannot be fully used by companies in Russia. Research issues related to workforce development both at the state level and at the regional level has recently been given a lot of attention. It should be noted theoretical and methodological research the development of labour resources in present-day Russia E.S. Eremin (2015), labor resources as a factor of sustainable development of the national economy A.A. Sarkisyants (2012) and the mechanism of innovative orientation of labor resources in the economy of the region A.A. Rabtsevich (2014). Shinde, M. A. K. (2016). Turning to the Soviet past, in the sphere of personnel management and development, we can distinguish the name of A.K. Gastev, who created methodological approaches to the scientific organization of labor in domestic conditions. The researcher and his associates were sure that the main thing is to master the logic of modern production organization, and this is control, accounting, rationing, standardization, coordination. The article D. Deming (2015), examines the growing importance of social skills in the labour market and in the article by E. A. Hanushek, G. Schwerdt and L. Woessmann, and L. Zhang (2017), the peculiarities of General education, vocational education and labor market outcomes over the life cycle.

The association between human resource investment by audit firms and their audit quality are presented in research of Myungsoo Son, Michael Stein (2016).

In the framework of this subject deserve special attention research I.L. Avdeeva (2016), S.V. Kupriyanov, M.V. Dadalova, T.A. Dubrovina (2015), F.I. Harisova, N.N. Kozlova (2013), M.V. Selyukov (2016), Fernando Ivan

Lukmana Haryanto, Akie Rusaktiva Rustam (2016). Martínez, Armenio Pérez, Aimara Rodríguez Fernández, and Susana Hinojosa de Aguilar. 2018

## **2 Materials and Methods.**

Today, the Russian system of views on the management and development of personnel is formed under the influence of objective changes in social development. The main factors of the changes were scientific and technological progress, concentration of scientific and production potential. The main task in this direction is to finally form a new Russian paradigm for managing human resources that best for the interests of the domestic microeconomic environment.

As is well known, human resources and human capital - the basis of any economy. Taking into account Russian geographical, demographic, historical, cultural and sociological characteristics, human resources, and above all highly qualified personnel, play a most important role in the sustainable development of our country's economy.

However, in recent years, Russia has faced a serious obstacle to the development of its own economy. For more than three years the state functions under international economic sanctions that negatively affect on the overall economic climate of the country.

The first sanctions against Russia were introduced in March 2014. The most sensitive for the Russian economy was the impact of financial sanctions - limitation of the external borrowing. President Vladimir Putin in an interview with the German newspaper Bild (January 2016) said that sanctions are «not the most difficult thing that we are going through, but also they are harmful for our economy». In the spring of 2016, Russia was forced, due to sanctions, to postpone for the indefinite period the returning on the foreign market of borrowings.

The anti-sanctions imposed by Russia as a response to Western sanctions made an impact on inflation level in the country. According to the results of 2014, the Ministry of Economic Development estimated that the contribution of counter-sentiments to annual inflation (11.4%) was about 1.5 percentage points. At the same time, food inflation in 2014 was equal to 15.4%, 3.8 percentage points were explained by the influence of the sanctions factor.

In the end of 2014, Finance Minister Anton Siluanov said that Russia is losing \$ 40 billion a year because of international sanctions imposed on it, that is, 2% of GDP. In January 2016, Deputy Economic Development Minister Alexei Likhachev estimated the economy's losses from Western sanctions and Russia's countervailing sanctions of € 25 billion in 2015.

Thus, sanctions hamper development of the main sectors of the Russian economy, significantly affect exchange rates, destabilize the banking system of the Russian Federation, harm the country's foreign trade, closing many product markets.

## **3 Results and Discussion.**

Having a powerful raw material base, Russia has a great potential for the development of its economy, but the process of building it can be very difficult and slowed down due to sanctions. For development, not only sales markets, but also new technologies, access to which can also be blocked in the conditions of existing restrictions are extremely important.

Analyzing the current situation, it becomes clear that Russia now urgently needs new growth points, economic drivers that stimulate the development of all sectors of the national economy. In order to minimize the consequences of Western sanctions, it is necessary to mobilize domestic resources. Energy, industry, high-tech production, construction, road construction and transport infrastructure development - any sphere of the economy relies on labor resources. To overcome the crisis, some economic measures are not enough. In conditions of restrictive measures, the country needs highly qualified personnel more than ever. And the main task in this direction is to increase the efficiency and competence of the labor resources of individual regions and the country as a whole.

The issue of the development of labor resources is closely connected with the notion of economically active population. It includes people aged 15-65 years who fall under the relevant definition of the International Labor Organization, i.e. All people who supply labor for the production of goods and services for a certain period of time. The ILO refers servicemen and the unemployed to such workers. The workforce does not include students, housewives and other persons engaged in unpaid work.

Today, the proportion of economically active population in Russia is 52.1%. For comparison, in 2010 this indicator was 52.9%. Thus, with an increase in the population by 4 million people, the share of the economically active population is decreasing by 0.8%. From this it can be concluded that the implementation of the task of developing human resources is impossible without solving the problems holding back this development, such as the growth of open and hidden unemployment, a complex demographic situation, low level of labor productivity and housing provision, problems in education and health, Brain drain, etc.

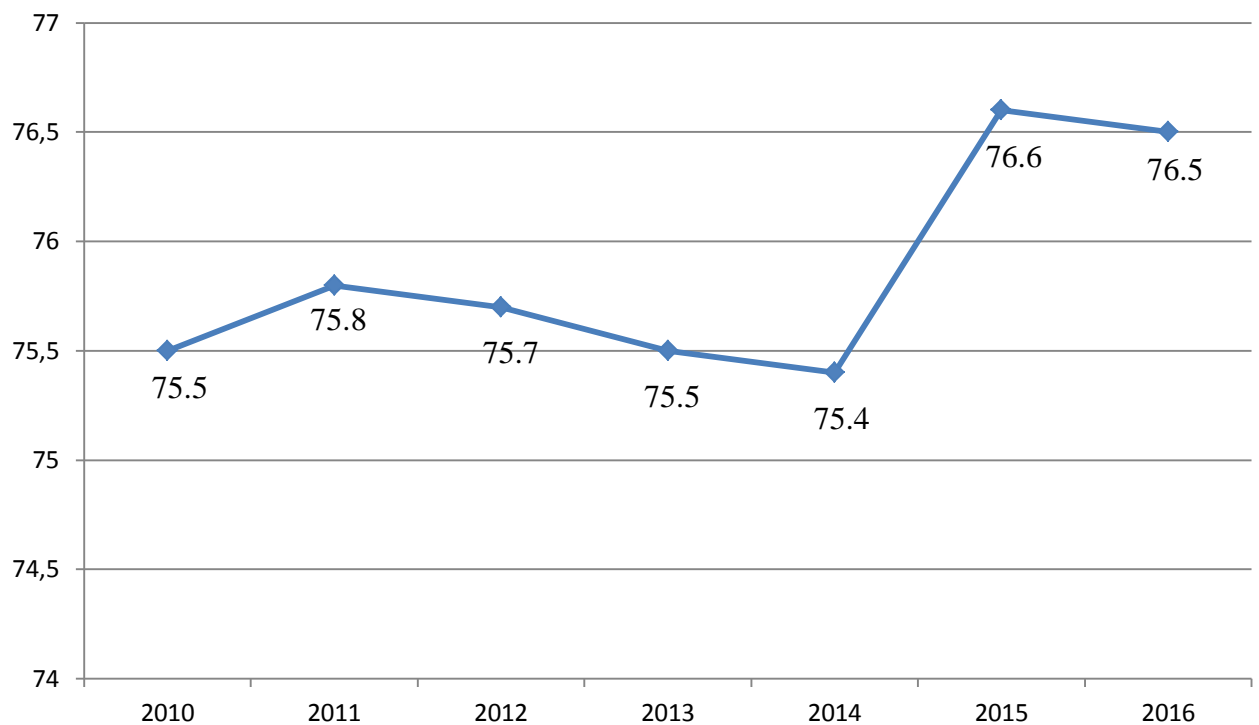


Fig. 1. The level of economically active population, Russia (million people)

We think that the concept of the state in the field of labor resources should be outstripping and ensure the transition of the Russian economy from raw material orientation to an innovative developed economy with advanced technologies and production, intellectual potential, etc. To do this, it is necessary to create a system for training highly qualified specialists engaged in priority sectors of the Russian economy. In our opinion, in this matter the rate should be made on youth, graduates of schools, future students.

In order to develop the Russian economy, the Government of the Russian Federation has established the so-called List of study programs for the preparation of higher education, corresponding to the priority areas of modernization and technological development of the Russian economy.

This list contains 35 specialties, 38 bachelor's programs, 38 master's programs, and 44 scientific specialties. For example, specializations in the field of computer and information security, cryptography, nuclear energy, radiation, chemical and biological protection, medical biochemistry and biophysics are considered priority. In addition, in 2016 this list included 7 study programs in the field of shipbuilding.

Looking at the list of priority study programs, it is possible to understand on which areas of the economy the state pays the most attention, where is the need for highly skilled young specialists is most acute and which sectors of the economy and production need to be developed first: radio engineering, instrument making, optics, nuclear power engineering And thermophysics, aircraft engines, nanoengineering, nanomaterials, medical biochemistry, pharmacy, etc. Let us note that talented students studying in priority specialties can get a special monthly scholarships from the President of the Russian Federation. In total of 2,700 scholarships were established for students in the amount of 7,000 rubles and 300 for postgraduate students in the amount of 14 thousand rubles.

The legislation also provides for the provision of budgetary places for studying on the priority specialties, in addition, there is a system of state co-financing. As noted above, the state policy in the field of human resources should be outstripping. This means that it is now necessary to think about which specialists will be needed by the country in a few years or decades, and to work on the preparation of these specialists. In our opinion, an important element of the state policy on the management and development of labor resources is occupational guidance for prospective students and scholars. Being engaged in such work, we have a real opportunity to determine the directions of the development of the country's labor resources, and we also give the chance to the younger generation to make an informed choice about their future profession and field of activity. We think that career counseling should set goals in the form of developing a conscious and positive attitude towards work among the young people. In addition, the occupational guidance of youth pursues the goal of professional self-determination, a free, but conscious choice that can be based on well-founded arguments.

The final result of occupational guidance should be expressed as a schoolchild's choice of a certain field of activity or a particular profession, the specifics of which would take into account his personal qualities, skills, physical

and intellectual abilities, moral guidelines. It is extremely important that in the chosen sphere a person in the future can reveal his abilities, achieve labor success and become a high professional.

At the stage of occupational guidance, the state's task is to offer to the young people an opportunity to realize their labor potential in the spheres most needed and useful for the development of the entire economy of the country. It is necessary to activate work in this direction, because most of the young people who are preparing to become students. They have no idea of their abilities. In addition, they often don't even know that there is a list of priority study programs, and if you get a specialty from this list, you can secure a job with a high level of wages.

It is necessary to understand that the gaps in state policy on the development of labor resources ultimately entail more serious problems on a nationwide scale. For example, today we see a bias in the structure of the country's labor resources. While the number of graduates of economics and jurisprudence exceeds the number required for the labor market, there is an acute shortage of specialists in the working professions: locksmiths, turners, welders, builders, etc. On the other hand, there is a shortage of personnel in the high-tech sectors of the economy, which are the drivers of the entire economic development of the country. In Russia, the share of production using high, advanced technologies is extremely small in comparison with the more developed countries, and as a result, we have a clear technological gap with Europe, the US, China and Japan.

In the conditions of economic sanctions, when the country needs to ensure the economic growth exclusively by internal resources, it is necessary to fill the existing shortage of specialists in the working professions. Without qualified employees of enterprises of the industrial and agricultural complex, there will be no growth in the Russian economy. Person, personnel is a labor unit whose labor results, in combination with the work results of other people, give us the result in the form of the development of the state economy.

In our opinion, this is the case when the sphere of education works for the economy. Unfortunately, now the education system works according to the old principles, and training of specialists is weakly related to the real needs of the economy. This leads to the fact that educational institutions train specialists in professions that are in demand in the market of educational services, but are not in demand on the real labor market.

Therefore, financial investments in the educational sphere should be targeted, and professional training must take into account the real situation on the labor market. To solve this problem, it is advisable to propose the practice of participation in the development of educational standards of leading Russian entrepreneurs and managers of the country's largest companies.

At the same time, in a market economy, the non-production sector is also important. There is also a shortage of staff in several areas: sales, IT, medicine and education, services, etc.

A wide list of vacancies for sales representatives, marketing directors, accountants, insurance agents, financial analysts, credit experts, etc. A list of popular professions in Russia is also replenished by specialists engaged in advertising: brand managers, marketers. IT sphere is ever more relevant: programmers, system administrators, engineers are almost the most popular specialists in the labor market in Russia.

The special areas are education and health. In the country there is a great demand for doctors and teachers, especially in rural areas and remote areas. However, problems such as small wages, low level of social guarantees make these spheres less attractive in the labor market. And despite the fact that the number of specialists graduated in these spheres is growing, the situation has not changed yet.

Tourist managers and hotel administrators, architects-designers, logistics managers, cooks, etc. also belong to professions where there is a lack of highly qualified specialists.

The above analysis of the current situation on the labor market in Russia shows the main laws observed in the sphere of labor resources, reveals new trends in the country's social development, and also allows forecasting the further development of the situation. First of all, it is necessary for the state to correct its policy in the sphere of human resources and human capital development, the sphere of education, and create new effective mechanisms for regulating the sphere of labor.

We believe that the state itself should be interested in building a clear and productive system for the development of labor resources, since the shortcomings, structural distortions and imbalances that arise in this area lead to problems of a more large scale, such as unemployment, a shortage of specialists in the most important sectors of the economy, with an overabundance in others Spheres, problems in the sphere of education, etc. On the one hand, this entails social tension, and on the other hand, a reduction in tax revenues to budgets of all levels and an increased burden on the state on social obligations.

#### **4 Conclusion**

For any state, the development of labor resources is very important, because an employee is the basis of any economy, and the quality of each employee's work determines the pace of development of the country. Thus, the quantity, level of training and competence of labor resources available on the territory of Russia and directly affects on the growth of the state's economy and the general welfare of its citizens.

The economic situation, in which Russia currently stands, requires even more attention from the state on issues of development and management of labor resources. International economic sanctions, low oil prices and other energy

resources, currency instability, problems in the financial and budgetary sectors-these realities of the day make many talk about the need to reorient the economy, to develop it into new ways of development, and to find new growth points.

Under the conditions of sanctions, Russia should be concerned with the formation of a new professional stratum, which will consist of highly qualified specialists with a great professional potential and capable of implementing it in a particular sphere of the economy. Undoubtedly, in the absence of a literate and clearly structured system for the development of labor resources, we can't speak of a full-fledged and sustainable growth of the economy, especially in the context of international sanctions.

Now the Russian economy is in a difficult situation, but at the same time, we are aware of the need to refuse the old system and build a new, stable and suitable economic system for our country.

We are sure that a special place in this system should be given to the sphere of labor resources development, on which depends a lot in our country. At the very least, Russia, claiming the title of a developed country, should be self-sufficient, including in the matter of human resources, be able to do it on its own, without external interference, and develop steadily, despite on all external constraints.

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