

MODELING OF THE LABOUR MARKET OF SPECIALISTS IN TRANSITION

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The progressive development of human society as a whole and as separate communities is caused by the maintenance of the necessary rates and proportions of the social product. In turn, the solution of the problem of guaranteeing such rates and proportions supposes corresponding reproduction of labour power and capital. It should be mentioned that of great significance is the maintenance of the constant improvement of the quality of labour power rather than the quantitative proportions of its reproduction.

In modern times the high rates of scientific-technical progress are mostly defined by the part skilled labour power which received scientific-theoretical training at Institutes and Universities and represents the intellectual potential of the society. The improvement of the intellectual potential supposes the unity of three stages: production (forming), distribution and use.

The damage which the intellectual potential suffers is caused by the disproportion among these stages. The most significant disproportion is the long duration of the first stage - the period of training. During this stage, which lasts from 5 to 7 years, the conditions of functioning of the economy often undergo great changes. These changes, in turn, cause changes in the attitude to the level of education of specialists, the possibility of using graduates according to their profession.

In the economies of nondeveloped countries, nowadays we mean here also most republics of the former USSR, such disproportions have been identified to a great extent. The departments of the system of higher education which were ruled by the centre successfully fulfilled their functions in the conditions of planned economy, they supplied enterprises with graduates according to their demands. The shortcomings of such a system became evident in the process of transferring to the market relations: the demand for graduates was greatly cut down because of reducing of a great part of the bureaucratic ruling structures. On the other hand, the discrepancy between knowledge received by students in educational institutions and the demands of the market economy became evident.

The demand of state enterprises for graduates was cut down though these demands are the basis for creation of students contingents at the educational institutions and realisation of their state functioning. It is necessary to rise the regulative role of the state in stimulation of creation of the perspective development programs with the help of the legislative and tax levels. The creation and realisation of such programs at the state level requires the corresponding informational supply.

It is necessary to supply interested parties with a whole bank of information both on the wide level (the country, region) and narrow level (inside the institute). That bank must be persistently renewed. This attitude to the process of training specialists must be systematical. The information must be available for analysis and prognosis of the condition and development of the process at all its stages: 1) the determination of the needs for graduates; 2) the admittance and training of students in institutes; 3) availability of working places for graduates; 4) the further use of specialists (professional career).

The tendencies in the development of the process of training specialists are formed at each stage under the influence of different factors. In this case it is possible to solve the problem of prognosis of the development by building models which reflect these factors. The most complex is the model that reflects the laws of creation the need for specialists. We come from the following theoretical supposition: the number and structure of specialists at enterprises that are necessary for the process of production are connected with the industrial and financial indices of enterprises. Regressive equations were built up. These equations describe the connection between the resultative (number and structure of specialists) and factorial signs for the enterprises of some leading branches of the Ukrainian economy. The meanings of factor signs and regressive coefficients allowed to make up the prognosis for Ukraine regarding its need for graduates in different professions for the period till 2005.