

Managements Theory Regarding the Human Role

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Abstract: Social and labor relations are a system of interdependence and interaction between the subjects of these relations, which is aimed at regulating the quality of working life and ensuring a high standard of living.

The modern stage of the scientific-technical revolution has fundamentally changed the role of man in production. Today's workers must possess strategic thinking skills. Have a broad erudition and high culture. According to this, there's a need for unwavering personnel development. This means taking certain measures to reveal the personal potential of the employees.

Personnel development can be described as a 'systematic' and continuous process of employee development so that they make the most of their potential, which will be equally beneficial for them and the organization. If people are to be motivated in this regard, we must approach the whole process clearly and logically, usually by encouraging self-development, training personnel when needed, and finally evaluating employees to make sure they reach their full potential. Thoughts on why people work 'What can be done to make people work more efficiently?' This question has been the subject of debate since 'ancients' established the term in the mid-nineteenth century when the so-called 'developed' countries of northwestern Europe and the United States were massively conquered by industrialization.

The development of personnel management is quite closely related to the development of society, economy, production techniques, and technologies¹. A person is considered not as a position (element of the organizational structure of management), but as a non-renewable resource - an element of social organization in unity with the three main components (labor functions, social relations, and employee status).²

According to the definition, the structure of social-labor relations is quite complex. It includes all the parameters that characterize the scope of action and regulation of labor relations. Based on the views of researchers in the field of social-labor relations, the subjects, subjects, principles, and types of social-labor relations can be distinguished.

The subjects of social-labor relations are:

- Employee - a person working on the basis of an employment contract or an oral (verbal) agreement, who receives compensation in the form of salary;
- Employer (employer) - a person who works independently with one or more partners in his / her own enterprise and has permanent employees. The employer (employer) can be represented by a state organization, a joint stock company, a limited liability company, a cooperative, etc. with the face;
- The government - which in social-labor relations acts as a coordinator, regulator, controller, arbitrator (conciliator), or employer (in the case of a state-owned enterprise). Activation of any function of the state in these relations depends on the level of development of the market institution, the quality of social security of the population, economic stability, etc.

Employees and employers (employers), as subjects of social-labor relations, may be represented individually or in combination, as an institution representing the interests of hired workers, trade unions have traditionally been present, although this does not preclude other organizational forms of employee recruitment. Entrepreneurs (employers) to protect their interests before trade unions and the government create associations of entrepreneurs. In countries with developed market economies, are actively involved in the implementation of socio-economic policies and reasonably defend the interests of their members in their relations with trade unions and the state.

¹ I. Jimshitashvili, Tbilisi, 2014, p. 3

² B. Gechbaia, A. Devadze, Human Resources Management, Tbilisi, 2016, p. 9

Depending on the interaction of the subjects of social-labor relations, there are two levels of relations: Individual - cooperation between a separate employee and the employer; Collective (group) - when the interests of employees and employers are represented by their unions (trade unions, entrepreneurial unions, etc.).

The subject of social-labor relations is divided according to individual and collective level. This subject at the individual level is the defining aspect of the employee's working life. At each stage of the human life cycle (birth, schooling, starting a job and starting a family, period of working life, period of old age) different priorities are identified and the subject of social-labor relations changes accordingly. For example, at the stage of starting work and starting a family from the life cycle of an individual, the subject of social-labor relations will be employment, dismissal, professional development, retraining and training, labor evaluation and remuneration.

At the level of collective relations, the subject of social-labor relations is the personnel policy or its separate elements - analysis and control of labor activities, staff certification, labor efficiency assessment, labor motivation, labor conflicts, etc.

Ensuring equality and equal opportunities in the process of business relations between the subjects is crucial for the formation of full-fledged social-labor relations. Social-labor relations should be built on principles acceptable to civilized society, the most notable of which are solidarity, partnership, universality, purposefulness, and integration.

The principle of solidarity implies relations based on human responsibility and consent, unanimity, and unity of interests. It is based on principle that the subjects of the socio-labor relations should cooperate to overcome the negative socio-economic consequences that usually accompany the functioning of the market mechanism. The principle of solidarity excludes the monopoly role of the state in the regulation of social-labor relations, stimulates the expression of the personal initiative of each subject, and increases responsibility.

The principle of partnership facilitates the subjects of social-labor relations, to pursue their own interests, to cooperate in the agreement of priorities, and in the process of realization.

The principle of universality should be a determinant in the development of a social protection mechanism. Social protection should apply to all persons regardless of social status, whether they are employed, unemployed or disabled.

At the same time, a differentiated approach is necessary for the implementation of the social protection mechanism. This last one is especially relevant in the conditions of economic crisis and polarization of population incomes.

The urgency of the principle of purposefulness is revealed at the stage of implementation of social protection measures. Sometimes, adopted laws exist *de jure* - they are not put into practice. The mere declaration of individual obligations by the state in the field of social protection does not fully explain the severity of the problem in this area. No less important than the adoption of the law is the existence of mechanisms for their implementation and specific programs.

The principle of integration implies the interconnection and interaction of all forms, elements, and methods of social protection, their organization in a unified system at all levels and the structural level.

The priority of specific principles, and their combination in solving the problems of social-labor relations, determine the type of these relations.

The main types of social-labor relations should be distinguished: partnership, paternalism, conflict, and discrimination.

Partnership type of relationships is key in socially oriented market economy countries. Today, the social partnership is an alternative to any dictatorship and is a civilized method of regulating labor relations. Partnership, based on tripartite cooperation (government, entrepreneurs, trade unions), is the most acceptable and justified form of solving problems in the field of labor relations and agreeing on the interests of the parties. Paternalism is the complete and comprehensive regulation of social-labor relations by the government. Such relationships are unacceptable to modern society. However, full regulation of social-labor relations at the enterprise level may even be effective in certain historical and socio-cultural contexts (an example of this is the experience of Japan's internal relations).

Conflict (conflict situation) is an extreme form of aggravation of contradictions in labor relations. It can be related to the technical-technological parameters of production, as well as the economic, administrative, and

social aspects of the organization's activities. A conflict situation is not out of the question in social-labor relations, but it should not become a rule and a common occurrence.

Discrimination, as a type of social-labor relations, is manifested in certain restrictions for certain subjects: in case of employment; When choosing a profession; In wages; In access to education, etc.

Overcoming discrimination in labor relations and ensuring equal opportunities for all entities requires long, consistent work at the level of the legislature and the executive.

It should be noted that social-labor relations are formed under the influence of specific circumstances and specific factors, so the existence of any of its types in a "pure form" is virtually ruled out. Functioning relationships are characterized by features characteristic of all types.

References:

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