THE SOLUTIONS OF THE PAYMENT PROBLEMS IN LITHUANIAN AGRICULTURAL COMPANIES

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The payment size in our country is regulated by the Labour Code of the Republic of Lithuania as well as by the Laws on Collective Agreements and Contracts and on Citizens’ Income Security. It is out of the question that regulations of these normative documents are constructive when defining particular wages for the employees of different specialities working in various enterprises. However, for the organizing of a particular job payment is not enough because the organizing of this particular job payment is connected with the quantitative and qualitative analysis of the job as well as with the other forms of material and moral stimulation. Having the results of economical literature analysis applied and the wage systems in the agricultural companies evaluated, the article substantiates and estimates the development of the wages in Lithuanian agricultural sector during various historical periods, the present topicalities and the ways of the solutions of existing problems.

Keywords: wage, job, job evaluation, criteria of job evaluation.

Introduction

The work in agricultural sector differs from the work in other economic branches. Though in the most countries of the world farmers are supported, they don’t get the same level incomes as the workers, engaged in the field of industry or service rendering, do. The rise of the level of farmers’ living standards up to the level of other social professional groups is one of the aims of the European Union’s “Common agricultural policy”. An important role (when solving agricultural development problems) falls on job payment, which forms (like the job itself) are being constantly improved (Ghanekar, 1997; Gowers, 1997).

The wage in Lithuanian agriculture is less than in another branch of country economy. In 2003 the average monthly gross wage in agricultural company was 701 Lt and piece 65 proc. of average monthly gross wage in country economy (Lietuvos …, 2005). The rise of the level of farmers’ living standards up to the level of other social professional groups is one of the aims of the European Union’s “Common agricultural policy”. An important role (when solving agricultural development problems) falls on job payment, which forms (like the job itself) are being constantly improved (Ghanekar, 1997; Gowers, 1997).

Job payment is widely used in many applications (Burton, 2001; Horbulyk, 1992; Swinnen, 2005). The rational use of the means of the enterprise wages means increases working efficiency, the general production efficiency, ensures the final activity results of the enterprise. The more effective use of these means purports that people’s approach towards job changes and they strive to use reserves for the improvement of final activity results and, consequently, the working efficiency increases as well (Kanwar, 2004; Moring, 2003; Van der Sluis, 2005).

The aim of the work is to substantiate the complexity of jobs evaluated criteria in agricultural companies.
The object of the investigation – agricultural companies.
The subject of investigation – the job payment for the agricultural companies employees.
Investigation methods – the payment systems from the agricultural companies were analysed when preparing this article. The job payment theory analysis and synthesis was carried out and comparison and logical abstraction methods were used as well.

Investigations and their results

The choice of the job payment forms depends upon many conditions. That is production character, peculiarities of technological process, production quality requirements; the level and rates of production development, market’s recipience to production, employees’ professional structure, the number of employees etc. (Klupšas, 1996). The results of the carried out investigations in the country’s agricultural enterprises show that:

1) in the agricultural companies in most cases the simple job form of the payment by the hour/day/week is applied to the production workers. For its implementation, working rates are usually unnecessary, which are necessary only when applying the form of the payment by the piece;
2) employees’ wages is not differentiated according to their qualification, job conditions, responsibility, job complexity etc.;
3) the size of wages does not stimulate an employee to improve his professional skills;
4) too small the gap between the qualified and unqualified job pay;
5) the applied job payment forms do not stimulate employees to improve technical economic rates.

Having summarized the present job payment method for the agricultural company employees, it is possible to maintain that in major cases the requirement for the rational job payment is not ensured in order the wages for employees should be defined according to the requirements raised for the working places. The requirements are as follows: mental, physical, the degree of responsibility, working conditions. The requirements should be clarified after the evaluation of jobs. The job value criteria are not only the job result value but the evaluation of the requirements for the job as well. When evaluating the requirements for the job practically the working place is being evaluated as well. Having evaluated the jobs the value of a particular job is defined precisely, the same for the jobs of the same value can be ensured and the information for the formation of the job structure is achieved.

The experience of the companies from Lithuania and other European Union countries shows that point evaluation is the best way to evaluate jobs. In a point evaluation system, you arrange jobs not only from the criterion point of view, but to rank the jobs of particular employees according to the calculated number of points as well. It is possible to switch from the point evaluation form of the activity to the job payment groups – category exclusion. When substantiating tariff rates in
agricultural companies, it is purposeful to apply the wages calculation method used in the European Union countries, which is substantiated by the minimal hourly tariff rates and the complexity of the carried out work for which wages is being calculated. When using this method it is necessary to single-meaningly define the extent of criterion when a particular number of points correspond to it. The complexity of jobs should be evaluated according to the following criteria: employee’s professional education, the importance of the timely fulfillment of job tasks, demand for physical jobs, the problems of working conditions, the importance of mental potential, the wants of working experience, personal responsibility for the amount of the carried out work, the influence of the carried out work quality and timeliness upon the production process, work ethic (table).

Table. Point evaluation of the complexity of agricultural handiworks

<table>
<thead>
<tr>
<th>Work complexity criteria</th>
<th>Work qualifying-tariff categories</th>
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<tr>
<td><strong>Points</strong></td>
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<tr>
<td>Professional education</td>
<td>0</td>
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<td>Importance of the timely fulfilment of work tasks</td>
<td>10</td>
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<tr>
<td>Demand for manual work</td>
<td>20</td>
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<tr>
<td>Problems of working conditions</td>
<td>5</td>
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<tr>
<td>Importance of mental potential</td>
<td>0</td>
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<tr>
<td>Necessity of work experience</td>
<td>5</td>
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<tr>
<td>Personal responsibility for the amount of carried out work</td>
<td>20</td>
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<tr>
<td>Personal responsibility for the quality of carried out work</td>
<td>15</td>
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<tr>
<td>Influence of the quality and timeliness of the carried out work upon the production process</td>
<td>15</td>
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<tr>
<td>Work ethic</td>
<td>10</td>
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<tr>
<td><strong>Total</strong></td>
<td>100</td>
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</table>


**Conclusions**

1. In the agricultural companies in most cases the simple job form of the payment by the hour/day/week is applied to the production workers;

2. At present, in many cases the wages of the employees from agricultural enterprises is not differentiated according to their qualification, work conditions, responsibility.

3. Under the present production conditions it is purposeful to apply the form of the payment by the hour/day/week, and when substantiating tariff rates it is necessary to evaluate the complexity of carried out works.

4. The complexity of jobs should be evaluated according to the following criteria: employee’s professional education, the importance of the timely fulfillment of job tasks, demand for physical jobs, the problems of working conditions,
the importance of mental potential, the wants of working experience, personal responsibility for the amount of the carried out work, the influence of the carried out work quality and timeliness upon the production process, work ethic.

References


ŽEMĖS ŪKIO BENDROVIŲ DARBUOTOJŲ DARBO APMOKĖJIMO PROBLEMŲ SPRENDIMO BŪDAI
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Nustatyta, kad siekiant efektyviai panaudoti žemės ūkio įmonėse darbo užmokesčio lėšas, darbo apmokėjimo sistemas būtina sudaryti laikantis pagrįstų darbo apmokėjimo principų. Dabar žemės ūkio įmonių darbuotojų darbo užmokestis daugeliu atvejų nediferencijuojamas pagal jų kvalifikaciją, darbo sąlygas, atsakomybę ir neskatina darbuotojo kelti savo kvalifikaciją ir gerinti įmonės techninius ekonominius rodiklius. Dabartinėmis gamybos sąlygomis šalies žemės ūkio įmonėse tikslina taikyti laikinę darbo apmokėjimo formą, o pagrindžiant tarifinius atlygius, būtina įvertinti atliekamų darbų sudėtingumą. Darbų sudėtingumas turėtų būti vertinamas vadovaujantis šiais kriterijais: darbuotojo profesinis išsilavinimas, darbo užduočių atlikimo laiku svarba, fizinio darbo poreikis, darbo sąlygų problemos, protinio potencialo svarba, darbo patirties reikmė, asmeninė atsakomybė už atliekamo darbo kiekį, atliekamo darbo kokybės ir savalaikiškumo įtaka gamybos procesui, darbo drausmė.

Raktiniai žodžiai: darbo užmokesčis, darbas, darbo vertinimas, darbo vertinimo kriterijai.