



Factors of Satisfaction with Wages of Employees of Enterprises of Stavropol Territory

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Abstract

The article considers the results of the survey reflecting the satisfaction with the remuneration of employees of enterprises of Stavropol Territory. It has been established that the issues of remuneration hold the first place in the system of assessment of the attractiveness of the workplace.

In the course of factor analysis of the attractiveness of the workplace for all categories of employees, except for managers, it is found that the leading factor is the additional financial compensation received essentially through a set of social guarantees for employees of specific enterprises and organizations.

The low assessment of the factors of the company's performance (increase in sales of products and services; introduction of new systems of remuneration of labor; transition to new equipment, technology and reduction of total costs for the production of goods and services), which have an impact on the increase in wages, analysis of working situations as a whole showed that the issues of improving the remuneration system remain a lever not used enough at the moment.

Keywords: remuneration; employees of enterprises; industry affiliation; satisfaction with wages; factors of satisfaction with wages.

1. Problem Statement

The relevance of the study of workers' satisfaction with wages is due to the essence of this economic category, which affects a wide range of relationships of social, psychological and physiological nature. Wages as remuneration for work depends on the qualification of the employee, complexity, quantity, quality and conditions of work performed, as well as compensation and incentive payments. (according to article 129 of the Labour Code of the Russian Federation) performs important functions for the socio-economic system: reproductive, stimulating, social and accounting and production. Therefore, the study of the factors that increase employee satisfaction with work, gives an understanding of the role of wages and ways of updating the functions of wages in the system of labor relations.

2. Analysis of Previous Studies

Wages continue to perform important functions in the system of reproduction of labor resources. Vectors of research strategies in the field of workers' satisfaction with wages affect different but interrelated functions, which is confirmed by the conclusions of modern scientists. [2]

Marumi, M., Koning, P. in the work "Youth minimum wages and youth employment" (2018), IZA Journal of Labor Policy provides an inter-country analysis of the impact of the minimum wage on the employment of young people. A comparative analysis of the

official data of countries with the same minimum wage for all age groups and countries with separate minimum wages for young people and older workers showed that this factor does not have a significant impact on the level of youth employment. [4]

The authors Kampelman, S. and Rycx, F., Seks, Y., Tojerow, I. in the article "Does education raise wages and productivity equally? The moderating role of age and gender" gave a comparative analysis of the impact of the employee's level of education and his level of wages on improving his productivity. The study found that the level of education has a stronger impact on the productivity of the employee than the volume of his salary. Thus, the profitability of companies increases when lower-educated workers are replaced by higher-educated ones. Naturally, there are certain upper levels wages depending on the education of the employee. If we look at the gender and age segmentations, the upper wage bracket will be lower for young workers and women than any other categories of workers. [5]

Research strategy by Yamaguchi, S., considered in the article "Changes in returns to task-specific skills and gender wage gap" allowed to justify the conclusion that the differences in pay between men and women, is mainly caused by physiological differences in the present, lose their relevance in the context of the changing labour tasks. In this regard, the wage gap between men and women has been reduced. [6]

Alvarez, R., Fuentes, R. Minimum in the article "Wage and Productivity: Evidence from Chilean Manufacturing Plants" cite data on the impact of minimum wages on the performance of the company. The main hypothesis, which the authors prove, is that

the increase in the minimum wage has a negative impact on the overall productivity of workers. [10]

The carried out analysis of the results of the scientific search of modern researchers of the issue of remuneration of labor shows that the functions of remuneration as an economic lever to improve production efficiency are currently changing. Thus, traditional research approaches are focused on the view of the company's management, an owner and do not always lead to the understanding of the real factors of employee satisfaction. [3, 7]

The purpose of the presented research work: to carry out a sociological analysis of employee satisfaction with wages in Stavropol Territory and to determine the impact of various factors on the satisfaction of employees who are not related to the top management of the organization.

3. Materials and Methods

The study on the issues of employment and wages among the residents of Stavropol Territory, who are currently employees of enterprises and organizations. The expert survey was conducted by the method of individual surveying, which was taken by 184 people working in various sectors of the economy of Stavropol Territory. The data of the expert survey were processed in the program software SPSS [1], and are presented in a generalized form.

Among the experts who participated in the survey, men made up 34.6%, women 65.4%. The distribution of respondents by educational level: 6.5% of respondents have secondary general education, 16.3% of respondents have secondary vocational education, 12.5% have incomplete higher education, 64.7% have higher education.

The expert survey was taken by different categories of personnel of enterprises and organizations of Stavropol Territory. The share of workers in the group of respondents made up 21.7 % of the number of survey participants; employees – 12.5% of respondents; managers and 14.7 % of respondents; professionals – 21.7% of respondents; heads of departments and 4.9% of the respondents; managers of organizations (enterprises, institutions) – 16.8% of the respondents; the other category accounted for 7.6% of the number of surveyed participants.

The survey was taken by representatives of enterprises and organizations of different areas of activity (Tabl. 1).

Table 1: Distribution of replies about the area of activity of an enterprise where respondents work, %

No	Response options	Share of respondents of the expert survey, %	Employment structure by areas of activity in Russia*, %
1.	Industrial production	9,7	15,0
2.	Agriculture	8,1	9,5
3.	Trade and catering	22,7	18,1
4.	Service sector	15,1	12,0
5.	Education	9,6	8,4
6.	Transport, communication	10,3	8,0
7.	Construction	9,8	8,5
8.	Healthcare	4,3	6,7
9.	Public administration	3,8	5,5
10.	Other	6,5	8,3

In the course of the expert survey, employees of enterprises and organizations of various forms of ownership were covered, of which 41.3% belong to small or medium-sized businesses.

4. Presentation of the Main Research Materials

The study found that the issues of remuneration in the system of assessment of the attractiveness of the workplace hold the first

place. With a sufficiently high degree of job satisfaction, a significant proportion of respondents, 58.2% of the survey participants, are ready to change their place of work if they receive a proposal from a similar employer, but with a higher salary.

In the surveyed population of respondents, the most common wage system is the established salary. The less common are time and piece-rate wage systems. Opinions on satisfaction with wages were divided almost in half – 43.7% of the number of respondents were satisfied with the payment of their labor, the remaining 56.3% were not satisfied.

Half of the surveyed participants, who noted that they are not satisfied with the payment of their labor, believe that it should approach the average wage in Russia, i.e. a priori there is no orientation to the level of payment abroad. On average, in the Stavropol region, according to the survey participants, wages are 25-30% behind the average wage in Russia, which significantly reduces the attractiveness of work in the region, especially for young people.

According to the survey participants, the average salary should reach the level of 40-45 thousand rubles, which is almost one and a half times more than the actual average wage of the expert survey participants. One in five respondents stated about the low level of wages, which does not cover the current needs and needs of the survey participants and their families. Another 44.0% of respondents said that they lack money rather than earn enough of it.

The low level of wages is partially offset by the system of social guarantees and benefits offered to its employees by a company and an organization. The ranking of the degree of prevalence of certain types of social benefits and guarantees shows that the first place is occupied by free medical care (20.5% of the number of respondents noted), the second one by the benefits in the payment of utilities (17.0% of the number of respondents noted), the third one by the benefits in the payment of training, retraining, advanced training (15.7% of the number of respondents noted).

The ranking of the most paid industries, according to the survey participants, shows that the first place was shared by industries related to the production and processing of natural resources and industries representing the energy complex of the country – electricity and gas supply (noted, respectively, 53.0% and 50.8% of the number of respondents). In the second place with a much smaller number of supporters is the construction industry stated by 27.0% of respondents. The third one is the trade industry (21.6% of respondents noted).

The leading role in the wage increase is played by the institutional mechanisms of its regulation in enterprises (organizations). Among the events in professional activities in the last 2-3 years, which affected the increase in wages, respondents referred to, first of all, is the increase in the minimum wage in the country (noted 31.4% of the number of respondents) and the indexation of wages in the region (noted 21.1% of the number of respondents). A little more than 50% of respondents consider them both important. Further, respondents call such a factor as an increase in the length of service in the occupation – noted 28.6% of the survey participants. Other factors had a much smaller impact on the increase in the respondents' wages.

The following table provides an evaluation of factors that make the work attractive to all categories of experts (Tabl. 2).

Table 2: Distribution of replies to the question: "Evaluate the factors that, in your opinion, make the work attractive (give a rating on a 10-point scale, the higher the score, the more important the factor is)", the average score

No	Types of replies	Average score
1.	Communication with colleagues, partners and clients	9,0
2.	Work without much tension, stress	8,9
3.	Convenient office location	8,6
4.	Clean and no-noise workplace	8,4
5.	Working with people who I like	8,6
6.	Good relations with the immediate superior	8,8
7.	Stable work without threat of being fired	8,9

8.	Flexible working hours	8,5
9.	Fair distribution of work	8,5
10.	Guaranteed medical care	7,5
11.	Meal vouchers at the expense of the organization	6,9
12.	Paid cellular communication	7,0
13.	Guaranteed, paid vacation	9,2
14.	Arranging holidays at the expense of the enterprise	7,6
15.	Arranging enterprise's transportation for commuting	7,0

The SPSS software conducted a factor analysis of the research database, which allowed to group the listed factors of attractiveness and to separate the enlarged groups of factors by categories of personnel: managers and other employees (Tabl. 3).

Table 3: Matrix of factors that, according to the staff, make the work attractive

Rotated Component Matrix	Component			
	1	2	3	4
1. Communication with colleagues, partners and clients	3,343E-02	0,780	0,161	-8,453E-02
2. Work without much tension, stress	9,887E-02	0,762	0,185	0,168
3. Convenient office location	6,965E-02	0,837	0,114	-7,862E-02
4. Clean and no-noise workplace	0,264	0,706	7,026E-02	0,116
5. Working with people who I like	2,382E-02	0,650	7,158E-02	0,550
6. Good relations with the immediate superior	2,755E-02	0,556	0,416	0,339
7. Stable work without threat of being fired	-7,730E-02	0,231	0,732	0,225
8. Flexible working hours	0,187	0,223	0,772	-4,966E-02
9. Fair distribution of work	0,172	6,725E-02	0,755	0,119
10. Guaranteed medical care	0,832	-9,642E-02	0,260	-3,270E-02
11. Meal vouchers at the expense of the organization	0,846	0,223	7,090E-02	-0,125
12. Paid cellular communication	0,701	0,207	0,112	0,143
13. Guaranteed, paid vacation	7,721E-02	3,751E-02	0,201	0,829
14. Arranging holidays at the expense of the enterprise	0,790	9,898E-02	-6,398E-02	0,286
15. Arranging enterprise's transportation for commuting	0,859	3,857E-02	2,809E-02	-5,462E-02
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.				
a Rotation converged in 6 iterations.				
b Only cases for which the staff, excluding top-management, are used in the analysis phase.				

The listed 15 characteristics of workplace attractiveness for all categories of personnel, except for managers, were grouped into 4 factors as a result of factor analysis performed by Rotation Method: Varimax with Kaiser regulation. According to the content of the grouped characteristics we can claim that the **first factor** is determined by a set of social guarantees from the enterprise (organization) (guaranteed medical care, food vouchers at the expense of the organization, paid cellular communication, organization of rest at the expense of the enterprise, delivery to work by the transport of the enterprise), which are additional bonuses, have quite a certain monetary expression and actually act as an additional payment.

The **second factor** is determined by working conditions, including the psychological microclimate in the enterprise

(organization) (communication with colleagues, partners and clients, work without much tension, stress, convenient location of the office, cleanliness and lack of noise in the workplace, work with people who they like, good relations with an immediate superior).

The **third factor** is determined by the stability of the workplace and the rhythm of labor efforts of employees (*stable work without threat of being fired, flexible work schedule, fair distribution of work volumes*).

The **fourth factor** is represented by only one significant characteristic – guaranteed, paid vacation.

Let us consider the components of the transformed matrix of factors (Tab. 4).

Table 4: Component Transformation Matrix

Component	1	2	3	4
1	0,619	0,641	0,420	0,173
2	-0,682	0,222	0,694	-0,068
3	-0,230	0,062	-0,152	0,959
4	0,316	-0,732	0,565	0,213
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization				
a Only cases for which staff, excluding top-management are used in the analysis phase				

Based on the analysis of the data presented in the table, it can be stated that the first factor, conditionally defined as additional bonuses, having a well-defined monetary expression, among all factors of attractiveness of the workplace occupies 61.9% of the 100 possible share. The second factor-22.2%, the third factor – has a negative value-i.e. the lack of stability at work and the rhythm of labor efforts lead to a decrease in the attractiveness of the workplace by 15.2%. And the fourth factor, guaranteed, paid leave, occupies 21.3% of all the aggregate characteristics of the attractiveness of the workplace.

5. Discussion and Conclusions

In the course of factor analysis of the attractiveness of the workplace for all categories of employees, except for managers, it is found that the leading factor is the additional monetary compensation received in fact through a set of social guarantees for employees of specific enterprises and organizations. [8, 9, 11]

The low evaluation of the factors of the company's performance (increase in sales of products and services; introduction of new systems of remuneration of labor; transition to new equipment, technology and reduction of total costs for the production of goods and services), which have an impact on the increase in wages, analysis of working situations as a whole showed that the issues of improving the remuneration system remain as a lever that is not used well enough at the moment.

6. Recommendations and Prospects for the Study

The information obtained in the course of the regional study is important to ensure a harmonious combination of the functions of wages in the system of socio-economic relations of the modern Russian society.

Monitoring of factors of workers' satisfaction with wages on the example of enterprises and organizations of the Stavropol Territory shows the possibility of improving the performance of enterprises. [12]

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