

occupied a leading position, helping China's economy maintain medium and high-speed growth and move towards medium and high-end levels. This stage is marked by the introduction of made in China 2025, which officially puts forward the «three-step» plan of the manufacturing power strategy to promote China's transformation from a manufacturing power to a manufacturing power.

Therefore, the principles of industrial development with Chinese characteristics is based on the full centralization of power. After 70 years of development, the industrial added value increased from 11,98 billion yuan in 1952 to 38425,53 billion yuan in 2020 [4], with an average annual growth about 12,61 %, creating the speed and miracle of China's growth.

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METHODICAL APPROACHES OF RESEARCH FOR IDENTIFYING WAYS TO IMPROVE THE SALARY POLICY AT THE ENTERPRISE

Huo Yaozong¹⁾, A. M. Yerafeyeva²⁾

¹⁾ master student, Belarusian State University, faculty of economics, Minsk, Republic of Belarus, e-mail: 1265536269@qq.com

²⁾ PhD in economics, associate professor, Belarusian State University, faculty of economics, Minsk, Republic of Belarus, e-mail: erofeevaon@gmail.com

The article analyzes the situation based on the study of existing approaches to the study of ways to improve wages, the elements of the methodological approach of the study are determined. The main approaches of benchmarking research and the concept of corporate social responsibility are taken into account.

Keywords: salary policy; research methods; gender analysis; differentiation; efficiency.

МЕТОДИЧЕСКИЕ ПОДХОДЫ ИССЛЕДОВАНИЯ ДЛЯ ВЫЯВЛЕНИЯ ПУТЕЙ СОВЕРШЕНСТВОВАНИЯ ПОЛИТИКИ ОПЛАТЫ ТРУДА НА ПРЕДПРИЯТИИ

Хуо Яозонг¹⁾, О. Н. Ерофеева²⁾

¹⁾ магистр экономических наук, Белорусский государственный университет, экономический факультет, г. Минск, Республика Беларусь, e-mail: 1265536269@qq.com

²⁾ кандидат экономических наук, доцент, Белорусский государственный университет, экономический факультет, г. Минск, e-mail: erofeevaon@gmail.com

На основе изучения существующих подходов к исследованию путей совершенствования оплаты труда определены элементы методического подхода исследования. Приняты во внимание основные подходы бенчмаркинг-исследования и концепции корпоративной социальной ответственности.

Ключевые слова: политика оплаты труда; методы исследования; гендерный анализ; дифференциация; эффективность.

The deepening of organizational management and corporate governance reforms in the 21st century requires companies to choose a reasonable salary system and design an incentive salary policy based on their own characteristics while ensuring compliance with labor laws and be attractive to employees in comparison with competitors. As an economic category, wages play a twofold role: on the one hand, they are the main source of income and increase in the living standards of workers, and on the other hand, they are a means of stimulation of production efficiency.

Since wages are the main source of income for employees, it is necessary to constantly improve the wage system in such a way that it fully ensures the reproduction of labor, takes into account the conditions and results of labor, stimulates the improvement of skills, productivity, product quality, rational use and rational use of all types of an enterprise resources.

The organization of remuneration of labor, in turn, is a system (set) of rules, measures and actions, the purpose of which is to establish a reasonable and effective amount of remuneration for the work of an employee.

The main principles of the organization of remuneration are: payment according to the quantity and quality of labor; the balance between wage growth and labor productivity; guaranteed payment of labor; material interest, when the amount of remuneration should depend on the individual results of both personal work and the organization; simplicity and clarity of wages systems.

In addition, when organizing the remuneration of employees, it is taken into account that wages perform reproductive, stimulating, and regulating functions.

Salary policy is a complex object of research. First, complexity of the company structure. Second, the diversity of the salary system itself. The salary system includes two major categories: basic salary part and auxiliary salary. And it is subdivided into more than ten kinds of skill salary, performance salary, agreement salary, reward salary and additional salary. Relevant is the issue of determining the appropriate size of bonuses for management personnel. At last, the influence of national policy. In China, salary is a hot issue of national concern. The Chinese government often publishes salary development reports or issues related recommendations to manage the company's salary policy, with the goal of maintaining a steady increase in social overall salary income level.

The first question that any researcher should raise before conducting a real research project is what research philosophy will be adopted, this is very fundamental step and generally speaking, there are three views about the research philosophy that dominate the literature: positivism, interpretivism and realism. Based on the differences of three philosophies, this research of determining ways to improve the salary policy is of an exploratory nature which is a kind of social constructionism.

There are two basic research approaches available when conducting business research including deductive and inductive methods. The deductive approach is usually regarded as an effective way to test theories, where people develop a theory and a hypothesis (or hypotheses) and design a research strategy to test the theory. The focus is on whether or not the suggested theory fits, and is appropriate for the organization. Inductive approach is usually used to build theories, in practice, people need to collect data and develop theory as a result of data analysis. Nevertheless, the two methodologies are not mutually exclusive, in reality; they are often used jointly in business and management studies. So it is important to point out that the choices of

research approach should base on the research question and research objectives. Therefore, there is no question that the inductive approach is appropriate for the research of the salary policy particular research.

In addition to the two approaches mentioned earlier, there are two main types of salary policy research. It involves the use of the quantitative and qualitative methods. The essence of qualitative research is that it is 'diagnostic'; therefore, it is especially useful for investigating attitudes, motivations, beliefs and intentions. And then from the perspective of theory and practice, the theoretical knowledge is combined with the actual situation of the company to optimize the company's salary policy.

In this research, data collection methods of documentation review analysis of secondary sources and primary documents, in-depth interviews, observation and investigation method will be adopted.

Working with secondary data sources to a large extent allows to understand the current situation of salary policies at home and abroad, and to master certain methods of establishing an effective salary system; to understand the characteristics of industry requirements and existing salary policies, including by the main competitors in the industry.

At the analytical stage of the study, a dynamic analysis should also be carried out, an assessment of the return on education and work experience (in the organization and lifelong), if possible – a gender analysis of wages (i. e. CEO-to-average worker pay, gender wages gap [1]) and concerning the leadership diversity, as well as an assessment of wage indicators from the standpoint of ensuring organizational effectiveness. When assessing the compliance of remuneration parameters with the policy in the field of corporate social responsibility, attention should be paid to the analysis of (over)fulfillment the requirements of legislation on remuneration, the ratio of wages to the industry and average regional levels, to assess the motivational contribution of various programs in the field of internal corporate social responsibility conducted by the organization.

In the process of the research, in order to better understand the salary status of employees, the «employee salary survey questionnaire» could be designed and a questionnaire survey could be conducted to provide empirical analysis. To fully understand the work attitudes, work conditions, and more actual problems of employees in various departments, including involved in management positions the in-depth interviews could be conducted with a number of workers, senior managers and managers of the human resources department.

In addition, the research program should include an assessment of the effectiveness of the use of working time (including from the standpoint of internal corporate social responsibility) and the gap-analysis in the main areas of corporate and operational strategy that affect the issues of remuneration and motivation of employees, an assessment of how the applied remuneration strategy is adequate to the competencies of the organization and employees perceived as the main stakeholders [2].

This stages allows to form the foundation for making reasonable effective decisions to improve the salary policy and correlate them with goals in key areas within which the company defines its goals: position in the market; innovation; performance; resources; profitability; quality of the management; employees; social responsibility.

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НАПРАВЛЕНИЯ ПРИРАЩЕНИЯ ДОБАВЛЕННОЙ СТОИМОСТИ В ОБРАБАТЫВАЮЩЕЙ ПРОМЫШЛЕННОСТИ КИТАЯ

А. В. Данильченко¹⁾, И. А. Зубрицкая²⁾, Сэнь Чжао³⁾

¹⁾ доктор экономических наук, профессор, декан факультета маркетинга, менеджмента, предпринимательства, Белорусский национальный технический университет, г. Минск, Республика Беларусь, e-mail: adanilchenko@bntu.by

²⁾ старший преподаватель, факультет маркетинга, менеджмента, предпринимательства, Белорусский национальный технический университет, г. Минск, Республика Беларусь, e-mail: zubritskaya@bntu.by

³⁾ аспирант, Белорусский национальный технический университет, г. Минск, Республика Беларусь, e-mail: sonja836529169@gmail.com

С позиций концепции цепочек валовой добавленной стоимости предложены перспективные направления модернизации обрабатывающей промышленности Китая на базе промышленной инженерии за счет увеличения инвестиций в инновации и развитие человеческого капитала, расширения и углубления открытости, оптимизации производственной сферы Китая.

Ключевые слова: цепочки добавленной стоимости; обрабатывающая промышленность; модернизация; инновации; промышленная инженерия.

DIRECTIONS OF INCREASING VALUE ADDED IN THE MANUFACTURING INDUSTRY OF CHINA

A. V. Danilchenko¹⁾, I. A. Zubritskaya²⁾, Sen Zhao³⁾

¹⁾ doctor of economics, professor, dean of the faculty of marketing, management, entrepreneurship, Belarusian National Technical University, Minsk, Republic of Belarus, e-mail: adanilchenko@bntu.by

²⁾ senior lecturer, Belarusian national technical university, faculty of marketing, management, entrepreneurship, Minsk, Republic of Belarus, e-mail: zubritskaya@bntu.by

³⁾ PhD student, Belarusian National Technical University, Minsk, Republic of Belarus, e-mail: sonja836529169@gmail.com

In accordance with of the concept of gross value added chains, promising directions for the modernization of China's manufacturing industry based on industrial engineering are proposed by increasing investments in innovation and human capital development, expanding and deepening openness, and optimizing China's manufacturing sector.

Keywords: gross value chains; manufacturing; modernization; innovation; industrial engineering.

Введение. В условиях активного внедрения технологий четвертой промышленной революции для модернизации обрабатывающей промышленности появляются как новые возможности, так и проблемы, о которых пишут китайские ученые. Так, Ц. Ли [1] обосновал пути технологической модернизации на основе применения больших баз данных, новых организационных моделей и бизнес-интеграции; Ф. Чжао [2] указал на цель качественного преобразования традиционного производства в рамках Индустрии 4.0 как переход к интеллектуальному производству. Исследование Ф. Тао [3] показало, что социальная составляющая цепочек создания стоимости, а также ее измерение являются новыми направлениями развития теории социализации. Л. Хау [4] считает, что инновации