

Transformation of Social and Labor Relations: Theory and Methodology

Legchilina Elena Yuryevna

Department of Management, marketing and Commerce
Omsk state University of transport, Russia, Omsk,
legcelena@yandex.ru

Abstract—The article is devoted to the theoretical and methodological of social-labor relations system transformation. The author suggests organizing the transformation of the social-labor relations system on the base of the system axiological approach that allows actualizing the analysis and modeling of the transformation processes of the social-labor relations system, point out the bifurcation moment of social-labor relations system. Such transformation peculiarities and parameters as institutional space, labor processes, human resources and interaction process have been considered.

Keywords—social-labor transformation, labor processes, classification of types of transformation of social-labor relations, institutional space, value space, values

I. INTRODUCTION

The development trend of the modern economy is directed to high technologies, targeted to resource and labor saving, labor and working process automation, wide usage and application of information technologies in the social-labor sphere. The role of human factor as a production factor increases (labor activity individualization), the content and structure of the labor activity, labor processes changes (intellectual labor meaning and ratio grow). The attitude to labor (labor values) and attitude to personnel (as a recourse and company asset) is modified. It is worth mentioning, that value space transformation in social-labor relations is the result of social – economy development turbulence that defines the content and direction of the changes. The problems of workforce quality, attitude to the working process, work performance, labor behavior distortion lead to the value complex transformation both of a person and company, society. Due to some objective reasons the circle of subjects (participants) of social-labor relations grows (transfer from the subjects of the social-labor relations → to the stakeholders of the social-labor relations), which preconditions the growth of the regulation (institutionalization) of the stakeholder interaction. The necessity of the transformation research in the relationship between the labor and the capital arise respectively in the frames of new institutional and value-based space.

Research and monitoring of the social-labor relations in the contemporary conditions conducted by the authors have shown a vast variety and non homogeneity and incoherence in social-labor relationship in the modern-day step. The ongoing value changes transformation of social-labor relations is not aligned with the existing institutions, as follows contradictions arise between them affecting negatively the labor activity motivation and behavior of the social-labor relations participants, leading to misbalance of their interests, which

prevents any organizational changes and as the result decreases the efficiency of economic system.

Therefore, actualizes the theoretical and methodological necessity of the common coherent and consistent approach to the study of social-labor relationship transformation based on the balance of interests of the participants.

The authors of the reported article suggest that the success of any changes and coping with recession trends demand development of the directions of social-labor relations system transformation, build up of motivation to changes and organization of the labor relationship system based on the combined system and axiological approaches.

II. LITERATURE REVIEW

Nowadays it is worth mentioning the diversity of theories of social-economy systems transformation (neocapitalistic theory, stage economic development theory, the theory of industrial, post industrial and information society, convergence theory, theory of technotronic age, new institutionalism, the theory of live quality and other). Scientists from different countries were dealing with formation and development of the theories of social-labor relations transformation, namely U. A. Nazarova [1], V. S. Polovinko [2], Lanchenko Yu.O. [3], Frey C.B., Osborne M.A. [4], Howe J. [4]. Thus, G. Jackson has studied the application of management instruments and development of the corporate and social responsibility in business management labor relations transformation [6], Cavalcanti J.S.B. and Bendini M.I. have studied globalization and transformation of labor relations in the regions of Argentina and Brazil [7], Kilhoffer Z. has studied transformation of the existing institutes of labor relations of the present day [8], Sorgner A. has considered automatization impact on change in the labor relations [9].

The vast variety of the social-labor relations transformation studies can be explained by multidimensionality and interdisciplinarity of academic fields of the labor economics, law, political science, social science, psychology etc. implying different objects of analysis can be reflected in different approaches to the process of social-labor relations transformation nature. Thus, a number of Russian scientists – sociologists (T. I. Zaslavskaya [10]) outline the term «social transformation». A modern concept of T.A. Medvedeva [11] on transformation of social-labor relations processes seem to be of the interest: «values (meaning, ideas, dogmata) → form (rules, regulations, institutions) → process (social learning)». According to T.A. Medvedeva socio-

cultural values of social-labor relations subjects define to a great extent their economic choice, serve as a base for taking decisions that reflects in forming of respective rules, regulations and values of the social-labor life», the system of social-labor relations can be commented as a «reflective system» and its participants are able to «social-labor relations system re- excogitation » [11].

The vast variety and diversity of the studies in the research fields of the labor values (Magun V.S.[12], N. W. Rodionova [13], S. Dolan, S. Garcia [14], Joe Isaac [15], Cushen J. [16], Chahestani F.J., Fazel A., Mirjafari S. A [17] and others). The system-based approach to the research in the social-labor field widely represented in studies of the number of Russian and foreign scientists is considered to be relevant. Thus, K. Dooley [18] reckons the system of social-labor relations as non linear network of interacting agents. Studies in the field of system-based approach find receptive audience in the system-based approach to understanding of biological and social phenomena of F.Capra [19].

Contrary to the huge number of scientific studies and literature related to transformation processes of the social-economic systems many of theoretical and methodological aspects of transformation in social-labor relations system remain open, namely drivers (reasons, factors), transformation aims and objects, possibilities and conditions of any pathway of social-economic system transformation. This is due to the fact that the majority of theories and transformation concepts show the necessity of social-labor relations changes. Moreover, one can note down incoherence and non homogeneity of the scientific views regarding the nature of the social labor relations, which is explained by variety of the nature conceptions of social-labor relations, sources and building up mechanisms (to be related to different research fields of social-labor relations in labor economics, social science, political science etc.), and as follows can be reflected in the variety of the conceptual approaches to social-labor relations transformation.

The object of the reported article is the conceptual basis formation (theoretical and methodological) of social-labor relations transformations aimed to the long term development based on interest balance of the participants and combination of scientific approaches.

III. METHODS AND MATERIALS

The research methodology is based on the system-axiological approach using the analytical method and synthesis of the existing scientific approaches as well as on the co-evolution concept presupposing development of the interlocking elements of the unified system maintaining the system integrity (inter alia as the common result of the environmental factors and institutional effects). Amid the presentation of the materials we will be guided by the following logic:

Concept (nature) of the social-labor system transformation;

Special aspects and characteristic of the social-labor system transformation;

Classification of types of the social-labor system transformation.

III. RESULTS AND DISCUSSION

Taking into account social-labor relations as the network system of nonhomogeneous relations, with the majority of participants and a certain coordination of relations between them, the authors have defined the social-labor relations transformation as a build-up process of a new social-labor relations network based on formation (change) of corporate values networks, preconditioning the value transformation of the subject's system of values, modification of the social-labor relations with changes in goals, characteristics and parameters, building up the necessary motivation and responsibility in labor processes.

We will consider transformational processes in the social-labor relations network system in tree directions (fig. 1): «Z» axis shows technical economical changes including labor and labor processes transformation based on the technological determinism and deficiency law. Thus, the scientific- technical process changes the content of labor activity moving the accent to the mental labor demanding new knowledge, skills and acquirements; the labor process is updated, limiting in time and changing in space.

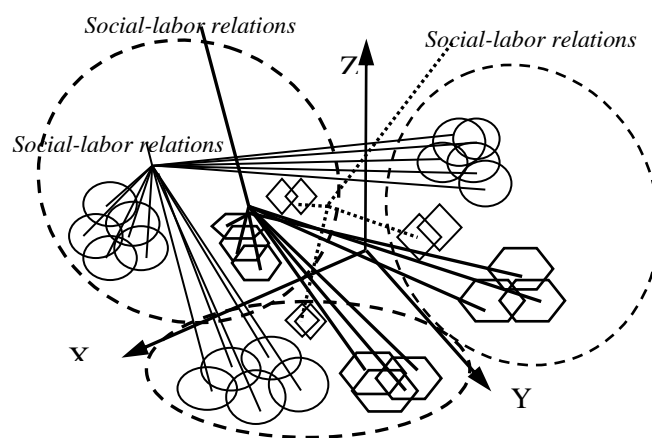


Fig 1. Process of the social-labor relations transformation in XYZ-axes (Social-labor relations configuration «A» → social-labor relations configuration «B» → social-labor relations configuration «B»)

The «X» axes reflects institutional changes as well as transformation of impact mechanisms between the social-labor relations participants, preconditions reasons of the social-labor relations transformation, mainly by the influence of institutional space adaptation mechanism to the economic changes (economic reformation, transfer to new economic models, political regime change etc.) (Howe J.) [5], creation or import of new institutions, structural changes of institutional space happen introducing institutions with new characteristics.

The «Y» axes shows axiological changes including modification (radical change) of value systems of all the participants of social-labor relations, including mental level

leading to the motivational field transformation. In other words, one of the key questions of social-labor relations is an axiological aspect, bringing a system-based and semantic factor in to the social-labor relations processes, what can define the workers behavior at their workplaces in an organization (I. Elers) [20]. In this field we consider subjects of social-labor relations involved in value creation process [15], [16], arising inter alia in social-labor relations transformation processes. For this purpose we use the term «corporate value networks» (corporate value networks) (CVN), in terms of which the value exchange in inter-organizational networks of social-labor relations system must be understood contributing to necessary motivation and responsibility in labor processes formation, including the period of organizational changes and reforms.

The transformation of values on the institutional level in the social-labor relations system (Porter M.E., Kramer M.R.) [21] presupposes generating (modification) of «corporate value networks» widening the field of economic and social values, which according to our assumption promotes increase of the collective negative influence (opposition) and building up the necessary motivation of the personnel creating the balance of interests of the participants based on collaboration and interaction.

All considered transformation directions of the social-labor system are independent on one hand, but they have a co-evolutional conditionality intermutual dependence.

Special characteristics and parameters of social-labor system transformation can be defined by the reasons of transformation. According to Emil Durkheim, the reason of transformation is the «development specialization of labor (as the kak differentiation of people and social groups), whereas the specialization of labor can be explained by growth of the moral and physical density of the population» [22]. Some scientists envisage reasons of transformation of social-labor systems in labor values devaluation, other [2] speak about repugnance accumulation in labor relations and contraventions in the employee-employer interactions.

According to the suggested by the author methodology of the system-axiological approach, reasons for social-labor relations system transformation is the achieving of a point by the system (moment) of bifurcation, what can be preconditioned by a complex of radical changes in three sub-systems: «technical and economic changes ↔ axiological changes», «technical and economic changes ↔ institutional changes», «institutional changes ↔ axiological changes».

The emphasis on the labor transformation process and social-labor relations transformation is made in works of Nekhoda E.W. [23], where based on the comparative analysis four transformation parameters of labor and social-labor relations transformation: economic, technical, value-based and cultural. The author suggests specifying parameters of social-labor relations transformation: economic, technical, social and cultural, as “value-based” do not refer to transformation parameters, but to the social-labor system components. Let us consider social-labor relations transformation in different parameters.

The transformation of «institutional space» regulating relations in the social-labor system presupposes changes on:

«*Economic parameter of transformation*»: changes in institutional aspects (rules, regulations, mechanisms), regulating labor activity parameters. Thus, the changes in institutional conditions of production; system of economic structure and employment structure, property to economic resources in labor activity, changes in the structural mechanism of value creation network (from the labor process to the final product), changes in the mechanism according to the results of labor (rules and regulations change, labor remuneration rules (ex. electronic money) new formal and informal labor remuneration forms);

On «*technical parameter*»: changes in institutional aspects, defining content of the labor activity. Thus, automatization and technological determinism modify institutional basis of interaction in labor processes, changes the system of statutory and regulatory, engineering, business documentation and other;

on «*social cultural parameter*» takes place transformation of institutional aspects preconditioning inclusivity and tolerance in social, ethnic, confessional and cultural differences in labor activity. Thus in present times in Russia the majority of regulatory documents contain inclusivity and tolerance aspects as the required condition of social-labor relations.

Labor processes, stating parameters of works (labor) social-labor relations system within the scientific and technical process development are transformed from the physical to mental labor domination in the labor processes preconditioning observation, managing and service functions. In this respect transformation on «*economic parameter*» presupposes changes in the labor efficiency and production volume changes, equity structure change in labor processes and the transformation of production engineering cycle (decrease of production time due to the labor process automatization, increase of quality of labor operations etc.). On social cultural parameter take place the modernization of local cultures in labor processes with achievement of global multicultural activity in labor processes, namely interactional and collaboration transformation of different stakeholders in labor processes.

Transformation of «*human resources*» presupposes changes in structure of the human asset (on economic parameter), changes of knowledge structure, intellectualization of the labor activity (on technologic parameter), followed by changes in the motivational structure of the social culture networks. In this respect takes place changes in motivation structure (on social culture parameter).

The author suppose that the view of those social-labor relations transformation is based on interest transformation and value system, which contributes to the passage to the new growth quality, image about efficiency of the labor activity and labor efficiency of social-labor relations changes. In this regard on the «*economic parameter*» takes place change of the structure, change of consumer's values. According to the «*technical parameter*» the attitude to the labor and labor

behavior change in technical processes. It is worth mentioning that in the given component transformation of the social cultural parameter has bigger meaning, where complex of social and cultural values changes building up the motivation field in the stakeholder's interaction. According to Nekhoda E.W. the opinion of whom the author shares, in the present time qualitative changes happen in the social-labor relations system, new level of relations appear "society - nature - human". Values state the perception of live conditions, labor activity and a model of labor behavior. Value space states the interaction of the value-based regulation and its result.

The changes in relations as interaction process (value exchange) presuppose building up of interaction, communication and value exchange mechanism in the social labor relations between the subjects. The changes in relations (interactions) precondition the necessity of regulations of interactions within the value exchange process, formation of new rules, procedures and institutions.

Transformation of internal (personal) values of a person participating in the labor processes, interconditionally explains the model of the motivational behavior in labor processes based on professional characteristic changes, level of competence, knowledge, building up new value networks. The transformation of the «value space» (value network) includes changes in organizational culture (corporate culture), to which its own value network corresponds. Value orientation states the perception of live conditions, labor activity and behavioral model. Value space states the interaction regulating of the interaction of the value-based regulation and its result [5]. Changes in relations within the interaction process (value exchange) presupposing interaction mechanism formation, communication and value exchange in the social labor relation system between subjects. Relation appears within the «mutual relation, binding them to each other» following by a synergetic effect, where marks of the interacting parts appear and deflect. Moreover, «the relation» in philosophy can be interpreted as a form of positedness and representativity of one thing through another. According to the classical dialectics «relation» is the process and result of transfer of the internal moment of the qualitative definition of a thing into an external instance.... ».

The changes in relations (interactions) precondition the necessity of regulations of interactions within the value exchange process, formation of new rules, procedures and institutions. According to the views of a number of scientists, institutions can be transformed faster than values, according to their research data; at least two generations are needed for value changes [23]. Therefore a situation can appear when institutions have changed but not the values what does not lead to the full social-labor system transformation and the system remains not balanced and not effective.

All the elements of the social – labor system are closely connected to change (transformation) and lead to the chain reaction and further transformation. Thus, the changes in knowledge level of the human assets lead to the appearing of new technologies which respectively leads to the labor and labor process transformation following by the changes in price

level for resources (including labor), modifies value system and institutional space.

The review of social-labor relations shows that they comprise the wide circle of the social economic aspects, processes and connections, as the result they include different types of social-labor relations transformation. The analysis of classification approach of social-labor relations has been conducted by the author within the generalization key basis were consolidated upon which types of social-labor relations transformation can be classified (Table 1).

TABLE I Classification of social-labor relations transformation types

1. On the source (reasons):					
internal (endogenous)			external (exogenous)		
2. On the processing history:					
systematic		bifurcational		diffusive	
3. On the level of bifurcation potential:					
fundamental		radical	incremental	partial	
3. On the dynamics:					
evolutional	revolutionally	continuous	cumulative	discrete	cycle
4. On the duration:					
Short-term («choking»)		medium-term		long-term	lasting
5. On the management system:					
spontaneous (non under control)		controllable (goal-directed)		controllable	
6. On the results					
Transfer to the absolutely new relations system	New configuration system of social-labor relations	Modification of the old system of social-labor relations	New characteristic components of the social – labor relation system and its new forms	Return to the old social – labor relation system	New transformation process

On the source: internal (endogenous) the transformation of social-labor relations — are caused by processes inside of the social-labor relations system

External (exogenous) — indicated by external reasons and factors outside the social labor system, ex. reformation processes of the economic system. They precondition internal changes in social labor system.

On the procedure:

Fundamental transformation social-labor relations — are connected with the systematic expedient of the social-labor relations system component transformation;

Bifurcation (bursting) — qualitative uneven changes of the social labor component system which precondition transfer of the system into one or several possible qualitative states, building up dependences on the initial conditions internal and external factors in the social-labor relations system.

Diffusive transformation of the social-labor system — gradual, reciprocal distribution of changes and their adaptation in the social-labor components system

On the innovative potential:

fundamental transformations – conceptual, structural functional changes in the social-labor relations system leading to the full destruction of the old social-labor relations system and building up of the new social-labor relations system with absolutely new features and characteristics, including new components

Revolutionary transformations — dramatic changes in the components of the social-labor relations system precondition appearing of the new features and characteristics in the social-labor relations system;

Incremental (gradual) transformations – state some minor changes of the social-labor relations system, having a qualitative character, for example gradual change of the relations system between the stakeholders etc.

Partial transformations of the social-labor relations system – dramatic changes in the number of components of the social-labor relations system, not leading to the full changes in the social-labor relations system

On dynamics: evolutionary, revolutionary, continuous, cumulative, discrete, cyclic.

On the duration (proceeding): short-term («chocking»); middle-term; long-term, lasting

On the management: spontaneous (not under control); controllable (goal-oriented); controlled.

On the transformation results. Depending on targets, goals and reasons, the transformation of social-labor relations system can be marked out on:

Origin (transfer) to the absolutely new relations system based on innovative fundamental and conceptual situations, presupposing building up of a new system;

Formation of the new configuration of social-labor relations system (including possible reformation (modernization) of an old social-labor relations system);

Modification of an old system without transfer to a new social-labor relations system, namely in the part of social-labor relations system;

Return to an old social-labor relations system (failures and disturbance in the transformation process);

A new transformation process appears while the current transformation period is not finished.

Following the reported classification it becomes obvious that types of social-labor transformation differ on different criteria. Each type of social-labor system transformation has its transformational states and period of transformation, preconditioning limits and consequence of transformation. It is worth mentioning that one of the most difficult aspects of problems in the transformation period is the presence of old (which is being transformed) and new relations forms, institutions and values which precondition some contradictions, conflicts and oppositions in the social-labor relations system.

One of the main aspects of transformation is the time (transformation period), preconditioning some limitations and

consequences of the transformation process. The author defines the transformation process as a transient state of social-labor relations system, reflecting dramatic transfer from one configuration of the social-labor relations system to another. Dynamics analysis of reformations and organizational changes has shown that the complicated the axiological field is and the higher level of social-labor relations system institutionalization, the longer transformation period is тем. Moreover, the duration of the transformation period is influenced by the motivational field level and specific (volume) of the corporate values network.

Two approaches exist in the transformation theory, namely, «chocking» and evolutionary. «Chocking» presupposes maximally short transformation period and demand quite big investments, unlikely leading to the full process transformation of the axiological field, whereas the evolutionary directs to the gradual parameter change of the social-labor relations system and from our point of view is more efficient.

As special features of the social-labor relations system transformation one can outline accumulative character of the changes in the social-labor relations system of different level and inability to jumping, which is preconditioned by the internal mechanism of consistency attainment and balance of social-labor relations system only at transformation (changes) of all social-labor relations system parameters. Partial changes of any parameter inevitably destroy the social-labor relations configuration, leading to new structural changes and new transformation period.

Considering the problem of transformation social-labor relations system in system dynamics it is worth mentioning that any system can have several variants of consequence to external influence: increase influence (at intensifying feedback), slow influence (at a compensating feedback), which means that it is necessary to study closed circuits of reaction (feedback circuits), to speed up transformation processes in the necessary direction (сократить decrease transformation period), or give a possibility to the system to conduct self regulation and reach the necessary development (self transformation).

IV. CONCLUSION

From this perspective, firstly, the conducted research of the theoretical and methodological basis of social-labor relations transformation allow suggesting a new conceptual point of view on the social-labor relations system transformation as the network process of the building up of the new value-based social-labor relations system

Secondly, the author has regarded the transformation of social-labor relations through its parameters, which contributes to building up of the theoretical basis of social-labor relations transformation.

Thirdly, the author suggested a classification of transformation social-labor relations types, defining different conditions of the social-labor relations system transformation processes, as the result of complex changes in three directions «technical economic changes», «institutional changes», «axiological changes».

Fourthly, the methodology of axiological-system approach provides an opportunity to control transformation processes, resonant influence on social-labor relations system parameters directing the social-labor relations system from supportive (necessary) social-labor relations system configurations, enabling mechanisms of «self-managing development» of the social-labor relations system.

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