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Universidad del Zulia
Facultad Experimental de Ciencias
Departamento de Ciencias Humanas
Maracaibo - Venezuela

Organizational and economic mechanism to promote the effective employment of young people

S. Yu. Tsokhla¹

¹V.I. Vernadsky Crimean Federal University
Vernadsky Av. 4, Simferopol, Russia
Email svetlana.tsokhla@mail.com

Ye. A. Polishchuk²

²V.I. Vernadsky Crimean Federal University
Vernadsky Av. 4, Simferopol, Russia
Email pea.znu@mail.ru

Abstract

The study is devoted to the improvement of organizational-economic mechanism to facilitate the process of effective youth employment with the aim of achieving sustainable socio-economic development in the region. Based on this survey significant imbalances were found that affect the efficiency of the process. The organizational and economic mechanism is improved. It ensures productive employment for young people and focuses on achieving efficiency, which determines the efficiency of the analyzed process on a number of parameters: economic processes in the labor market, educational processes, etc.

Key words: Mechanism, youth, labor, market, employment.

Mecanismo organizativo y económico para promover el empleo efectivo de jóvenes

Resumen

El estudio está dedicado a la mejora del mecanismo económico de la organización para facilitar el proceso de empleo juvenil efectivo con el objetivo de lograr un desarrollo socioeconómico sostenible en la región. Con base en esta encuesta, se encontraron desequilibrios importantes que afectan la eficiencia del proceso. El mecanismo organizacional y económico se mejora. Garantiza un empleo productivo para los jóvenes y se centra en lograr la eficiencia, lo que determina la eficacia del proceso analizado en una serie de parámetros: procesos económicos en el mercado laboral, procesos educativos, etc.

Palabras clave: Mecanismo, juventud, trabajo, mercado, empleo.

1. INTRODUCTION

The issue of adjustment of the existing organizational-economic mechanism affecting the process of effective employment of the youth of all age groups in the Republic of Crimea is relevant, because, youth is the main source of resources in the labor market, for which

participation in the economic growth of the region is paramount for social and professional development.

The situation on the labor market of the youth of the Republic of Crimea, is fairly intense: about 40% of young people belonging to the economically active population is unemployed. Therefore, in this context, among the primary processes in the labor market of young people who need integrated management and improvement of the basic forms, the employment process that has a direct impact on its professional expectations and full integration into society must be allocated.

Due to the fact that the current organizational and economic mechanism to facilitate the process of employment of young citizens of the Republic, is working mostly spontaneously, not able to timely and effectively address the challenges it faces under the new configuration of the regional labor market, which significantly limits the increase in the level of youth employment, improving the quality of its labor potential, etc.

The purpose of the study is to improve the organizational and economic mechanism to facilitate the process of effective youth employment as the main labor force on the labor market to ensure sustainable socio-economic development in the region.

According to the goal the author has formulated the following tasks:

- On the basis of a questionnaire survey to reveal the objective need of the employers in the region in the youth, as well as information about the preferences of young people of all age groups about the effectiveness of the employment process;
- To characterize the partnership on the labor market in promoting youth employment of the Republic of Crimea;
- To improve organizational and economic mechanism aimed at ensuring productive employment for the youth of the Republic.

Hypothesis 1: market study of the labor market of the region allows to identify the main causes of imbalances in the labor market, influencing the process of promotion of youth employment in all age groups.

Hypothesis 2: partnerships in the labor market provide the stability of a constructive relationship between the main actors and have a direct impact on the process of promotion of youth employment;

Hypothesis 3: effective organizational and economic mechanism is stimulating productive employment of young people and

allows a conceptually reasonable approach to the solution of issues related to the effective employment of young citizens in the labor market in the region.

2. LITERARY REVIEW

Under the employment many researchers understand the system of organizational, legal and economic measures undertaken by the state to ensure employment. Professor Shmarion (2013) describing the basic properties of the employment, formulates its basic characteristics: under the employment scientist, firstly, understands the specific social activity, which has such features as consciousness, productivity, and public character. The main social actors are individuals, social institutions and social organization; and, secondly, employment includes socio-economic activities resulting in satisfaction of social and economic needs of the individual and society.

Under the employment, the authors of the study understand a certain system of measures aimed at providing employment for young people of all age groups in accordance with their abilities, level of education, professional training, and not complying with the current labor legislation (Tsokhla et al., 2015).

To the study of the definition of "mechanism", particularly organizational and economic, there have been devoted scientific works

of many scientists: Nobel laureates (Nobel prize in Economics, 2007), Leo Hurwicz, Roger Myerson, Eric Maskin have made a significant contribution to the development of the theory of economic mechanisms: development of conceptual and technical foundations of the economic mechanism; description of optimal auctions; the wording of the main tasks of the implementation; identification of effective mechanisms and schemes of regulation of the economy; defining the optimal framework of the required intervention of the state (Izmalkov et al., 2008; Dovbenko and Osik, 2011).

In his turn, academician Abalkin (2000) examined it closely together with the economic mechanism as a separate subsystem of the relations of production, to ensure their functioning.

Some experts have concentrated their scientific views on the formation and management of organizational-economic mechanism for certain types of economic activities (Vikhrov, 2012).

The team of authors under the direction of Astapova et al. (2001) describes the role of the analyzed corporate governance mechanism in the conditions of reforming of the economy of the state.

A previous study of Polishchuk (2016) proposed organizational-economic mechanism of labor market regulation aimed at achieving a balance of the processes occurring in the studied market.

The importance of studies that examine mechanisms in the labor market cannot be denied, but in the conditions of modern transformational processes in the economy of the Crimean region, there is the need to develop the most reasonable and effective organizational-economic mechanism, able to create the conditions for effective youth employment of the Republic of Crimea, and it has increased significantly, so the above information determines the relevance of the present study.

3. THE METHODOLOGY OF THE STUDY

To test the first hypothesis related to the market study (demand and supply) of the labor market in the region, a questionnaire survey of managers of organizations (enterprises) was conducted, which purpose was to identify information about the opinions and expectations of employers regarding the quality of training of young specialists under modern conditions.

In the course of the monitoring conducted from September 2014 to December 2015, there were interviewed managers of small, medium and large organizations (enterprises) of basic forms of ownership (state, municipal, private) operating in the municipalities (urban districts, municipal districts) and settlements (urban, rural) of the Crimean region.

The sample size was 2003 organizations. The structure and the volume of sample are sufficient and representative to assess the situation in the Republic of Crimea as a whole.

Processing of the questionnaires was carried out using a computer program for statistical data processing SPSS 13.0 for Windows.

The main blocks of questions in the questionnaire "Young specialist on the labor market: employers' needs" were identified as:

- Assessment of the situation related to the presence of staff on the main profile of the organization (enterprise);
 - Information about hiring youth;
 - The preferred level of training of young citizens in employment;
 - The satisfaction of young specialists training;
 - identifying the main problems of interaction of business and education in modern conditions of development of the region etc.
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In addition to the analysis of opinions of employers, the authors of the study conducted a questionnaire survey of representatives of youth of all age groups, the purpose of which was to identify information about the opinions and expectations of young Crimeans about the effectiveness of the employment process.

In the course of the monitoring conducted in the same period of time, young people aged 15-29 years were interviewed residing on the territory of the Republic of Crimea.

The sample size was 4,000. The structure and the volume of sample is sufficient and representative to assess the situation on the Crimean region as a whole.

Processing of the questionnaires was conducted using the same computer program.

The main blocks of questions in the questionnaire "Youth on the labor market of the Republic of Crimea" were identified as:

- Awareness of youth about the situation on the labor market in the region at the time of admission in the educational organization;
 - Information about the sources that influenced the specific choice of profession;
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- Factors inhibiting the implementation of life plan of youth in the region;
- Information that reveals the main views of young people about the difficulties in the employment process;
- Information about the main forms of cooperation of business and education that affect the process of youth employment;
- Selection of priority options when choosing a job, etc.

For statistical testing of correlation in contingency tables there were the obtained value of Chi-square χ^2 , measures the orientation of the connection Guttman's λ (lambda), τ (tau) Goodman-Kruskal to strengthen the ability to predict the behavior of a single (dependent) variable based on the behavior of another (independent) variable in the referenced contingency tables.

To test the second hypothesis related to the importance of creating partnerships in the labor market, providing the stability of a constructive relationship between the main actors and a direct influence on the process of promotion of youth employment, as a statistical information there were used statistical data of the State Institution of the Republic of Crimea "The Center of Employment of the Population" in the period from 2015 to 2016, the algorithm of

formation and development of the system of partnerships in promoting employment of the youth is developed.

For testing the third hypothesis the authors reasoned the process of improvement of current organizational-economic mechanism of stimulating productive employment of young people in the labor market of the Republic of Crimea.

4. RESULTS

4.1. Market study of the youth labor market of the Republic of Crimea

In the study of demand in the labor market, the attention of authors was focused on issues related to the needs of employers in the labor force of young people for the organization and development of production. The structure of sample respondents was as follows: 25.7% of the representatives of the sphere of Economy and Finance, to 15.5% in the service sector, 12.7% – agriculture, etc. The survey showed that half of respondents were from small businesses (47.4%), the proportion of medium and large businesses were almost equal (29.7% vs. 22.9%, respectively).

Table 1 presents a sample relevant to youth information regarding the respondents' satisfaction of training young specialists after graduating

from the educational organization giving the scope of activities of the respondents.

Table 1: Data on the degree of satisfaction of training young professionals with the main profile of the organizations (enterprises) (Orlowski, 2014)

Field activity of	Are you satisfied with the young specialists; training after graduating from the educational organization?				Total:
	Yes	No	Not totally	Difficult to answer	
Industry	12	0	179	24	215
Agriculture	69	45	114	27	255
Transport	51	27	90	0	168
Construction	0	69	124	0	193
IT	32	44	104	0	180
Economy, Finance	60	183	237	35	515
Trade	4	69	93	0	166
Service sector	27	73	179	32	311
Total:	255	510	1120	118	2003

The contingency table shows that:

- 56% of respondents are not completely satisfied specialists: Economics and Finance (21%), service sector (16%), construction (11%), agriculture (10%), etc.;
- 25% of respondents are not satisfied at all with the training of graduates in particular fields of Economics, Finance (35%), services (14%), construction, trade (13%), agriculture (9%), etc.;

– 13% of respondents are satisfied with the training, among them representatives of the agricultural sector (27%), Economics, Finance (23%), transport (20%), etc.;

Difficult to answer the question – 6% of respondents.

Studying of proposals on the labor market, the attention of the authors, was focused on the questions expressing opinions about the characteristics of youth employment in the labor market.

Table 2 presents the results of a survey of the analysis of the awareness of young people taking into account the age structure of the situation on the regional labor market at the time of admission in the educational organization.

Table 2: Distribution of the number of the interviewed youth assessing the situation on the regional labor market at the time of entering an educational organization taking into account the age structure

Age	Rate your awareness of the situation on the labor market in the region at the time of entering an educational institution				Total:
	There was no need to be informed about the situation on the labor market	Had only a general idea of the situation on the labor market	Knew about popular professions in the region, ways of job search and the demands of employers for job seekers	Was not aware of the situation	
15-19	49	431	64	74	618
20-24	295	1724	272	325	2616
25-29	101	320	135	69	625
30-35 (young scientist)	14	44	83	0	141
Total:	459	2519	554	468	4000

Based on the answers to this question, it follows that 14% of respondents were completely unaware of the sought-after areas of training in the region, ways of job search and job requirements of employers to candidates, among whom 49% of young people aged 20-24 years; 24% – 25-29 years old, 15% – 30-35 years respectively. 12% of respondents did not own a situation, of whom 69% of representatives at the age of 20-24 years; 16% – 15-19 years etc.

As for the answer to the question: "What, in your opinion, are the main difficulties of young people in employment?", the answers were as follows: 2949 people pointed out compulsory work experience; a mismatch between demand for young specialists with the offer on the labor market – 1951 people; the difficulty to find a job directly in the direction of training – 1288 persons, among whom more than 50% of young girls and women 20-24 years.

The study showed that the majority of young people, particularly young girls and women aged 20-29 years, believe that the main forms of cooperation of business and the educational institute, affecting their employment, are the consolidation of the organizations (enterprises) as bases of training (2603 people) and target training of young specialists (industry order) – 2567 people.

Figure 1 shows the distribution of survey participants by key preferences in the choice of work from a gender structure.

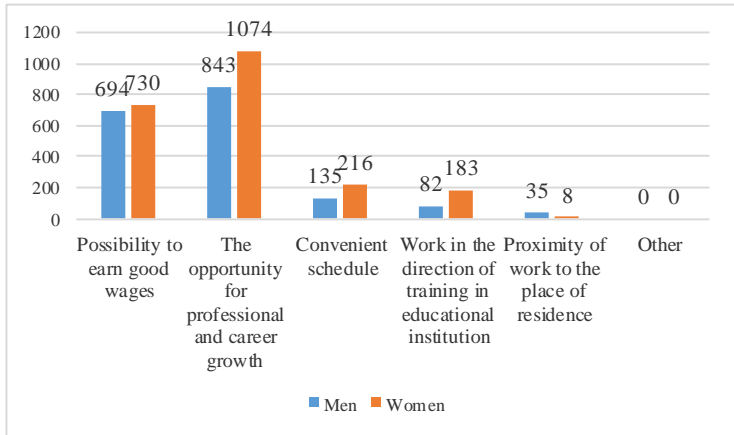


Figure 1. Main preferences of young people when choosing a place of work, taking into account the sex structure

The data of figure 1 indicate that: for 48.5% of respondents young women and 47% men the most important when choosing place of work is a real opportunity for professional and career growth; one of the main priorities is the desire of youth to receive a good salary, this option is noted by 36% of young men and 33% of young women; for the remaining 659 of youth (16,5%) the main preferences in choosing a place of work are working hours, work in the direction of training in educational institutions, proximity of work to the place of residence.

The study of obtained contingency tables and figure involves the elucidation of the fundamental possibility of the existence of connections between the considered variables, and only then, through the application of formal criteria, determine the strength of these ties.

To test hypothesis about the existence of the relationship between the considered variables authors, firstly, performed Chi-square test (χ^2) using SPSS; secondly, using contingency tables calculated contingency coefficient - Guttman's λ (lambda) and τ (tau) Goodman-Kruskal, based on obtained Chi-square (χ^2).

Table 3 presents the average values of the obtained coefficients in the process of surveying employers and young people

Table 3: Average values of the calculated coefficients during the survey of employers and young people

Title	Coefficient Chi-square χ^2	Coefficient of connection Guttman's λ (lambda) ($0 < \lambda < 1$)	Coefficient of connection τ (tau) Goodman-Kruskal ($0 < \tau < 1$)
A survey of employers	12,8	0,4	0,6
A survey of youth	13,0	0,5	0,8

On the basis of obtained results we can conclude that the values obtained are included in the normative interval, whereby the selected individual variables (independent) allow us to predict the behavior of other variables (dependent), while the closer the value of these coefficients to 1, the higher the probability of a correct prediction (Akopashvili, 2011).

4.2. Partnerships in promoting youth employment of the Republic of Crimea

Based on the survey established (dissatisfaction of employers to training of young people, especially graduates; lack of information among young people about the situation on the labor market in the region at the time of admission in the educational organization; the discrepancy between the demand for young specialists with the offer on the labor market; the difficulty to find a job directly in the direction of training, etc.), influencing the process of promotion of youth employment in all age groups that can be eliminated with the active implementation of partnerships.

The efficiency of the economy of the Crimean region directly depends on the development of the processes taking place in the labor market and, primarily, from the employability of young people. In this regard, there remains the challenge of maintaining the level of employment of young people through the study of institutional features and models of partnerships between the main actors of the process of promoting the employment of young people aged 15-29 years, playing a stabilizing role and contributing to sustainable development of the Republic.

Partnerships in promoting youth employment in the Republic of Crimea are presented as the joint work to achieve the goals and through which constructive and mutually beneficial interests of five

major groups of formal entities are agreed having a direct impact on solving problems of the labor market:

1-st group. Federal and regional state executive bodies, economic and social stakeholders in the process of effective youth employment (The Ministry of Education and Science of the Russian Federation, which has subordinates in a significant number of educational institutions functioning on the territory of the Crimean region; The Ministry of Education, Science and Youth of the Republic of Crimea, that has 30 educational institutions of higher education and secondary vocational education submission; The Ministry of Labor and Social Protection of the Republic of Crimea).

2-nd group. Employers who are consumers of the main products of the education system – qualified personnel on educational programs of higher education and secondary vocational education.

3-rd group. Educational organizations of higher education and secondary vocational education, the subject of activity of which is the training of highly qualified personnel in accordance with the comprehensive socio-economic development of the Republic.

The 4th group. Youth, particularly graduates of educational institutions, which with the primary employment, is as close to the requirements of employers to qualification, business, personal and motivation characteristics.

The 5th group. State Institution of the Republic of Crimea "The Center of Employment of the Population" (further-the civil code of the RC "employment Center") and its territorial offices; private employment agency (Ohanian, 2015).

One of the indicators of the efficiency of the civil code of the RC "The employment Center" in general and its branches, is the level of employment, based on information on the number of employed citizens of the Republic to demand from the citizens to assist in finding a suitable work in the territorial office during the reporting period.

Figure 2 depicts the dynamics of the average republic level of youth employment in the period from 2015 to 2016, calculated by the authors.

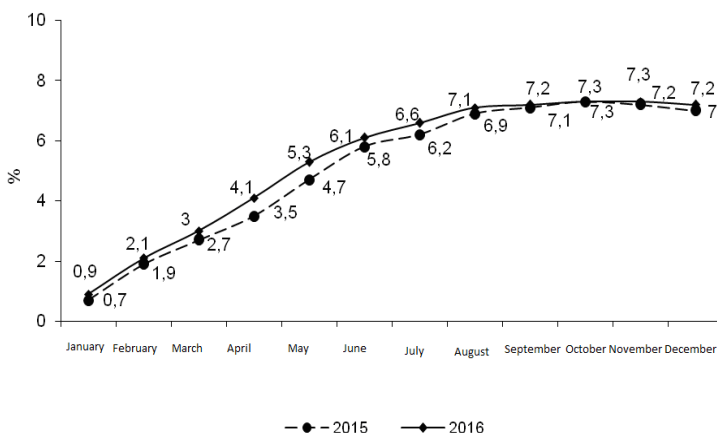


Figure 2. The average republic level of employment of young citizens of all age groups, %

The information displayed in the figure reflect the increased level of employment of the Crimean youth in the analyzed period, on average by 0.4%, especially due to the above mentioned active process of modernization, necessitating new frames (young professionals), and also due to the fact that a temporary working place became a regular for the youth from 18 to 20 years who received SVE and proven for this type of work.

Taking into account the situation at the youth segment of the labor market of the Republic of Crimea in the period from 2015 to 2016, it is possible to conclude that the growing importance in modern conditions of development of the state of a subsystem of the labor market, represented by the civil code of the RC "The employment Center" and its branches, facilitates the removal of social tensions, employment of youth for the development of the Crimean organizations to increase the purchasing power of young people, increase budget revenues, etc.

An important place in the analyzed group of actors is taken up by private employment agencies, particularly recruitment agencies, influencing the growth factor of the effectiveness of the promotion of youth employment in the whole country.

Based on the basic value expectations from the development of the system of partnerships in promoting youth employment, is to justify the fact that focuses on the fact that formal actors pursue

different kinds of interests, achieving individual and regional targets, the implementation of which acts as an important imperative, therefore, in the process of promoting the employment of young citizens, it should be assumed that the identified parties, in any case, will need to enter a partnership, if they fail to realize their interests outside of interaction with each other (Grinenko, 2009).

The harmonization of the interests of the dedicated actors in the process of promoting the employment of young citizens, depends on the degree of their interaction and mutual benefit with the purpose of definition as a result of the option of joint action, not just the optimal reducing the level of controversy, for certain groups of subjects, and will implement their interests in the utmost degree that will affect the whole on sustainable socio-economic development in the region.

Summarizing the above-mentioned authors propose an algorithm of formation and development of system of partnerships in promoting employment of the youth, its scheme is presented in fig. 3.

Algorithm implies the following steps:

1. Formation of goals and tasks of partnerships in the promotion of youth employment.
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Realization of this step needs setting of goals and tasks for a single actor tacking into account their specificity and priority to achieve planned output – improvement of employment of youth representatives.

2. Defining the principles of partnership in the process of promoting youth employment.

This step provides, in our opinion, the definition of the basic principles of partnership relations, among which we can distinguish:

- The principle of mutual benefit, the manifestation of which is to build mutually beneficial conditions that ensure the balance of region-wide and individual benchmarks;
 - The principle of collegiality – the cumulative decision-making, based on the opinions of all formal actors contributing to the employment process;
 - The principle of synergism – the collective well-coordinated interaction of individual actors, ensuring the effective achievement of the process under consideration, and others.
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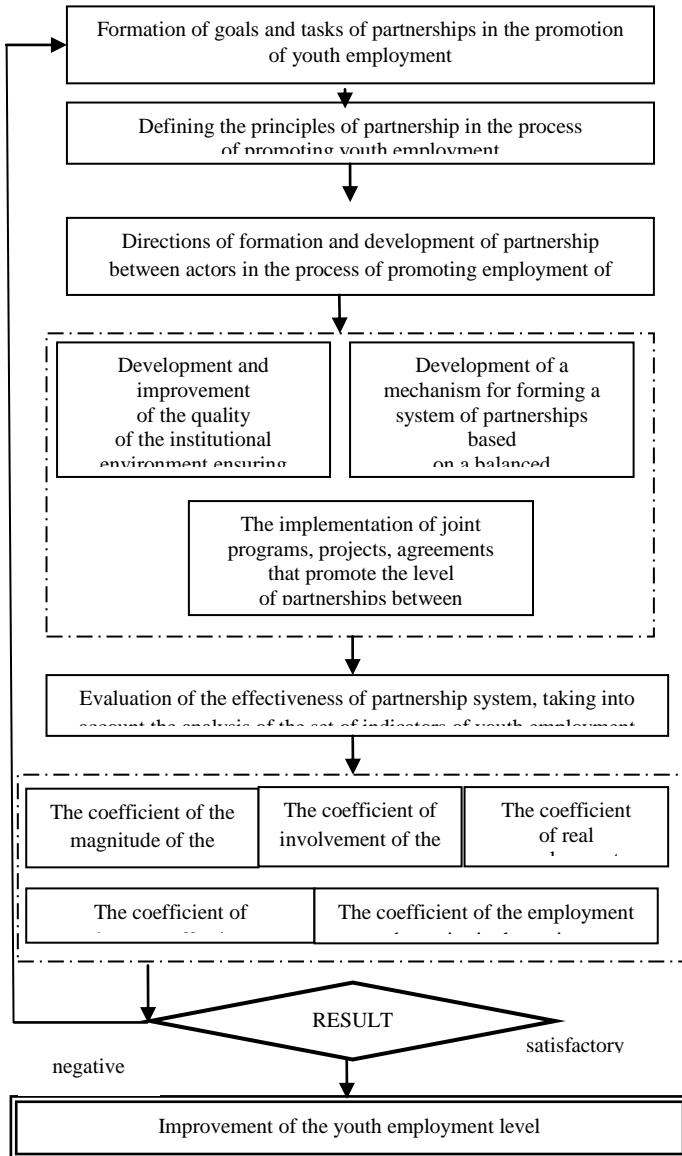


Figure 3. Algorithm of formation and development of system of partnerships in promoting employment of the youth in the region

3. Identification of the directions for the formation and development of a partnership between actors in the process of promoting the youth employment, represented in a scheme by three basic positions.

4. Evaluation of the effectiveness of the partnership system, taking into account the analysis of the set of indicators of youth employment:

– The coefficient of the magnitude of the process of promoting employment, reflecting the volume of contracts concluded between formal entities that create potential employment opportunities for young people, especially graduates of higher and secondary vocational educational institutions, without taking into account natural outflow and regional migration;

– The coefficient of involvement of the educational organization in finding employment, which determines the number of graduates employed by the educational organization in comparison with self-employed representatives without taking into account the natural outflow and regional migration;

– The coefficient of real employment, reflecting the volume of the process of employment of youth representatives to the number of vacancies allocated directly to this social group;

- The coefficient of employment effectiveness, which determines the productivity of the employment process, the orientation of young people to work in the direction of training without taking into account the natural outflow and regional migration;

- The coefficient of the employment dynamics, characterizing the degree of intensity of interaction of formal actors in the employment of young people without taking into account natural outflow and regional migration, etc. (Voronin et al., 2015).

Achieving positive results when calculating the presented indicators will testify to the full implementation of the goals and tasks of the partnership system; in the case of receiving unsatisfactory results (detection of deviations), there will be a need to adjust and refine the selected items to obtain the planned result.

Thus, the implementation of the proposed algorithm will reduce the level of existing contradictions and achieve a synergistic effect on the interaction of formal entities under analysis, which will form the basis for creating an effective long-term process to facilitate the employment of young citizens at the level considered.

4.3. Improvement of organizational and economic mechanism to facilitate the process of effective youth employment in the region

Studying of the market of youth labor and the process of interaction between the main actors involved in the employment the author may state that there is the necessity to improve the current organizational and economic mechanism that can affect the employability of young people in the region. The organizational-economic mechanism means a set of basic tasks, principles, methods, tools and trends that can not only increase the competitive advantage of youth, but also achieve the main goal focused on ensuring youth employment in the labor market. Goal setting necessitates the objective of solving some important problems, which are not contrary to the modern functioning of the labor market of the Republic of Crimea.

In the study, the main tasks developers attribute to the increase in economic activity of youth among the working age population; reducing the number of young people economically inactive (outside labor force), desperate because of a long stay without work; formation and development of labor potential of the youth according to the basic needs of the regional labor market; improving the quality and competitiveness of the labor force of youth; overcoming poverty among the youth; creation of conditions for development of self-employment of youth; training of young people technology to active

job search, promoting the effective employment; evaluation of effective youth employment in key parameters.

Improving the conceptual foundations of this mechanism is of significant importance to the following principles: purposefulness, parity, adaptability, systemacy, implementation of youth policy, sociality, effectiveness, planned character, complexity, variability, dynamism, efficiency, on which basis the regulation of the labor market of youth is based, allowing to achieve the main goal through the development of clear benchmarks. In turn, the authors of the study supplemented the existing mechanism with the previously unused principles of planeness (the subordination of activities related to the regulation of the youth labor market), variance (development and selection of options for effective regulation of the youth labor market, based on setting the main goal and objectives) and adaptability (ability of young people to adapt to the various changes taking place in the labor market).

The next step to contribute to the adjustment of the existing organizational-economic mechanism is to identify the main groups of methods, tools and priority directions influencing the employment of young people; create a good working environment and rational use of a labor force of young people, the impact of which depends on the formulation of basic problems, in accordance

with the main objective of the mechanism. Significant value in the improvement of the analyzed mechanism needs to be complied with legal methods that determine the regulatory and legal framework for implementation of labor relations between the main actors of the labor market of young people.

A special place in the parse mechanism should be given also to administrative methods, based on the establishment of rights, basic norms of labor relations in the labor market of young people, guarantees and benefits for young people of different age groups and categories in need of special protection. According to authors' opinion, the relevance of using organizational methods in the design of the mechanism is to create social and economic conditions for actors in the labor market of youth: development of effective methods of forecasting the needs for qualified young staff, the latest technology in the process of formation and promotion of young professionals, organization of career guidance work with the young staff, etc.

The role of economic methods in the improvement of the studied mechanism is the creation of economic incentives (tax incentives for organizations not only creating, but preserving existing jobs for young professionals; encourage the development of small businesses; the promotion of youth labor mobility; promote youth self-employment; government orders educational

organizations for specific qualified specialists with the necessary competencies, with the purpose of adjusting their actions to achieve the main goal of the mechanism – ensuring the effective employment of young citizens of the Republic.

In modern conditions of development of adjustment of the existing mechanism and updating the institutional structure involves consideration of the methods that establish and perpetuate the institutions (state and regional authorities, regulatory labor laws, unions, unions of employers, recruitment agencies, etc.) that have a direct impact on the development of partnerships, the formation of a modern infrastructure that conforms to the main requirements of the labor market, especially its youth segment.

According to the authors of a study the effective organizational and economic mechanism could not function without modern information methods and their instruments, creating the information system that affects the behavior of actors in the labor market of young people, and promoting their interaction by providing information on the state of the current market, the business activity of the employers, the quantitative and qualitative characteristics of labor potential of the youth, socio-economic situation in the region, the price of labor youth, etc.

Use of the proposed group of methods will allow to react quickly to the processes taking place in the labor market in order to reduce tensions in some positions and control the current situation.

Another component, aimed at improving the organizational and economic mechanism to facilitate the effective employment process, is obligate identification of the priority areas, the implementation of which will create the conditions to achieve the main goal of the mechanism, to increase the employment potential level of youth in the labor market, its level of competitiveness and well-being among the working population as a result of taking into account all components affecting each other, and in general – to ensure sustainable socio-economic development in the region.

Based on the study, the authors provide an improved scheme of the organizational-economic mechanism (fig. 4), aimed at ensuring productive employment of young people and focused on achieving efficiency, which determines the efficiency of the analyzed process on a number of parameters: economic processes in the labor market, educational processes, etc.

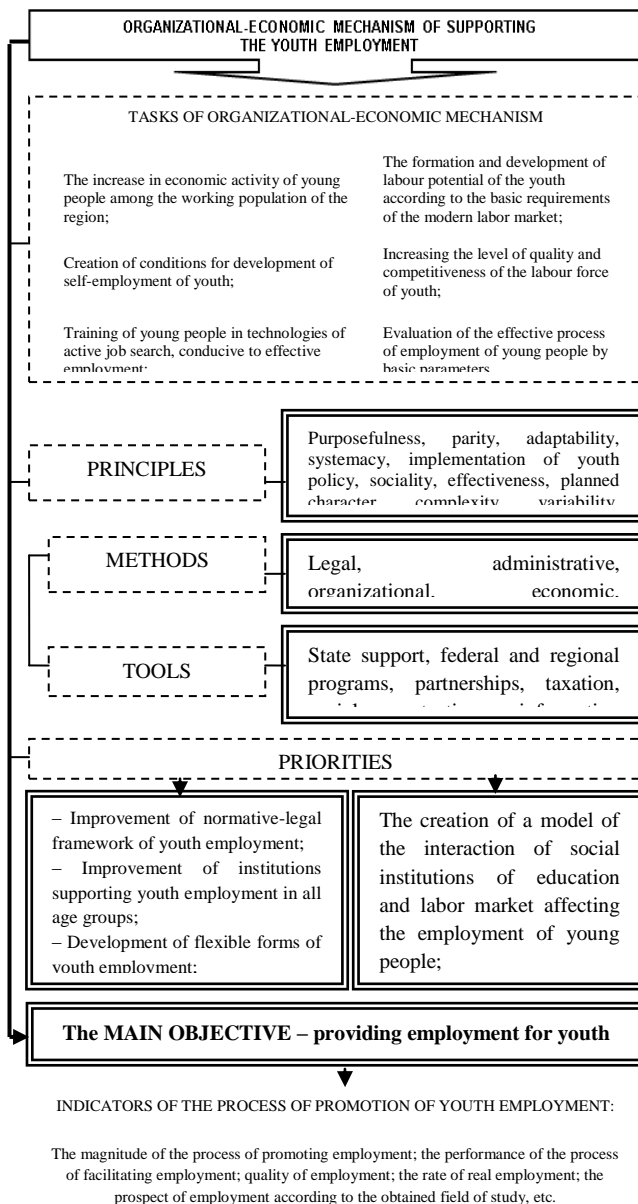


Figure 4. Organizational-economic mechanism of promoting youth employment of the Republic of Crimea [compiled by the authors]

The practical application of the improved scheme will allow not only conceptually reasonable approach to the solution of issues related to the effective employment of young citizens in the labor market of the Crimean region, but also to simulate the processes of its development, taking into account various economic and social constraints.

5. CONCLUSION AND RECOMMENDATIONS

In the study of the process of youth employment, which consists of questioning the main actors of the labor market of young people and identifying the main causes of imbalance (the dissatisfaction of employers with training of young people, especially graduates; lack of information among young people about the situation on the labor market in the region at the time of admission in the educational organization; the discrepancy between the demand for young specialists with the offer on the labor market; the difficulty to find a job directly in the direction of training, etc.) at the analyzed market, it is identified that the hypothesis-1 can be proved.

Based on the analysis of information on the average republic level of youth employment, it is clear that there is a need to develop active partnerships in promoting youth employment in the Republic of Crimea, which are coordinated through a constructive and mutually beneficial interests of major groups of formal entities that have a direct

impact on the decision of problems of the labor market, with the result that, the hypothesis-2 is not in doubt.

Established in the process of research, the first two hypotheses prove the original statement of the authors about the insolvency of the current organizational and economic mechanism, which is not able to timely and effectively address the challenges it faces and is in need of significant improvement that will allow to approach the solution of issues related to the effective employment of young citizens in the labor market of the Republic of Crimea, from which it follows that hypothesis 3 is proved.

Taking into account the conducted research, the authors offer the following recommendations:

- To implement regional policy in the field of promotion of youth employment, so that it will be focused on safeguards aimed at ensuring free choice of employment; protection of labor rights of young people in the employment process; providing the first workplace to the graduates, by the education institutions of higher education and secondary vocational education; orientation in the employment process in an effective and formal employment, etc.;
 - To develop partnerships between the main actors in the process of promotion of youth employment and elect this option
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for joint actions, not just the optimal reducing the level of controversy, and will implement their interests in the utmost degree that will affect the whole on sustainable socio-economic development in the region;

– To introduce an improved scheme of organizational-economic mechanism, which will allow not only conceptually reasonable approach to the solution of issues related to the effective employment of young citizens in the labor market of the Republic, but also to simulate the development processes of the labor market of young people taking into account various economic and social constraints.

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