Influence of information systems on the structure of the labor market of the transport industry

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Abstract.

In the context of sustainable development and the digital economy, it is difficult to find labor resources for the transport industry that are guided by modern trends. That is why it is necessary to analyze the labor market and determine the indicators of personnel efficiency for the transport industry.

Readiness for employment and self-employment occur in a scientific and psychological concept reflecting the motives and determination to accept professional activity tasks in a specific life situation. However, at present, the phenomenon of readiness requires diagnosis, correction and development of the qualitative characteristics included in it. Obviously, modern paradigms of sustainable development and the digital economy significantly complicate their adaptation in a dynamic economic system under the influence of the pandemic caused by the COVID-19 virus. The labor market and self-employment are also drifting in a crisis. On the one hand, there is a shortage of labor resources, on the other hand, there is a fairly high unemployment rate.

1 Introduction

The transport industry plays one of the key roles in the Russian economy. However, the contribution to GDP from the activities of the transport industry amounted to about 8% in 2021. It is obvious that the quality of transport industry services and the growth of its income has a strong correlation with the labor resources that carry out professional activities. Also, new trends in sustainable development and the digital economy, in which human resources should be guided, have a significant impact on the success of the transport industry [10, 12]. The younger generation makes up 20% of the working population in Russia. However, this proportion could be significantly higher if universities and colleges graduates showed competent potential more confidently in the labor market. Among young people, more than 35% are unemployed at the beginning of 2020. Obviously, the formed readiness for work, manifested as an interest and ability for professional employment, as well as a motivation.

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2 Discussions
3 Materials and methods

4 The research part

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Awareness of the personal contribution to the labor result of the usefulness from participation in the production process for the overall socio-economic development of the dynamic system, which manifests itself at the micro-, meso-, macro-levels, which can be correlated with the "butterfly effect" of Edward Lorenz (individual utility in the activity dynamic system: IUADS).

8) Awareness of the prestigious self-sufficiency of individual labor activity, which provides internal satisfaction of physical, material, moral and spiritual needs (prestigious self-sufficiency from self-employment: PSSSE).

Consequently, the phenomenon of readiness can be described by the function 1:

$$PR_{AF}P = F (IPRFC; IPEBP_{R}; IPSPA; ISR_{PR}; ILMPA; FSS_{N}; IUADS; PSSSE)$$

The research showed that readiness for employment and self-employment is the initial stage and part of the phenomenon's structure of readiness for an active labor function in practice (PRA_LFP).

Meaningful characteristics of readiness for employment and self-employment are revealed in three classes of psychological phenomena:

1-aptitude – means measuring the level and potential for the development of subject in talents and abilities for professional occupation;

2-preparedness – involves supplementing them with special knowledge and personal experience, refracted through labor values and meanings;

3-readiness is a systemic motivation of a person aimed at work behavior, determined by the formation of a professional to perform a specific work task.

The problems of youth's employment and self-employment are obvious. Thus, according to the National statistics, the proportional of young people in Russia is over 29 million people in the total population, who provide 20% of the working population. However, it is important to note that at the beginning of 2020, more than 35% of young people were in the status of "unemployed". It is obvious that a young person after graduation does not always manage to form a cognitive map of his professional duties. Thus, the survey of Mikhailova T.A., Gabrielyan Ya.S. has showed that more than 50% of refusals to employ are associated with the graduate's lack of practical skills and work experience. Another 77% of graduates prefer to change their type of activity after the first experience of employment and further reflection: 1) their professional responsibilities; 2) the salary level; 3) career opportunities.

However, it is important to note that a person who has received higher education is more successful in the labor market. According to the National statistics for the period 2019-2020, about 3.5 million students were graduated from colleges and universities, the employment rate was 77.8% in the workforce (Table 1).

The analysis of the data in Table 1 indicates a higher rate of university graduates' in the labor market. These tables also reflect a significant unemployment level of university graduates (8.9%). However, the unemployment rate of college graduates is significantly higher (12.9%).
Table 1. Distribution of graduates integrated into the workforce in 2019-2020 (thousand people, %)

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Number of workforce (thousand people)</th>
<th>Including (thousand people)</th>
<th>The number of persons who are not part of the workforce (thousand people)</th>
<th>The level of participation in the workforce, in %</th>
<th>The level of employed, in %</th>
<th>The level of unemployed, in %</th>
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5 Effective part

6 Conclusion
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