



**THE VALUE OF WORK IN THE SYSTEM
OF LEGAL BEHAVIOR OF EMPLOYEES**

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Summary. This article raises the problem of defining the role of the value of work within the legal behavior of workers in modern Russia. The principles of legal behavior, particularly in relation to the work of a consumer society. The authors identify the installation that affect on the attitude to work in Russia. Also it determined that the attitude toward labor in general and labor relations in particular, is important factor of professional self-determination of the individual. However, the authors state that respect for the work as a value loses its meaning, explain that legal behavior is the norm and is highly valued by society, how behavior can be regulated and show how value of labour is important in the entitlement of employees.

Keywords: the value of work; employee; legal behavior; the employment relationship.

Objective labour demand consists primarily in the fact that labour in its various manifestations is a necessary reality and the requirement for the maintenance of life, its meaning, and a way of ensuring the existence of people. It is the identification of a person in society as active person through the work. Value attitude to work is the key to continued professional growth, self-determination and development of personality [1].

In Russia the value attitude to work influenced by a number of installations that are defined by many scholars as fundamental of the Russian national character [2]. This maximalism and radicalism; anarchism, the tendency not to leadership; the lack of thoughtfulness and planning in the work; uncertainty about the future; justice and collectivism; patience, bordering on passivity; the extravagance. These behaviours often lead to random choice of a profession, which, of course, adversely affects on employment. But also you can see positive traits in the peculiarities of the Russian mentality, such as maximalism,

lack of regularity in the work, which can serve as the basis for maximum results. Gradually forming new hierarchies of work values and priorities, models of social labour behaviour, revives the justification of individual wealth and private property. All these transformations occur in accordance with the new Russian legal space by property relations, with the transformation of labor from the duty to right [3]. From the point of view of the behaviour of entities is evaluated differently. Friendships, relationships between lovers, Hobbies are not included in the legal field and are regulated by moral norms. The behavior of people, which is settled by the law is legal behavior (legally relevant behavior), which is consistent with accepted models of behavior, ethical and moral requirements is the norm and is highly valued by society.

Legal behavior has the following characteristics:

1. Social significance. Expressed in social behavior: it can be good for society, or dangerous.



2. Subjectivity. Expressed in the attitude of the subject to his actions and their consequences.

3. Law regulations. All elements of the behavior of the entities prescribed in the law. That legal regulation ensures the uniqueness of interpretation of certain conduct in the legal field, is the protection from interference in the actions of citizens and other entities.

4. The mandatory of supervision and control of legal behavior on the part of law enforcement and law enforcement agencies of the state. This feature follows from the postulate warranty and coercion by state law.

5. Mandatory of law consequences.

Consequently, the legal subject's behavior can be defined as socially significant, conscious behavior is regulated by rules of law and entail law consequences. The techniques and methods of influence on the work suggest the presence of relevant legal norms and should be implemented only in the range permitted by law, at the same time the law is feeling the effects of economic factors, improvement of methods of stimulation and motivation of personnel [4].

The attitude towards work in General and working relationships in particular, is a factor of professional self-realisation. To define themselves personality focuses primarily on the content of work. The perception of the benefits of their hard work in combination with real supply and demand in the profession creates a comfortable environment and allows to fulfill themselves professionally and productively use their abilities. In our opinion, the value of labour in the entitlement of employee behavior is one of the most important things. If human don't appreciate his work, not aware of his value to society, not associate their work with socially significant landmarks in the development of society, it will be extremely

easy to cross the boundaries of legitimate labor behavior. Such passive legal nihilism sometimes leads to absenteeism, violation of labor protection, production waste, etc.

No one will deny that the work is a very important indicator of life of Russians. But, as shown by research conducted by the Institute of sociological studies over the past twenty years, the attitude to work has changed quite significantly. If before the work could be seen as a goal and how to achieve a variety of benefits – financial, social status, social recognition and respect, meet the needs of self-realization, and today the work is perceived by most people only as a means to achieve material prosperity. The value of “interesting work” in the hierarchy of other life goals fell down from 41 to 29 % [1]. The consumer society increasingly called Russian society despite the fact that labour is more like despair, and not as the an independence of person. “The exorbitant social and physical needs” and “extremely low capacity combined with the lack of environmental consciousness” – an indicator of the mentality of Russians [5].

We can state that the respect for labor as a value loses its meaning. Cultural-value component of labour serves as a basic factor in the economic existence of society. Motivation positive attitude to work, a culture, support its high status in the scale of values often determines the level of economic development of a given society. So that in modern enterprises must form a stable system of legal behavior of all participants of law relations, their interaction with each other in the labor process. In such conditions it is possible to impart to the participants of the employment relationship, the value of their labour to the enterprise and society as a whole.



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