

ADVANTAGES AND LIMITATIONS OF USING INTERDISCIPLINARY SYNTHESIS FOR STUDYING WORK PROBLEMS IN INNOVATIVE DEVELOPMENT FIELD

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ABSTRACT

Numerous and diverse changes in employment and labour relations assistant the process of deepening and expanding the space for innovative development, the study of which is becoming more limited within the traditional methodological frameworks. Despite the relevance of interdisciplinary synthesis it has not been widespread yet in the research of problems of labor. The article discusses the current state of the research field and limits of application of different approaches to the analysis of new trends in labor and employment relations. The possibilities and limitations of interdisciplinary synthesis in the study of labour world, taking in account the processes of innovation.

Keywords: *cross-disciplinary synthesis, socially-labour relations, decent work, employment, innovative development model, risks, labor market.*

1.INTRODUCTION

Due to the strategic role of labor in the development of economic systems and society as a whole the labor problems have a special place in the space innovation growth. Numerous and diverse changes occurring in the field of social and labour relations in the sphere of innovative development present many new phenomena to the modern researcher that require in-depth analysis and application of cross-disciplinary synthesis. In conditions of high uncertainty, instability, turbulence of economic processes and growing their relationship with the problems of labor scarcity unconditionally of studies of the phenomenon of social and labour relations and their derivatives becomes more obvious.

Global and local socio-economic transformations have a direct impact on the subject field of labor Economics in connection with the changes, first, of the subject of work and patterns of its behavior; second, direct labor process; third, the emergence of new relationships, patterns and trends in the system of social and labor relations; fourth, new cross-functional interactions of the individual components "spaces of labour", and, fifth, strengthening the condition of the sphere of labour and employment with the macroeconomic situation in General.

2.ESTABLISHING A CONTEXT

The use of cross-disciplinary synthesis in the study of labor connected with the formation of the new subject of the construct to describe the real processes more accurately. First, a vision of the studied issues in the three "hypostases" is necessary: the methodological (involves the study of labor by means of various disciplines – Economics, Sociology, Psychology, Anthropology, Demography, Statistics,

Management, Evolutionary theory, Regional science, etc.); organizational (the order of interaction between scientists studying different aspects of this phenomenon by their own means); information (implement of applied results in the development of concrete solutions in the social and labour sphere).

Definitely venturing and expanding innovative space has an impact on the state and trajectory of development of the world of work, it creates unprecedented opportunities and challenges for progress in the field of labour and employment which need their adequate interpretation and systematization. In particular, it concerns a shift of focus in the discourses of research in the sphere of labor in the direction of the analysis of innovative forms of socio-labour relations. Volunteer work is shown from another vision, employment in the field of social entrepreneurship, innovation on firm-level labour markets; development of assessment system of intellectual labor, etc. On the other hand, today the methodology of economic science remains a field of intense debate, and the introduction of new patterns ambiguously accepted by many researchers working in the framework of the approved approaches. Methodological individualism as the dominant principle in the study of the behavior of entities in all spheres of economic life (including in employment), supplemented by a rational, adaptive expectations, in the conditions of innovative development it is not the whole explanation for all the diverse range of processes and phenomena in the workplace that cannot be reduced to maximization of income.

Innovative content of the economy generates direct and latent risks in the labour sphere. In our opinion, the most important risks are the following :

- the risks of strengthening the structural components of unemployment ;
- the risks of expansion and qualitative transformation of the informal sector of employment, the blurring of the boundaries between formal and informal sector employment in some cases;
- the risks of inefficient institutions, innovation employment (or delayed effects from the import of institutions in the sphere of labour);
- the risks accompanying the development of diverse non-standard forms of employment. In particular, in the development of new forms of social and labour relations is enhanced by the asymmetry of the parties (Agency work, freelance, etc.), not to uphold the principles of decent work, social dialogue is absent;
- professional risks (essentially new areas of activity with unexplored consequences for human);
- the risks of network forms of work organization;
- the risks of polarization in the structure of the workplace from the standpoint of innovation development;
- strategic risks of labour market development etc.

A special attention is paid to the group psychosocial risks among the others, shown in the job place in the work process. It was demonstrated in the Report on psychosocial risks in Europe (2014) that 25% of employees feel stressed during the whole working day or a half part of it [22]. The analysis of the problems of this risk group allows us to demonstrate the opportunities of cross-disciplinary research. Thus, the statutes of behavioral medicine, psychology of professional health and social well-being are found in implement in the framework of labour protection. The importance of this research direction is evidenced by the fact that in Denmark psychosocial risks are included among the priorities of the national

strategy of labour protection in 2012-2020. In Sweden the Research Council of Labor and Social Life supports cross-disciplinary Stockholm centre for the study of stress.

3.LITERATURE REVIEW AND ESTABLISHING A RESEARCH GAP

In recent years cross-disciplinary synthesis increasingly attracted the attention of researchers–economists, but were not developed enough in the field of research of labour sphere. In the modern economic interpretation of the processes occurring in the labour market and employment of population foreign researchers paid attention to the pragmatism, verification and instrumentalism .

Postulating the sufficiency of the limitations of economic research to empirically check the issues in the terms of innovative development and multi-criteria selection of the labour subjects the dominant positivist tradition in the study of the labour sphere is not able to give answers to many questions and explain many phenomena of labour sphere for a long time. The next important issue is the quality and adequacy of the economic models themselves.

E. Laser indicates the comparative advantage of economists in providing solutions, but a weaker position in the identification of issues (compared to industrial sociologists and psychologists) As the differences of approaches and economic theory in the study of Economics staff [11]. Recognizing the insufficiency of the economic approach to the study of problems of human behavior in the sphere of labor in modern conditions, at the same time, we should notice that due to the use of this approach such difficult interpreted forms of behavior as "childbearing, parenting, participation in the labour force and other decisions taken in the family" were enriched [1].

Labour sphere is developing in the process of innovative development not hard stadial and diamnononane, in accordance with the classic laws of supply and demand, income effects and substitution. It is becoming increasingly important relations and non-classical, non-market type (in particular, new forms of employment and legal constraints, public choice and "protected flexibility", the socio-cultural "effects" of intellectual volunteerism, etc.). In these conditions the integration of different approaches will allow us to understand the nature of the modern transformation of the sphere of labour and employment, to study their interconnection with other system elements of Economics, to identify opportunities and methods to achieve strategic goals of innovative development. However, it should be noted the productivity of the research of relation between innovation and unemployment in the traditional tools of neoclassical Economics labour (through the prism of the elasticity parameters, the effective wage, equilibrium, etc.) [21].

The productivity of the research of behavioral patterns of the regional labor markets, points of growth of innovative employment, developing based on the integration of the provisions of labor Economics and regional Economics, regional science are possible to ascertain in modern conditions. In particular, the study of spatial aspects of the labour sphere functioning on a joint of these approaches enables to construct groups of the regional labour markets; to conduct the case study regions-"leaders" and "outsiders" from positions of employment in the innovation sector more detailed, etc. In modern conditions cross-disciplinary discussion focus in this research field around the analysis of benefits and costs of market, geopolitical and leveling approaches to the choice of priorities of innovative spatial development based on the competitiveness of the regions and the available human potential.

Innovative development changes the relationship between natural and artificial [19], there is a new synthesis. This process transforms the content and structure of the labour relationship in this creative and standardized components requires new approaches to the evaluation of results and productivity, its management and rewards, to building organizational culture.

There are the opportunities of exploring new areas of research, new problems in the labour sphere associated with uneven development and heterogeneity of the innovation space in the framework of cross-disciplinary synthesis

In this regard, it is necessary to allocate productive approaches to the study of the relationship between processes of agglomeration, innovation and concentration of new jobs, the problems of clustering - as the key problems of modern economic geography [6, 14, 16].

The use of achievements in economic geography due to the description of the "labor" component of the cluster development and the description of interaction of labour subjects within the clusters (that is the researchers regard as a "black box" in most cases) will help to identify the determinants of innovative activity, the role and the most effective tools of regional policy in the aspect of promoting innovation.

The new possibilities in the study of the emergent aspects are worth to be noted which are connected with the new risk and safety in the workplace; human resource management, management of creative chaos; talent management; self-organization and social dialogue; strategic planning and management; "decent" work; human development in the labor process, etc. currently, it is possible to ascertain significant trends in the field of human resource management, which are largely influenced by the interdisciplinary cooperation in the research field: first, we talk about a shift of focus from resource management approach towards talent management, knowledge about the development of alternative theories [3]; second, a new ratio of convergence and divergence of national practices in this field in the context of globalization, the emergence of new patterns, new non-Economics research methods and management, new explanatory theories [5].

However, the relevance of traditional issues are not reduced in the study during of which standard tools of labour Economics can be successfully used. The analysis of data presented in the report of the ILO World Employment and Social Outlook – Trends 2016" [23] shows that in the world countries precariousness level, vulnerable employment was 46.1% in 2015, and according to the forecasts in 2019 it will be declined to 45.8%. While the most rapid reduction in vulnerable employment will occur in the countries with developed and emerging market economies. The number of unemployed people in the world is 197.1 million. in 2015. It is a large scale unemployment among low-skilled workers. The duration (time period) of employment contracts are reduced .

In the framework of analysis of each indexed problem an cross-disciplinary approach will reveal new aspects on the edge of Economics and law, sociology, and economic geography. However, the new sound becomes the question of the choice of macroeconomic policy instruments aimed at stimulating employment in the new conditions taking into account the need of formation of innovative models of employment in the regions.

The analysis of current researches in the sphere of cross-disciplinary approach to the study of economic processes and phenomena allows us to make a conclusion that the most prevalent first of all a systematic approach. By some writers the concept of a system Economics [8] is considered in terms of forming a common platform, contributing to the overcoming of the contradictions and solving the most important questions of economic theory in modern terms.

Last years there was a considerable interest neuroeconomics as a research paradigm, integrating the achievements of Neuroscience, Psychology, Economics and Statistics. Adaptation of the status of this paradigm to the study of the labour sphere allows you to allocate such applications as the analysis of the process of making individual and collective decisions regarding the conversion of the intellectual potential of constituent entities of labour in different kind of innovation the selection of alternatives in all fields of social and labor relations and risk allocation of constituent entities of the labour market in the

course of traditional and innovative labor practices. Interest is the involvement in the analysis of problems of labor and social-labor relations in the conditions of innovative development provided, Bionomics.

4. FORMS OF SYNTHESIS

Two forms of synthesis should be noted In the context of our analysis: a) the interpenetration of the approaches of different schools of economic theory, various fields of economic science in the study of the labour space and employment, and b) kind of consolidation to a new level in various fields of knowledge in the interpretation of processes and phenomena in the labour sphere. In this regard, the methodological platform of research in the labour sphere and labor relations in modern conditions involves a combination of several approaches. Among them there is a systematic approach, the neoclassical approach (with its emphasis on the effectiveness of market-based tools); process approach (the labor process as a sequence of actions, grouped by functions, the result of added value); the institutional approach (the study of traditional and new norms, rules structuring the interaction of labour subjects); the elements of the concept of human development; concept of decent work. Implement of the synergetic approach allows to describe the work sphere in the terms of innovative development in certain order parameters, stability, self-organization, multi-variant types and forms of employment, etc. in Addition to these approaches, special attention should be given to possibilities of logistics approaches. Thus, the use of logistic approach to the study of the labour sphere allows us to systematically examine and organize labor flows in unity with other threads (material, service, information, financial), thereby ensuring the continuity and flexibilisation interaction of actors in innovation and production space. This approach takes more specific terms in the consideration of the internal aspects of the organization's systems of work and its rewards based on individual and collective contributions in achieving the ultimate goal of the company. Given the increased risks in social and labour sphere, it is expedient to address to the machine risk-science with its axioms of inclusiveness, acceptability, frequency.

In the terms of innovative development the boundaries of rationality in the behavior of the labour subject in modern conditions are becoming more mobile, more difficult to be interpreted within the traditional tenets of Neoclassicism, so it is advisable to use the methodological tools of behavioral Economics [12,13,15,20]. As shown by research in behavioral Economics, the structure of preferences of the individual (employee) is unstable and changes depending on the economic context, in particular from the prevailing structure of prices and features of reward mechanisms" [4]. The involvement patterns of psychology in the analysis of the behavior of subjects in the field of labour allows researchers not only to identify the underlying causes of phenomena in the labor market, but also to analyze the problem of cognitive error, selfishness when making certain decisions in the field of employment. A fairly new area, the possibility of a deeper study which is related to the synthesis of statutes of labour Economics and psychology, supports the Contracting of labour, which determines the relationship "employee-employer" (the formation of a new type of psychological contracts [18] that go beyond the use of an institutional contract theory in labor Economics. In addition, the tools of psychology can productively be used, for example, in the study and structuring of remuneration systems for various reasons [7].

5. THE POSSIBILITIES OF CROSS-DISCIPLINARY SYNTHESIS

It seems that the possibilities of cross-disciplinary synthesis in the study of labour problems based on the patterns of innovation development can be grouped as follows:

1. a deeper analysis of the substantive, structural and functional content of labor sphere and the expansion of the conceptual apparatus of the theory of labour in the innovation Economics due to the introduction into scientific circulation of new categories (located on the "frontier" regions of knowledge);

2. analysis complexity, versatility of interdependent area of social and labour relationship with other spheres of society. In particular, it is necessary to consider the socio-cultural context of development in the labour sphere in the terms of innovative development. The value of the model largely determines the type of agent behaviour in the workplace. It should be taken into account the high role of traditional culture in the development of "a man - production" system in the definition of new forms of agglomeration [25]. Specific models of labour behavior is developed in the framework of such forms that are defined and shared socio-cultural environment. It is important to investigate this aspect from the standpoint of forming innovative development models of employment and labour market. A study of the modernization aspects of labour behavior is possible with the expanded use of the tools of modern Culturology and Sociology. As national and corporate culture have a significant impact on economic behavior [17[].
3. "optimization" multicriteria and selection of strategic and tactical solutions in the field of labor sphere and labor relationship (based on the criteria of economic, social, innovative, psychological and managerial nature);
4. a large monolithic of single "field of study" than structured and delineated the field of particular sciences (Labour Economics, Labour Sociology, Labour Psychology, Management, etc);
5. overcoming the narrowness and the restoration of the "failures" of one (dominant) approach (e.g., Labor Economics, Labor Sociology, etc);
6. the possibility of making more effective policy decisions based on many criteria and possible effects for other spheres of society. In this case, the high potential "synthesis" of Labour Economics and law (experience in the field of interaction of these areas of knowledge, however, there is still a problem used "language")

6. CONSTRAINTS

However, the creation of new research fields to study the processes occurring in the labour sphere, through interdisciplinary synthesis is associated with a number of epistemological and ontological constraints of the plan. Among them the following are most important:

1. uncertainty and irreducibility of concepts, due to the specific scientific language of each knowledge area;
2. the complexity of holistic descriptions because of the specificity of approach of each discipline;
3. the possible inconsistency of the research results obtained through different approaches;
4. unsystematic use of methods of Economic Science, Demography, Sociology, Innovation Theory, Evolutionary Theory, and Synergetics, Risk Science for the analysis of labour processes and labour relationship in the absence of sufficient justification of their appropriateness in each specific situation;
5. the difficulties of communication between representatives of different fields of knowledge (caused by a variety of conceptual contexts);
6. wrongly assessed the adequacy of the used methods the specificity of the object of study.

It is necessary to consider the identified constraints in the implementation of interdisciplinary research projects in the social and labor sphere.

7. CONCLUSION

There is a particular relevance to a number of problems in the context of cross-disciplinary research as it seems to us. It includes the issues of decent work, innovation, employment, volunteer work, behavioral responses of regional labor markets on the implemented model of innovation development. In particular, the study of the problem of decent work in terms of innovative development of Economics will be more full in the disclosure of demographic aspects (features of labor behavior of representatives of different demographic groups, new trends in the labor force reproduction, migration); behavioral patterns of the workers in compliance with safety standards, the choice of forms of remuneration, social dialogue, etc.; accounting for the rate and regularities of influence of innovative activity on some parameters of decent work; analysis of the spatial dimensions of decent work; psychological features of perception of standards of decent work; "routine" and "search" in this field and others. In our view great heuristic possibilities for the development of practical measures represents a cross-disciplinary synthesis in the analysis of firm-level aspects. For example, during the study of HR management in virtual organizations, systems of rewards, network forms of labor interaction, and team building. In the light of these approaches it is worth to look in new ways at issues such as the development and utilization of human capabilities of innovation clusters, the institutional design of innovative fields of work etc.

There is another important area for effective application of cross-disciplinary synthesis – the design of educational programs. Currently, the issue of cross-disciplinary integration is actively used in the design process of vocational training and retraining in various spheres of professional activities which are most significantly influenced by contemporary socio-economic processes [9,10] that will enable the graduates to deal more effectively with professional challenges they face in a rapidly changing environment. In this cross-disciplinary approach provides the basis for informed decision-making, if necessary, consideration of numerous factors. In particular, it affects the training area of the graduates (bachelors) in tourism sphere as one of the fastest growing industry in modern economy [24].

It appears that a conceptual look at the problems of labor in the twenty-first century from the perspective of new trends in economic development and human development involves the formation of analytical foundation which allows to base an adequate response to the challenges of a rapidly changing reality. The focus of the new Labour Economics is to be the labour subject in unity with the considered range of personal and social choice, and likely compromise, the ranking of alternatives taking into account decent work and sustainable development of the economy and society as a whole.

In conclusion, it should be noted that the vector of development of methodological base for research of labour problems in the area of innovative development should be directed towards developing a more holistic approach which requires the cooperation of traditional and new for this sector approaches on the principles of cross-disciplinary synthesis.

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