

WAYS IMPROVEMENT MANAGEMENT OF THE MANPOWER IN THE SANATORIUM COMPLEX

In article management of a manpower in sanatorium complexes is considered actual problems and given a mechanism suggestion for improvement management of a manpower as preparation, selection and professional development of shots.

Keywords: manpower, management of a manpower, mechanism, state policy.

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THE NATURE OF CLUSTER POLICY IN THE REGIONAL DEVELOPMENT

Annotation. In the article the potentials of the regional development are considered. In the work methods that can reduce disparities among different regions for the economic growth of nation are analysed.

Keywords: cluster policy, regional development, reducing disparities among regions

The balanced regional development which includes reducing disparities between regions has significance for the economic growth of the nation. The policies which are related to the development of regions in the Western world may have two main motives: decreasing pressure of poverty and distress in the depressed and less developed zones, and relieving issues of over development in the metropolitan zones. Therefore, any cluster policy achieving the mentioned goals should be considered as beneficial.

A cluster is the set of interlinked companies and institutions in the similar field of activity which are geographically near located [1, pp.15-34].

The most widely used and accepted type of geographic description is defining characterizations by regions [2, p. 96]. The term region may define a spatial entity: the region is known as the zone that can be defined in a specific way or as the specific area of the state. A region is formed by spatial elements having similarities, which are contiguous and non-contiguous, for one as well as for several chosen criteria.

Development planning in regions is both significant in backward and developed areas. The presence of regional development planning in the process of the national economic planning has the strategic significance [3, p.21].

Locating projects in the backward regions based on intention to promote regional welfare rather than basing on techno-economic efficiency at the national level is argued to reduce economic development and national welfare: time required to complete the project as well as costs may increase or the efficiency level of operating may drop, and as a result benefits achieved from projects as well as their cost ratios can decrease. On the other hand, the policy of concentrating development in the few chosen areas only as metropolitan zones increases the disparity level between them and other economic zones in the state. Therefore, developing regions may include an option to choose whether to bring national or regional welfare, whether to give up national welfare for the interest of increasing welfare in the region [4, p.96].

In terms of the regional welfare metropolitan zones are not efficient for the society, and an option of developing medium sized towns is more preferred. Locating projects in small and medium

sized towns rather than in metropolitan zones may decrease disparity between regions, and as a result creating the infrastructure for the industrial complex as well as services in these areas spreads growth from towns to other parts of regions [5, pp.325-337]. However, the potentials of the region should not be overestimated as absence of enough capital, and natural resources, resistance of the population on the cultural level to accept changes may cause the underdevelopment in the regions [6, p.213]. Therefore, a cluster policy which can reduce disparities between different regions and can distribute appropriate balance of economic development among them is considered as adequate.

There is a tendency that strategies to develop regions have become more used by the policy makers [7, p. 325]. For instance, 17 countries (57%) of the European Union implemented programs on regional clusters, and nearly half of them are introduced in the UK and Poland [8]. The attitude towards these programmes different through the European Union: 11 countries considered these policies as highly important (39%), 8 countries – as the medium significance (32%) [9].

Researches showed that networking, connections, both formal and informal, and partnerships have importance for clusters [10, 11]. Moreover, the significance of institutions and political context for clusters was recognised in the researches. The appropriate development of the industrial cluster needs political regimes that are strong and machines providing growth which can generate local organizations focused on the economic growth [12].

The cluster policy is a tool; therefore, only appropriately chosen strategies may bring benefits. The researches state that adequately chosen cluster policies have positive impact on regions.

The rural zones are in disadvantage as clustering as well as agglomeration has strategic significance for the growth of industry. However, clustering of the industry, which may occur outside of urbanized zones, has higher impact than agglomeration. As a result, for some rural areas the processes directed whether to foster industry clusters or create new ones may bring growth of the local economy. However, the policies should be adequate and implemented with care as they may not bring economic benefits for every zone or community [13, pp. 170-187].

Implementing development strategies based on clusters may provide support for jobs as well as higher salaries compared with cases of cluster absence. However, based on how successful is the community in providing the sustainability of the industry cluster defines how beneficial is increase in salaries. In addition, higher salary may not follow even good policies, which are cluster based, only a few range of rural type of industries may guarantee rise of wages [14, pp.18-25].

Policy to develop economy in regions should put emphasis on traded clusters, as they provide higher salary, increase in local jobs and wages. Improving productivity of all clusters instead of choosing 'more desired' clusters is a better strategy to follow. Creating innovative capacities in the regions, diversifying enterprises and institutions which generate output, which is innovative, are also good cluster policies [15, pp.549-578].

In conclusion, cluster policies may have positive impact on economic growth in regions if they are adequately chosen. Moreover, a cluster policy may bring economic benefits to the regions by focusing on minimizing disparities among different areas within the state as well by making emphasis on making the policy on clusters in the regional level to fit the economic development plan at the national scope.

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АЙМАҚТЫҢ ДАМУЫНДАҒЫ КЛАСТЕРЛІК САЯСАТТЫҢ ТАБИҒАТЫ

Бұл жұмыста аймақтардың дамуын үйлестіруіне қажетті кластерлік саясатты талдау жүргізілді. Сонымен қатар, мемлекеттің ішінде әр түрлі аймақтардың экономикасының дамуын үйлестіру ұлттық деңгейде болуы тиіс.

Кілт сөздер: кластерлік саясат, аймақтың дамуы, аймақтар арасындағы теңсіздіктің азаюы.

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ПРИРОДА КЛАСТЕРНОЙ ПОЛИТИКИ В РЕГИОНАЛЬНОМ РАЗВИТИИ

В статье проведен анализ кластерных политик необходимых для сбалансированного развития регионов. Помимо этого, координация развития экономик разных регионов внутри страны должно быть на национальном уровне.

Ключевые слова: кластерная политика, региональное развитие, снижение диспаритета между регионами