

ANALYSIS OF THE EFFICIENCY WAGE FUND IN PHARMACIES

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Introduction. The activities of pharmaceutical workers are very responsible, due to the release of drugs, and therefore requires maximum accuracy and high qualification. Wages play an important role in motivating the work of pharmacy workers. The system of wages should be flexible, stimulate the increase in labor productivity, have a sufficient motivational effect. The growth of wages should not outpace growth rates of labor productivity. Therefore, it is necessary to conduct an analysis of the efficiency of the use of funds aimed at paying wages - the wage fund.

Aim. The purpose of the study is to analyze the efficiency of using the wage fund in a pharmacy institution.

Materials and methods. In the work, indicators of managerial and financial reporting of a pharmacy institution were used. Statistical methods were used for the research: factor analysis, analysis of dynamic series.

Results and discussion. The work of pharmacy workers is very diverse and often not evaluated in specific physical indicators. Therefore, for pharmacies, there are uniform generalized indicators of labor and wages. These indicators include:

- labor productivity of personnel;
- wage fund of employees;
- average number of employees.

We have analyzed the productivity of labor by comparing the rates of its growth with the growth rates of wages (tab. 1).

Table 1

Analysis of the ratio of growth rates of labor productivity and payment of employees in Communal Enterprise «Lozova Municipal Pharmacy», 2016-2017 years

Indexes	2016 year	2017 year	Deviation +,-	Growth rate, time
Commodity circulation, UAH.	5488534	9577444	+4088534	1.74
Number of staff, persons	11	55	+44	5.0
Staff productivity, UAH.	498957	174135	-324822	0.35
Payroll fund, UAH.	181252	956636	+775384	5.27
Average annual salary, UAH.	16477.45	17393.38	+915.93	1.05
The coefficient of progressing productivity growth over the growth rate of average wages				0.33

From data tab.1 it is evident that in the communal enterprise "Lozova Municipal Pharmacy" the average wage of one employee in 2016 amounted to 16477.45 UAH. in 2017 it grew by 5% and amounted to 17393.38 UAH.

When analyzing wage costs, it is necessary to determine: how effective is its stimulating role in improving the results of labor. The given data show that in the investigated period in the Communal Enterprise "Lozova Municipal Pharmacy" there is a significant decrease (by 65%) of labor productivity, although wages increased by 5%. From this we conclude that the growth of wages in the enterprise is not a consequence of increasing the efficiency of labor use. There is a surplus of wage fund, an increase in costs and, accordingly, a reduction in the amount of profit.

One of the most important areas of analysis is the assessment of the impact of factors on the size and dynamics of the wage fund of pharmacy workers. We will conduct an analysis of the influence of factors on the change of wage fund in the Communal Enterprise "Lozova Municipal Pharmacy" by the method of chain substitutions (Tab. 2).

Table 2

Factor analysis of the wage fund in communal enterprise "Lozova Municipal Pharmacy"

Substitution number	Interacting factors		Effective indicator - wage fund, UAH.	Effect of factor on performance indicator	
	number of staff, persons	average wage, UAH		Amount, UAH.	The share of the factor, %
0	11	16 477.45	181252.00	-	
1	55	16 477.45	906259.75	725007.75	93.5
2	55	17393.38	956635.90	50376.15	6.5
Cumulative Impact of Factors				775383.9	100.0

According to the calculations, the main factor that contributed to a significant increase in the wage bill in the communal enterprise "Lozova Municipal Pharmacy" is the increase in the number of pharmacies for 44 people. (due to the opening of pharmacy items). As a result, the wage fund has grown by 725007UAH, which is 93.5% in the structure of the factors. Due to the increase in the average salary, the wage fund in the studied pharmacy increased by only 50376UAH, which in the structure of the factors of influence is 6.5%. The combined effect of factors led to a growth of the private enterprise in the communal enterprise "Lozova Municipal Pharmacy" at UAH 775383.90.

The following indicators were used to characterize the efficiency of the use of funds for labor remuneration:

- turnover of 1 UAH of the wage fund;
- profit for 1 UAH wage fund;
- integral indicator of the efficiency of using the wage fund.

Indicators of salary can also be interpreted as an assessment of the effectiveness of staff motivation. If the system of motivation is effective, the increase in wages will be accompanied by a higher growth of financial results. We will analyze the efficiency of the use of funds to pay for work in the communal enterprise "Lozova Municipal Pharmacy" (table 3).

Table 3

Analysis of the effectiveness of using funds aimed at paying employees
Communal Enterprise "Lozova Municipal Pharmacy"

Indexes	2016 year	2017 year	Deviation, +/-	Growth rate, time
Commodity turnover, UAH	5488534	9577444	+4088534	1.74
Profit from sale, UAH	79200	116300	+37 100	1.47
Wage fund, UAH	181252	956636	+775384	5.27
Turnover on 1 UAH of the wage fund	30.28	10.01	-20.27	0.33
Profit for 1 UAH of the wage fund	0.44	0.12	-0.32	0.27
Integral indicator of the efficiency of using the wage fund	3.65	1.10	-2.55	0.30

Turnover on 1 UAH of the wage fund in the communal enterprise "Lozova Municipal Pharmacy" (indicator of stimulation of turnover) in the dynamics significantly decreased from 30.28 UAH. up to 10.01 UAH. This tendency is explained by the fact that the growth rate of funds aimed at remuneration (5.27) exceeds the growth rate of sales revenue in the pharmacy (1.74). The decrease in 2017 by 70% of the integral indicator of the efficiency of the use of wage fund compared with 2016 indicates a decrease in the efficiency of the use of funds aimed at remuneration in the investigated pharmacy institution.

Conclusions. The conducted analysis of the effectiveness of the use of wage fund in the Communal Enterprise "Lozova Municipal Pharmacy" indicates the need to increase the rationality of the use of funds sent to pay. The main areas of reduction of labor costs are: constant increase in labor efficiency; increase in volume of production; improvement of the organization of wages; permanent effective control over the correctness of the payment of wages, observance of staffing budget discipline, etc.