**THE NEGATIVE EFFECTS OF HIGH EMPLOYEE ENGAGEMENT: PROFESSIONAL STRESS AND EMOTIONAL BURNOUT**

MEDVEDEVA T.A., Siberian state transport University; e-mail: tmedvedeva@mail.ru.

**Abstract**

Most engagement studies are devoted to the analysis of the positive impact of engagement on economic indicators [Mizne, 2015; Schwartz, 2015; Aon Hewitt Global Employee Engagement Database, 2012; Towers Watson, 2011; Kular et al., 2008; May, Gilson & Harter, 2004; Harter, Schmidt & Hayes, 2002]. A number of studies are aimed at identifying the causes of the alienation of employees [Boisenger and Kuppers, 2014; Medvedeva, 2016].

This article aims to draw the attention of researchers and practitioners to the negative consequences of the phenomenon of involvement, such as professional stress and, as a result, professional burnout of employees. The article presents the results of a study carried out by the author at Russian enterprises for a number of years and whose purpose was to comprehensively analyze the interrelationship and interaction of employees’ involvement, professional satisfaction and professional burnout.

The results of the study showed a positive correlation between the expressed general level of stress, employee involvement and emotional burnout syndrome.

**Keywords**: employee involvement, professional stress, professional burnout.

**SOCIAL AND ECONOMIC ASPECTS OF LIFE SAFETY PROBLEMS AND EFFECTIVE WAYS OF THEIR SOLUTIONS**

SHKRABAK R.V., Ph.D. Associate Professor of the Chair of Safety of Technological Processes and Production of the St. Petersburg State Agrarian University. E-mail: shkrabakrv@mail.ru, tel.: 8-921-345-21-09.

SHKRABAK V.S., Doctor of Technical Sciences Professor of the Chair of Safety of Technological Processes and Production of the St. Petersburg State Agrarian University. E-mail: v.shkrabak@mail.ru, tel.: 8-921-345-21-09.

FROLOVA N.N., Candidate of Economic Sciences, Chief Inspector of the Pushkin Multifunctional Federal Center (MFC).

DAVLYATSHIN R.H., graduate student of the Chair of Safety of Technological Processes and Production of the St. Petersburg State Agrarian University. Tel.: 8-921-361-56-73.

SHKRABAK A.V., graduate student of the Chair of Safety of Technological Processes and Productions of the St. Petersburg State Agrarian University. Tel: 8-911-920-13-31.

**Abstract**

The article presents the results of the study of the situation associated with large damages due to injuries and morbidity that occur all over the world, including our country. The comparison shows that for a number of indicators of injuries and diseases, our country needs effective measures to improve the situation in comparison with other developed countries. In support of this, the article lists a number of figures relating to working conditions, the number of severe and fatal injuries, and the reasons for this. Substantiated methods and means of preventing injuries and morbidity are given. The principal provisions of the strategy and tactics of the dynamic reduction and elimination of occupational traumatism are set out (on the example of the AIC), the ways of solving the problem are named and tested, and examples are given. It is noted that the use of the proposed solutions will achieve the set goals for reducing and eliminating damage from injuries and diseases.

**Keywords**: livelihoods, safety, injuries, occupational morbidity, damage, ways of elimination.

**REAL INCOMES AND REAL WAGES IN THE FACE OF SLOWING ECONOMIC GROWTH**

MENSHIKOVA O.I., chief scientific officer Institute of labor, doctor of economic Sciences, professor. E-mail: om-g@yandex.ru; +7(495)934-13-86.

**Abstract**

The article presents a comparative analysis of dynamics of real incomes and real wages for 2000-2017., identified the main trends characterizing the impact of dynamic changes of financial standing of households on the standard of living of the population in the face of slowing economic growth. Expert estimation of change of the real disposable monetary incomes in the short term.

**Keywords**: incomes, labor relations, wages, poverty, standard of living

**THE IDENTITY OF JOB TITLES AND PROFESSIONS IN THE APPOINTMENT OF EARLY RETIREMENT**

DOZORTSEV O.E., chief specialist of the Center for the study of labor relations and labor market FGBU « Institute of labor » of Ministry of Labor of Russia.

**Abstract**

Early retirement is one of the key tools in the “hands” of the state to attract citizens of the Russian Federation in areas of activities where working conditions are harmful to the health worker, and the tool continued to encourage people in choosing a profession, it is necessary to react promptly to changes in labor legislation.

**Keywords**: early retirement, lists, directories, identity of the profession

**SCIENTIFIC FUNDAMENTALS OF OCCUPATIONAL SAFETY AND HEALTH SYSTEMS**

FAINBURG G.Z., Perm National Research Polytechnic University, Perm, Russia.

**Abstract**

The theoretical scientific basis of the OSH management systems is described.

**Keywords:** occupational safety and health management systems, scientific methodology.

**ANALYSIS OF THE PECULIARITIES OF OCCUPATIONAL MORBIDITY OF EMPLOYEES OF MOTOR TRANSPORT ENTERPRISES**

TURCHENKO V.N., head of department, сand.тech. sciences,

GAMAYUNOV S.Yu., senior researcher, cand. politic. sciences

PMF FGBU «Institute of protection of labour» of Ministry of Labor of Russia

**Abstract**

The paper presents a general description of the working conditions of road transport workers. Analyzed are harmful and dangerous production factors affecting drivers, garage workers, service stations, tire fitting. The general characteristic of professional risks and diseases at the enterprises of motor transport branch is given. Conclusions are drawn about the condition of working conditions and occupational risks of motor transport workers, practical recommendations are given for improving conditions and protection there, preventing morbidity and disability.

**Keywords**: motor transport, labor protection, working conditions of employees of motor transport enterprises, occupational diseases

**TO THE QUESTION ABOUT THE DEVELOPMENT OF A DRAFT REGULATION ON LABOUR PROTECTION FOR HEALTH CARE**

ELIN A.M., scientific secretary FGBU « Institute of labor » of Ministry of Labor of Russia, doctor of economic sciences.

**Abstract**

In the article the results of study conditions and organization of labor protection in health institutions, on the basis of which is expected to form the main provisions of the draft Regulations on labour protection for this type of activity.

**Keywords**: health care; labor protection, working conditions, organization and management; requirements of labor protection; harmful and dangerous production factors; infectious exposure; prevention

**THE DEVELOPMENT OF A DRAFT REGULATION ON LABOUR PROTECTION WHEN YOU RUN KUZNECHNO-PRESS WORKS**

**Abstract**

The article presents the results of a study of working conditions of employees of various industries