

## Main Directions of Creating a Favorable Learning Environment and Labor Protection in the Interest of Enhancing health of the Personnel and Students in Education Foundation

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### ABSTRACT

The research relevance consists in the necessity of theoretical and methodological supply for creating favorable learning environment and labor protection in Education Foundations. Therefore, this article is aimed at the forming an effective system to create favorable conditions for training and safety in order to improve the health of employees and students of the Russian State Social University (RSSU). The leading approach to the study of this problem is the systematic, which to review all the elements of a system fully, from different angles, analyze and draw reasoned conclusions. The article presents the most effective measures aimed at creating favorable conditions for learning in education foundations, reveals the sanitary-hygienic, psycho-physiological, socio-cultural and infrastructural subsystems, identifies problem areas in these subsystems and the system as a whole, proves the main directions of formation of the learning environment and safety in order to improve health of workers and students in educational institutions. Article Submissions are certain practical significance for all educational institutions, conducting reforms, both in Russia and abroad.

### KEYWORDS

Favorable learning environment; labor protection; staff; students and the effectiveness

### ARTICLE HISTORY

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## Introduction

### *Significance of the problem*

Nowadays, the focus of government reforms aims at further state-building and economical and social development of the Russian Federation are based expansion of scientific, technical and human resources, and, therefore, are focused on a modern High School (Zaitseva et al., 2015; Olkhovaya et al., 2016). The undeniable role of higher education in maintaining these processes in a

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favorable state, actualizes the need to find new strategies and mechanisms for ensuring educational organizations the appropriate conditions and safety in order to improve the health of both workers and students.

Creating favorable working conditions is one of the strategic directions of individual organizations and social policy of the state as a whole (Bondaletov et al., 2014). The economic crisis, the high tax burden on businesses, the lack of high quality staff, lack of access to basic social benefits and services to citizens determine the need for new strategies and mechanisms to guarantee favorable working conditions, development of personnel potential of employees, creating an effective system of motivation (Frolova, 2014; Kryukova et al., 2014; Vinogradova et al., 2015; Zaitseva, Goncharova & Androsenko, 2016).

The starting point of this work is the conclusion that the system of labor protection, which assumes the realization of the basic directions of creating of favorable conditions for teaching and labor activity of workers in Education Foundation, has a significant impact on the health of both teachers and students and is one of the leading factors in guaranteeing a high quality of education at the university.

The task of Educational Foundation management is to maintain the physical, emotional and psychological health of employees and students in the educational organization by creating favorable learning environment and labor protection. This involves the optimization of the basic elements of labor protection and health, to which we attribute a number of sanitary and hygienic requirements and rules governing external subject environment: air ventilation, lighting, cleanliness of premises, etc.; elements of psychological and physiological nature, caused by maintenance work and, as a consequence, a variety of physical and emotional stress; elements that characterize the relationship between workers, the moral and psychological climate in the team and the overall level of social tension; as well as the infrastructure of the university profile.

### Literature Review

It should be noted that various researches of both native and foreign scientists are focused on searching for effective ways to smooth the problems, existing in the sphere of labor protection in Education Foundation, and to create favorable studying environment in order to protect the health of teachers and students.

Common questions concerning functioning and development of High School in modern conditions are considered in A.V. Kirillov et al. (2015), W. Feinberg et al. (2012), I.Yu. Ilina et al. (2015); O.Y. Bakhtina et al. (2015). Including activities in this issue of government (Makushkin et al., 2016).

Issues related to the favorable working conditions are considered in the works of scholars such as S.W. Amy & M. Blair-Loy (2002), J. Misra and K. Walters (2016). The methodological and theoretical analysis of working conditions in the context of the use of health-technology held in the works of foreign authors such as: R.S. Guglielmi & K. Tatrow (1998), X.J. Li (1991), C. Johnson et al., (2003). A number of studies focus on the correlation of social conditions and health of workers trained in Education Foundation (Waterson, 1946; Miglioretti et al., 2013.).

The works of the Russian scientists, revealing the issues of protection of students' health during their studies at the university and the formation of the

youth health-behavior, in particular the work of O.E. Artamonova (2011), I.S. Vyalov (2011), J.V. Puzanov & I.S. Vyalov (2014) are very interesting. As well as the use of gamification in the development of motivation for the creation of favorable living conditions (Vinichenko et al, 2016).

A special place is occupied by the leading Russian scientists, revealing the theoretical and practical problems in labor protection management: V.D. Roic (2007), N.R. Abramov (2008), A.M. Elin (2010) and A.F. Zubkov (2005).

### **Materials and Methods**

In order to determine the position of employees and students of Education Foundation concerning current conditions of the system of labor protection and training, and to identify prospective areas for its improvement in order to protect the health of teachers and students by a team of scientific methods of research our science group comprehensively used experimental and research activities, grounded on comparative techniques, visual and system analysis, as well as content analysis of documents. The use of visual and systems analysis in the study allowed us to grade materials by groups of respondents and made it possible to determine the degree of satisfaction of teachers and students with studying conditions and labor and health in order to improve the health of workers and students in educational institutions throughout the study period. Used by a team of such sociological methods as surveys conducted in the form of interviews and questionnaires, and observation to the discovery of the position of teachers and learners on the social and labor phenomena associated with the problem of creating an enabling, safe working conditions and training for the four profiles: sanitary-hygienic, psycho-physiological, socio-cultural and infrastructure.

Statistical methods were used to analyze the data in order to give reasoned justification to main directions of creating of the learning environment and labor protection in the interest of improving the health of workers and students in Education foundation.

The study was conducted in March-May 2016. For monitoring and evaluation activities in the course of the study involved staff appropriately qualified experts, experts in the field of (guard value) of favorable conditions of work and training in order to preserve the health of workers and university students. The structure of the study groups included teachers of the Faculty of Management and Faculty of Sociology (35 respondents), final year students (140 respondents), enrolled in the areas of training state and municipal management, conflict management, human resources management. Students assessed learning environment using a questionnaire. The study also used the method of observation.

### **Results**

Analysis of the existing system of labor protection and training of workers, students of the Education Foundation of higher education, leads to the conclusion that the indicators characterizing the hygienic profile, assessed by RSSU employees the predominantly high. We can assume that such high marks in this area of labor protection are due to the stringent regulations of hygienic requirements in state and sanitary standards.

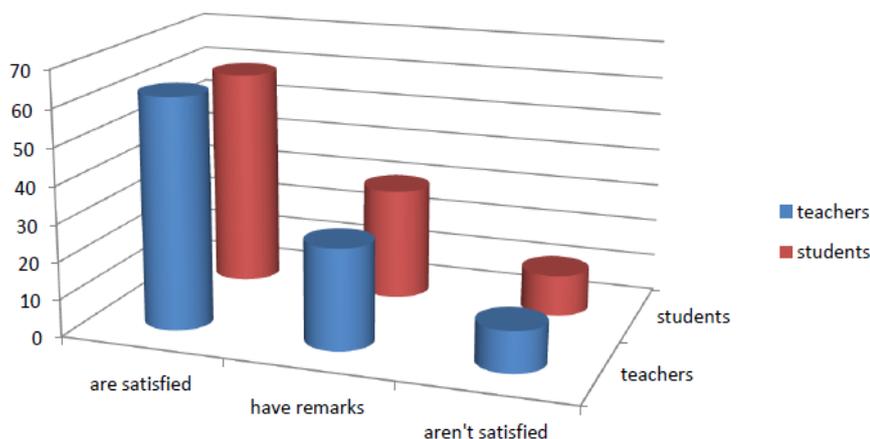
According to the results, 85.2% of respondents assess the overall audience as satisfactory. The respondents were asked to give complex assess to lecture halls state on a 5-point scale and the following results were obtained: "Illumination audiences" and "state of the air environment" occupied two top places in the rank of favorable conditions. Concerning "temperature" the respondents have a number of comments. In particular, respondents noted that "the lecture rooms, facing the sunny side, very hot and stuffy" (12.7%); and "angular rooms does not go on the sunny side, or the audience, located on the first floor, have a very low temperatures during the onset (or end) of the heating season," (14.2% of respondents).

According to the questionnaire results teachers and students have a number of comments to "the cleanliness of the premises" (23.2%), but the noted deficiencies have not influenced on the overall assessment of this option.

Drawing attention to the "organization of the workplace" in the Russian State Social University, we can state a positive trend (in comparison with 2015 this parameter grew by 15.2%). This is because the university administration has set the course to all round (audience for streaming lectures, the audience for individual lessons, and the department and computer classes) equipping workplaces with the last word of technology. Modern technologies of lectures and seminars require the use of multimedia equipment the access to which is not limited during working hours as 63.6% of employees consider. The remaining 36.4% of the teachers have noted the need to coordinate their "work requirements" to the use of various means with colleagues.

Particularly teachers highly appreciated the room equipped specially for them. Specifically, the teaching RSSU staff has recreation room, which was organized to fully satisfy the need for teachers in "keeping the workplace training documentation," "favorable atmosphere for rest and preparation for the training sessions," "storage of personal belongings" (for the sake of that individual lockers were installed), and so forth.

Thus, minor notes made by the respondents do not reduce the positive assessment of the sanitary and hygienic profile of labor protection and training at the university (Figure 1.).



**Figure 1.** Results of the analysis of a state and the maintenance of educational audiences and cases

Concerning the review of the survey on the psychophysiological profile of labor protection and training of workers and students of the Education Foundation, it should be noted that not all of the components of this profile have clear grounds for the determination and establishment of standards. This applies particularly to the quantities of nerve, mental and emotional stress.

As a consequence of the survey the following conclusions were made. As an essential factor that has a negative impact on the state of health the teachers in varying degrees marked high intensity of labor activity. According to teachers, this factor is caused by the large volume and the uneven distribution of teaching work during the school year. Fair to say that one of the major conditions of teacher work is "comfortable" training schedule, which would provide the employee the opportunity to carry out their professional activities at a high level, including through participation in scientific projects, grants, conferences, guide student groups, etc. P. However, the vast majority of respondents (51.2%) are not satisfied with their work schedule or partially satisfied.

Indeed, every teacher, based on his or her personal plans for the working week, has its own idea of the rationalization of schedules, while taking into account the views of each today is not possible. 80% of teachers noted very high load on the body, caused by the peculiarities of their work. Undoubtedly, high voice load (43.9%), psychological and emotional stress (63.5% and 64.1%, respectively) experienced by teachers in the course of their professional duties, lead to deterioration of physical health and mental and emotional state of workers, provoking the likelihood of their "professional burnout". This possibility is noted by 68.4% of respondents.

Another negative feature of the professional work of teachers, according to 29.7% of the respondents, are the "permanent contacts with a large number of people", that increases the level of stress experienced by the employee. A further aspect of the negative nature of this issue is the significant increase of danger to get ill during epidemics of influenza.

It should be noted that the high level of stress is marked not only by teachers, but also by students. Despite the fact that, the students generally evaluated the conditions of study as favorable, on their opinion, the disadvantages inherent in the organization and guaranteeing of labor protection and health of students, increase the influence of negative environmental factors on the psycho-emotional and physical health (34.2%) students.

The analysis of the study results allows us to make the conclusion that the leading negative factor is the stress caused by the excitement felt by the students during the preparing for examinations and passing them (30.2%), organizational disadvantages accompany the learning process, as well as the conflict situations in the course of solving individual issues of documentary maintenance noted by 29.7% of respondents. In addition, as 21.8% of the respondents note a negative impact on their health caused by poor diet and a regular lack of sleep (19.1%). Strong physical fatigue due to the long time required to travel to the place of study 18.6% of students are experiencing. Working students was noted separately that the combination of study in high school and work, also leads to the regular occurrence of stress and negative impact on their health. However, according to 34.7% of them, a "fast rhythm" raises the level of students' motivation to professional and personal development, self-organization and self-management.

It is noteworthy that over the last few years, the dynamics of indicators of health of students has stable positive trend, that is acknowledged active administration actions aimed at creation supportive and safe learning environment. In particular, there is decline in the proportion of students who say about the deterioration of the learning environment (last year this figure dropped to 8%).

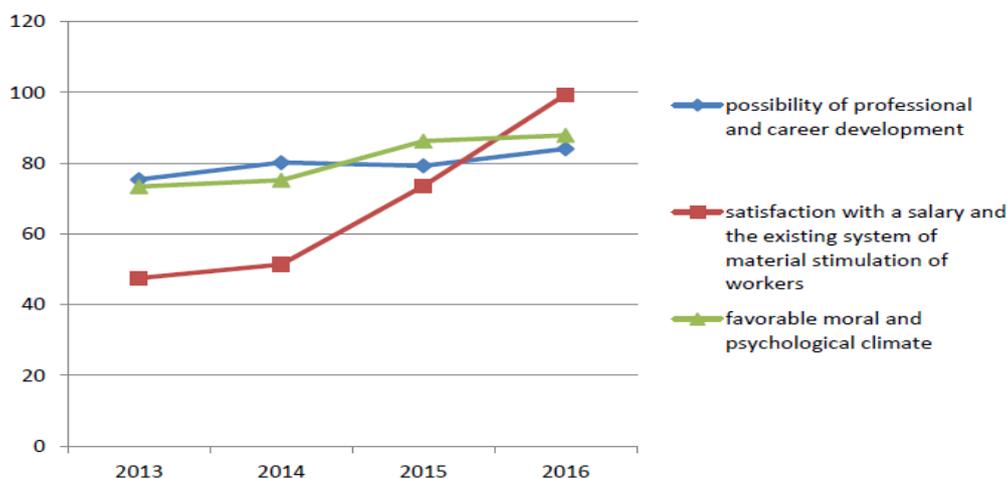
Turning to the results of the survey on the socio-cultural profile of labor protection and training of workers and students of the Education Foundation of higher education, we should note the positive dynamics.

So over the past year the share of respondents who noted the high degree of development of corporate culture in High school increased (5.3%). This is partly caused by the fact that the possibility of interaction between the university administration and with teachers and students on organizational matters improved. It is noteworthy that in the teaching community environment a very favorable psychological climate noted by about 69.5% of the respondents). The most frequent conflicts are added along the following lines: "personal animosity" - 2.4%; "In the course of solving organizational issues" - 3.9%; "Dissatisfaction by schedule and the like" - 1.2%.

Despite ongoing reforms in higher education, a parameter characterizing "the opportunity for professional and career growth" for teachers have not received the expected high scores, most respondents' opinion reflects the average range of evaluation (40.9%). Among the difficulties of the development of this direction in labor protection in Education Foundation the respondents highlighted the following: "employment intensity", which leaves no time for the improvement of their professional skills and have a negative impact on the psychological and physical state of the teachers (30.2%); excessive "paper" burden on the teachers (34.5%); high standards of assessment of professionalism of the teaching staff of the university (17.8%).

It is noteworthy that 87.3% of respondents gave a high mark to the parameter "timely and full payment of wages." In a survey it was noted that currently in RSSU ensure transparency of work evaluating teachers on scientometric indicators (number of publications, citation index, etc.).

In general, the majority of parameters of socio-cultural profile of occupational safety and training workers, students of the educational organization of higher education respondents were given high marks for their implementation and accessibility (Fig.2.). However, the leadership of the University is necessary to pay attention to raising awareness of teachers on social guarantees and existing working conditions at the university, as well as expanding the list of possibilities of tangible and intangible rewards employees for their professional achievements.



**Figure 2.** Results of the analysis of the social tension and conflictness in labor collectives determined by working conditions

Turning to the research results obtained in terms of characterizing the profile of labor protection and health infrastructure and the training of workers and students of the Education Foundation, we may note that in this profile quite high scores were obtained.

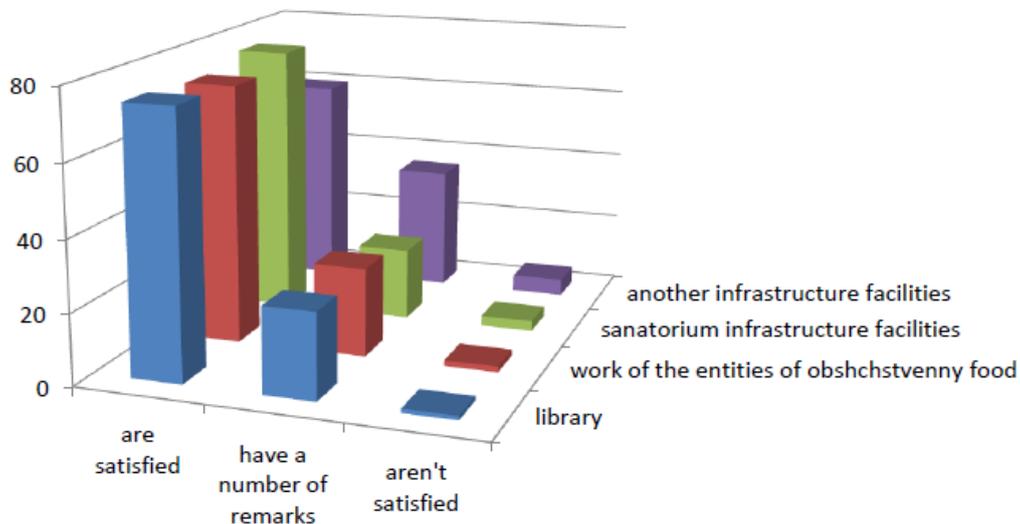
Thus, regarding the quality of service and availability for teachers and students of RSSU scientific library mostly positive responses were expressed. At the university in order to realize creative potential of youth work carries RSSU Palace of Culture. To maintain and promote a healthy lifestyle functions RSSU Sports harbor, which is equipped with a treadmill, stadium, ice rink, sports halls and a swimming pool.

This figure infrastructural profile of occupational safety and training workers, students of the educational organization of higher education as a "spa infrastructure" also received from respondents is very high scores (86.7%).

In order to create favorable conditions for learning in order to improve the health of students for non-resident students RSSU are accommodated in dormitories (today they number 4) that are located in close proximity to academic buildings and equipped gym. Job catering (dining room, cafe), who today work in all cases RSSU also evaluated by respondents at a high level (73.3%).

In assessing the conditions of occupational safety and training in order to preserve the health of workers trained educational organization discontent respondents caused the lack of medical and pharmacy items, in some cases, which, according to respondents, very much in demand today.

However, in general we can say that the results conducted by a team of research, employee satisfaction and training levels and content of working conditions in RSSU estimated at a high level (Fig.3.).



**Figure 3.** Results of the analysis of a state and content of objects of welfare and improving appointment

Many respondents rightly recognize great work of the management done in the interest of teachers and students and their health. In the last academic year 2015-2016 RSSU administration carried out the following activities:

1. Organized by the passage of the mandatory annual medical examinations of employees in accordance with the requirements of working conditions.
2. Organized support facilities (recreation room), etc. for teachers and students.
3. Organized and conducted administrative and public control.
4. Organized and carried out at the initiative of the trade union organization of contests on occupational safety, occupational health days, the formation of labor protection corners, etc.
5. Organized the control of public catering (dining room, cafe).
6. tasked to address conflicts in the associate dean for educational work.
7. Organized regular monitoring of working conditions and training in order to preserve the health of teachers and students;
8. Organized the work to develop research of the relationship of various factors and solutions to identified problems through the study and their close connection with the learning objectives.

Thus, we can conclude that formed the labor protection and training management system is complete and can be characterized by a high level of social protection of employees.

## Discussions

The reforms of the High School directly affect the provision of favorable conditions for training and safety of workers and students in educational institutions. RSSU is not exception. In The Russian State Social University

there is a continuous search for new ways to improve labor protection and training in order to preserve the health of teachers and students.

Over the past two years we have witnessed a significant dynamics of the leading indicators of working conditions and satisfaction of university studies. Guidance has been achieved to create a favorable moral and psychological climate in the team, to achieve a high level of satisfaction with the infrastructure the profile of the university, and so on. In addition, RSSU embarked on reducing the intensity of teacher's workload.

As for students, they are doubly appreciated the learning environment. In addition to the overall positive assessment of the university classroom fund, they noted the high level of stress caused by high load (especially during the session), the possible inconveniences planned grid scheduling and costly down the road.

Based on the results of the study, science team developed recommendations for the creating of an effective labor protection and training management system, including a set of interrelated and interacting elements that establish policies and objectives in the field of labor protection and training at the educational institution of higher education, as well as the achievement of procedures the goals of the educational organization in a secure environment, training and maintenance of students and employees.

In particular, it highlighted the need to regularly undertake the following activities:

1. Monitoring and research the relationship of various factors and solutions to identify problems through the study of their close connection with the learning objectives.

2. Continue to work with in the field of health promotion for students and a healthy lifestyle as a value.

3. Optimization of the academic load for students planning procedures, including through the reduction of class hours, which will optimally combine study and work, to reduce the level of stress experienced by the student, as well as the favorable impact on the health of teachers and learners of the educational organization.

4. As part of the increased attention to social and psychological factors of working conditions (social tensions, conflicts, etc.) To hold regular sociometric measurements.

5. Opening of the medical unit and pharmacy in all educational buildings of the University.

## Conclusion

In the course of conducted research, the science team identified a high assessment of indicators characterizing hygienic profile of RSSU. Such working conditions as the cleanliness of premises, lighting classrooms, state of the air and so forth are mainly highly evaluated. In addition, the study showed that respondents attach great importance to the presence of the current computer

and office equipment, which would make it possible to maintain a high level of their professional activities.

The survey results suggest that the degree of satisfaction of teachers with their work is closely connected with the convenience and "load" schedule, physical and psychological stress experienced by employees in the course of their professional tasks. The high level of emotional intensity of the daily communication with many people, loud voice load and constant time pressure contributes to the "professional burnout" of employees of Education foundation, so the leadership of universities should pay special attention to the intensity of the work of teachers.

As a consequence of the research, we revealed improvement in all indicators of socio-cultural profile of labor protection and training of workers. The respondents particularly noted the high level of corporate culture in High School, lowering the level of conflict in the pedagogical collectives. Also the science group found a high quality and availability to staff and students of infrastructural facilities in the RSSU.

However, when assessing the conditions of labor protection and training in the interest of preservation of the health of employees trained in the Education Foundation we identified some problems related with the load optimization for students and reducing the level of their stress.

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### Disclosure statement

No potential conflict of interest was reported by the authors.

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