

Программы вовлечения работников, которые ориентированы на инновации, имеют многочисленные преимущества. Во-первых, увеличение чистой прибыли. Одно исследование показало, что организации, чьи сотрудники вовлечены в рабочую деятельность, достигают в два раза больше годового чистого дохода, чем в тех организациях, чьи сотрудники менее увлечены. Это объясняется по ряду причин, в том числе повышение производительности и удовлетворенности клиентов, а также потому, что многие из лучших новых идей, которые определяют будущее бизнеса, в настоящее время приходят от сотрудников независимо от того, кем они работают.

Во-вторых, снижение текучести кадров. Удержание сотрудников является важным аспектом успешной деятельности. Если сотрудники чувствуют, что они являются частью изменений, которые происходят в организации, они больше чувствуют свою ценность и значимость, и менее вероятно, что уйдут.

В-третьих, оптимизация операционной эффективности. Так как почти 70% инноваций направлены на улучшение бизнеса, вовлеченные сотрудники могут помочь оптимизировать процессы, которые тормозят производительность.

Таким образом, даже без закрытых групп новаторов, организации, которые вовлекают своих сотрудников, владеют повышенным конкурентным преимуществом. Вовлеченные сотрудники видят значимость обмена своими идеями, а затем воплощают эти идеи в жизнь. Эти идеи могут быть ценными в ряде различных областей: улучшенные продукты или услуги, новые программы, или даже новые организационные структуры и рынки.

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## **SOME ASPECTS OF DEVELOPMENT AND INTRODUCTION OF THE MONITORING AND FORECASTING CONDITIONS OF «MOTHER-FETUS» SYSTEM IN THE COURSE OF OBSTETRIC AID**

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Today, because of the demographic recession in our country and abroad it is possible to see the significant interest in a question of family planning. One of the reasons, in particular, is the decrease in losses of mother and a fetus in the course of childbirth. Insufficient level of equipment in delivery rooms means the continuous monitoring and control of the childbirth process which provide the decrease in risks of emergence of the pathological phenomena with irreversible consequences both for mother, and f

or a fetus. In this connection not only new technologies in conducting pregnancy and childbirth are important, but also those technical means which provide the decrease in risks of emergence of the pathological phenomena with irreversible consequences, both for mother, and for a fetus.

The analysis of some modern methods and technical means of monitoring applied in obstetric activity for the purpose of registration and controlling the parameters characterizing mother-fetus system at the time of delivery allows to reveal the perspective directions in improvement of obstetric equipment, such as: expansion of the number of the monitoring parameters channels of the mother- fetus system conditions; increase of reliability and authenticity of monitoring parameters of the cardio-vascular system work; improvement of the principles of creation of the electrohysterographic channel which allow to define the moment of approach of patrimonial weakness; creation of elements and devices able to disturb alarm system of integrated type, and also justification of the necessity to add the number of devices for controlling and forecasting mother-fetus system conditions in the course of obstetric aid by the channels providing the control of nervous system on the basis of its bioelectric activity, and also methods of processing the stream of informative signals by means of quorum of an element which increases the reliability of control and forecasting the possibility of emergence the irreversible pathological processes.

One of the perspective directions in improvement of such devices which can control and forecast «mother-fetus» system conditions in the course of obstetric aid is to use a method of "reference model" which means continuous control of any deviations in parameters of «mother-fetus» system conditions received on the basis of preliminary diagnostic testings fig.1[1-4].

Pathology of the contractile activity of uterus (CAU) remains one of the main problems of obstetrics work. In this case the monitoring channel of contractile activity of uterus is entered into structure of the device for control and forecasting of a condition of «mother-fetus» system in the course of obstetric aid. According to the above-mentioned information we can draw a conclusion that it is necessary to expand the structure of monitoring physiological «mother-fetus» systems during delivery, and especially, such as mother's central nervous system, the system of breath and the system of uterine contractile activity. The possibility to control these systems will allow to prevent in due time the emergence of critical situations in childbirth and to reduce risks of a failure, as for mother, so for a fetus.

Thus, the general structure of creation the device for monitoring and forecasting of «mother-fetus» system conditions in the course of obstetric aid for diagnosing and management of obstetric aid process (fig.1)[1-4] provides simultaneous registration of heart rate of a fetus and mother, force of uterine contractile activities, existence in the EEG-signal of components of a-and b - the rhythms inducing contractile function of a uterus and reliability of identification of movements of a fetus due to automatic registration increases.

As a result the considered concept of the obstetric monitoring is characterized by

the increased reliability and authenticity of an assessment of a state, both separate physiological systems of the woman in labor, and system "mother-fetus" in general [1-4] that considerably reduces risks of a negative outcome in the course of obstetric aid. Thus the efficiency of the monitoring the process of conducting childbirth increases.

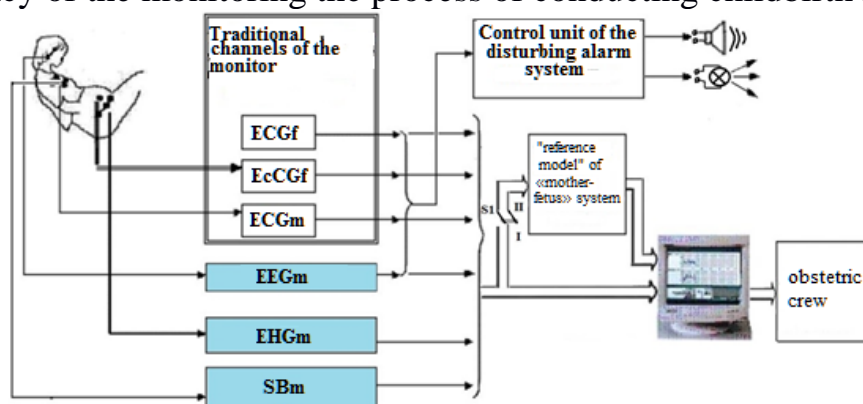


Fig.1. Concept of structural creation of the obstetric monitor with expanded functionality

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## ГОСКОРПОРАЦИЯ «РОСАТОМ» КАК ИННОВАЦИОННАЯ КОМПАНИЯ

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## ROSATOM STATE CORPORATION AS THE INNOVATIVE COMPANY

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Rosatom is one of the most well-known companies in Russia. In this article it is told about the innovations of this company and the reasons, why Rosatom is innovative company.