

MINISTRY OF SCIENCE AND HIGHER EDUCATION OF THE RUSSIAN FEDERATION
FGAOU VO «NATIONAL RESEARCH TOMSK POLYTECHNICAL UNIVERSITY»
Yurga Technological Institute (branch) of the Federal State Autonomous Educational Institution
of Higher Education
«National Research Tomsk Polytechnic University»

Yurga Technological Institute
Direction of training 38.03.01 «Economics»

BACHELOR WORK

Work theme
Analysis of the financial and economic activities of the organization

UDC 005.52:658.14.912.12

Student

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For the section «Social responsibility»

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EXPECTED LEARNING OUTCOMES

Competency code	Competency name
General cultural competences	
QA(U)-1	The ability to use the foundations of philosophical knowledge to form a worldview position
QA(U)-2	The ability to analyse the main stages and regularities of social historical development to form a civic position
QA(U)-3	The ability to use the basics of economic knowledge in various activities
QA(U)-4	The ability to use the basics of legal knowledge in various fields of activity
QA(U)-5	The ability to communicate in oral and written form in Russian and foreign languages to solve problems of interpersonal and intercultural interaction
QA(U)-6	The ability to work in a team with tolerance for social, ethnic, religious and cultural differences
QA(U)-7	The ability to self-organise and self-educate
QA(U)-8	The ability to use the methods and means of physical education to ensure proper social and professional activity
QA(U)-9	The ability to use first aid methods, methods of protection in emergency situations
General professional competences	
BPC(U)-1	Is able to solve standard tasks of professional activity on the basis of information and bibliographic culture with application of information and communication technologies and taking into account basic requirements of information security
BPC(U)-2	Is able to collect, analyse and process data needed to solve professional problems
BPC(U)-3	Is able to choose the tools for economic data processing according to the task at hand, analyse the results of calculations and justify the conclusions drawn
BPC(U)-4	Is able to find organisational and managerial solutions in professional activities and is prepared to take responsibility for them
Professional competences of graduates	
PC(U)-1	Is able to collect and analyse the raw data required to calculate economic and socioeconomic indicators that characterise the activities of business entities
PC(U)-2	Is able to calculate economic and socio-economic indicators characterising the activities of business entities on the basis of standard methodologies and the current legal and regulatory framework
PC(U)-3	Is able to carry out the calculations required for the economic parts of the plans, justify them and present the results of the work according to the standards of the organisation
PC(U)-4	Is able to build standard theoretical and econometric models based on the description of economic processes and phenomena, to analyse and interpret the results meaningfully
PC(U)-5	Is able to analyse and interpret financial, accounting and other information contained in the accounts of enterprises of various forms of ownership, organisations, departments, etc. and use the information to make managerial decisions
PC(U)-6	Is able to analyse and interpret domestic and foreign statistics on socio-economic processes and phenomena, identify trends in socio-economic indicators
PC(U)-7	Is able, using domestic and foreign sources of information, to collect the necessary data, to analyse it and to prepare an information review and/or an analytical report
PC(U)-8	Is able to use modern technical tools and information technology to solve analytical and research problems
PC(U)-9	The ability to document business transactions, conduct cash accounting, develop a chart of accounts for an organisation and generate accounting entries based on this chart of accounts
PC(U)-10	The ability to make accounting entries for the sources and results of the organisation's inventory and financial liabilities
PC(U)-11	Ability to draw up payment documents and make accounting entries for the accrual and transfer of taxes and levies to the budgets of different levels, insurance contributions to nonbudgetary funds
PC(U)-12	The ability to record the results of economic activities for the reporting period in the accounting records, to prepare accounting and statistical reporting forms, tax declarations
PC(U)-13	The ability to organise and implement the organisation's tax accounting and tax planning

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Direction of training 38.03.01 «Economics»

APPROVE:
Head of the PLO
____ V.G.Lizunkov
(Signature) (Date) (Name)

EXERCISE
for the completion of the final qualifying work of the bachelor

In the shape of:

Diploma work
(bachelor's thesis, graduation project/thesis, master's thesis)

Student:

Group	Full name
O-17B71	Yarosh Kseniya Andreevna

Work theme:

Analysis of the financial and economic activities of the organization	
Approved by order of the Vice-Rector-Director (Director) (date, number)	No. 335-48/C dated 01/12/2021

Deadline for student submission of completed work:	25/01/2022
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TECHNICAL TASK:

Initial data for work (information about the object of study.).	Object of study: PJSC «Kuzbassenergosbyt» Subject of study: financial and economic results characterizing the activities of the enterprise
List of questions to be researched, designed and developed	1. Explore the theoretical foundations of the analysis of the financial condition of the enterprise; 2. Provide a description of PJSC «Kuzbassenergosbyt»; 3. To analyze the financial activity of the enterprise PJSC «Kuzbassenergosbyt» on the basis of the indicators of the financial statements of the enterprise; 4. Develop recommendations for improving financial and economic activities in PJSC «Kuzbassenergosbyt».
List of graphic material	Slide 1. Title page Slide 2. Purpose, object, subject, tasks Slide 3. Literature review Slide 4. Literature review Slide 5. Brief description of PJSC «Kuzbassenergosbyt» Slide 6. Dynamics of profit indicators of PJSC «Kuzbassenergosbyt» Slide 7. Dynamics of profitability indicators of PJSC «Kuzbassenergosbyt» Slide 8. Composition and structure of property of PJSC «Kuzbassenergosbyt» and sources of its formation Slide 9. Changes in the absolute indicators of financial

	stability of PJSC «Kuzbassenergosbyt» Side 10. Changes in relative indicators of financial stability of PJSC «Kuzbassenergosbyt» Slide 11. Change in solvency indicators of the enterprise for 2018-2020 Slide 12. Change in the liquidity of the company's balance sheet Slide 13. Development of measures to improve the efficiency of the state of PJSC «Kuzbassenergosbyt» Slide14. Development of measures to improve the efficiency of the state of PJSC «Kuzbassenergosbyt» Slide15. Development of measures to improve the efficiency of the state of PJSC «Kuzbassenergosbyt» Slide 16. Conclusion
Consultants for the sections of the final qualifying work (with indication of sections)	
Section	Consultant
«Social responsibility»	Solodsky S.A., Docent UTI TPU
Date of issue of the assignment for the completion of the final qualification work according to the linear schedule	01/10/2021

The task was given by the leader:

Position	Full name	Academic degree, title	Signature	Date
PhD, Docent	Lizunkov V.G.			

The task was accepted by the student:

Group	Full name	Signature	Date
O-17B71	Yarosh Kseniya Andreevna		

**TASK FOR SECTION
«SOCIAL RESPONSIBILITY»**

To the student:

Group	Full name
O-17B71	Yarosh Kseniya Andreevna

Institute	UTI TPU		
The level of education	Bachelor	Direction	38.03.01 «Economy»

Initial data for the section “Social responsibility”:	
1. Description of the workplace (work area, technological process, mechanical equipment) for the occurrence of: - harmful manifestations of factors of the working environment (meteorological conditions, harmful substances, lighting, noise, vibration, electromagnetic fields, ionizing radiation) - dangerous manifestations of production factors environment (mechanical nature, thermal character, electrical, fire nature) - social emergencies	<p>The object of the study is the office of the planning and economic department of PJSC «Kuzbassenergosbyt», in particular, the workplace of an economist.</p> <p>The parameters of the office of the planning and economic department are as follows: width - 4m2, length - 16m2, room height - 3m. The area of the office is 64m2.</p> <p>Harmful and hazardous production factors:</p> <ul style="list-style-type: none"> - to increase efficiency, it is necessary to alternate the period of work and rest, according to the type and category of labor activity; - lack of illumination. Replacement of the existing artificial lighting system is required in accordance with the calculations.
2. List of laws and regulations by topic	<ul style="list-style-type: none"> - Sanitary and epidemiological rules and standards SanPiN 2.4.6.2553 Sanitary and epidemiological requirements for the safety of working conditions for workers under 18 years of age. - SanPiN 2.2.2 / 2.4.1340-03 Hygienic requirements for personal computers and work organization. - Order of the Ministry of Health of the Russian Federation of January 28, 2021 No. 29n. - Order of the Ministry of Health of the Russian Federation of March 21, 2014 No. 125n.
List of questions to be researched, designed and developed:	
1. Analysis of the factors of internal social responsibility: - the principles of the corporate culture of the studied organization; - labor organization and safety systems; - development of human resources through training programs and training and professional development programs; - Systems of social guarantees of the organization; -provision of assistance to employees in critical situations.	<ul style="list-style-type: none"> - Compliance with labor protection rules; - the possibility of personnel development through training and professional development programs; participation in social programs; - organization and procedure for carrying out preventive vaccinations within the framework of the national calendar of preventive vaccinations; - briefings on safety at the workplace; - fire safety briefings.
2. Analysis of the factors of external	Sources and means of protection against

<i>social responsibility:</i> - <i>promoting environmental protection;</i> - <i>interaction with the local community and local authorities;</i> - <i>Sponsorship and corporate charity;</i> - <i>responsibility to consumers of goods and services (release of quality goods)</i> - <i>readiness to participate in crisis situations, etc.</i>	hazardous factors existing in the workplace (electrical safety, conditions for high-altitude work, etc.). Fire and explosion safety (reasons, preventive measures, primary fire extinguishing means) - activities that motivate environmental protection; A responsibility. An operational headquarters has been created to prevent the penetration of COVID-2019.
<i>3. Legal and organizational issues of ensuring social responsibility:</i> - <i>Analysis of legal norms of labor legislation;</i> - <i>analysis of special (typical for the investigated field of activity) legal and regulatory legal acts;</i> - <i>analysis of internal regulatory documents and regulations of the organization in the field of the investigated activity</i>	Examine the following documents: Fire safety, labor protection instructions
List of graphic material:	
<i>If necessary, submit sketch graphic materials for the design assignment (mandatory for specialists and masters)</i>	—

Date of issue of the task for the section on a line chart	
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The assignment was given by the consultant:

Position	Full name	Academic degree, rank	Signature	Date
Docent UTI TPU	Solodsky S.A.	PhD, Docent		

The student accepted the assignment:

Group	Full name	Signature	Date
O-17B71	Yarosh Kseniya Andreevna		

Abstract

The final qualifying work contains 66 pages, 6 figures, 14 tables, 19 sources. Key words: analysis, financial and economic activity, financial condition, indicator, liquidity, assessment.

Object of study: Public Joint Stock Company «Kuzbassenergosbyt».

Subject of study: financial and economic results that characterize the activities of the enterprise.

The purpose of the work is to reveal the theoretical foundations of the analysis of financial and economic activities, the development of recommendations for improving the financial and economic activities of PJSC «Kuzbassenergosbyt».

To achieve this goal, the following tasks were defined:

1 Explore the theoretical foundations of the analysis of the financial condition of the enterprise;

2 Provide a description of PJSC «Kuzbassenergosbyt»;

3 To analyze the financial activity of the enterprise PJSC «Kuzbassenergosbyt» on the basis of the indicators of the financial statements of the enterprise;

4 Develop recommendations for improving financial and economic activities in PJSC «Kuzbassenergosbyt».

Information base: reporting data of PJSC «Kuzbassenergosbyt», on the basis of which an analysis of the enterprise's activities was carried out; teaching aids, teaching materials; publications related to the evaluation of the effectiveness of financial activities; legal acts of the Russian Federation.

As a result of the final qualification work, the theoretical foundations of the analysis of the financial condition of the enterprise were revealed and measures aimed at improving it were developed.

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Introduction

The chosen topic of the final qualification work is relevant, since in the conditions of fierce competition in the market of services provided, it is very important to analyze the financial and economic activities of the enterprise in a timely manner, followed by the development or modernization of the financial policy of the enterprise, which is long-term or short-term.

This requires the selection of modern methods of economic analysis with subsequent adaptation to the realities of a particular enterprise. This technique will help to insure the organization from the crisis. In addition, the changing nature of economic conditions implies the formation of both short-term and long-term financial policies, taking into account domestic and foreign practices in the framework of modern achievements and trends in the global economy. To date, the financial and economic activities of the organization require the development of measures and the improvement of the strategy for the formation of the organization, in relation to its goals for more efficient use of finances.

Achieving sustainable results of the activities of organizations requires the correct functioning of the accounting and analytical service of organizations, analyzes the performance indicators of the enterprise. It is also necessary to evaluate and comprehend the results in order to further diagnose and forecast development. It is necessary to prepare measures to preserve and improve the financial and economic well-being of organizations in the future.

With the help of analysis, development trends of companies are studied, factors of change in performance results are deeply and systematically studied, plans and management decisions are substantiated, their implementation is monitored, reserves for increasing production efficiency are identified, the performance of organizations is evaluated, an economic strategy for their development is developed, and more.

The sustainable functioning of organizations determines the development of analysis primarily at the micro level, i.e., the level of individual organizations and their structural divisions. Analysis at the micro level is associated with the

daily financial and economic activities of organizations, their teams, managers, owners. It includes analysis of the justification and implementation of plans; comparative analysis of marketing activities, including a comparison of the actual development of events with the expected for a certain period of time; analysis of production and marketing opportunities, including clarification of internal and general economic situations affecting production and marketing; analysis of business scenarios and their actual implementation; analysis of the ratio of supply and demand; analysis of specific suppliers of raw materials and components; analysis of specific consumers and the latter's assessment of the quality of manufactured goods; analysis of labor costs; analysis of commercial risk with the influence exerted on it by political, demographic, cultural, environmental, structural, organizational and other factors.

Thus, the analysis and diagnostics of the financial and economic activities of the enterprise are necessary for making managerial decisions. Analysis and diagnostics make it possible to identify the main causes of changes in performance indicators and develop a system of measures aimed at improving the efficiency of the financial and economic activities of the enterprise. This predetermines the relevance of the topic of this work.

Object of study: Public Joint Stock Company «Kuzbassenergosbyt».

Subject of study: the main financial and economic results that characterize the activities of the enterprise.

The purpose of the work is to reveal the theoretical foundations of the analysis of financial and economic activities, to develop recommendations for improving the financial and economic activities of PJSC «Kuzbassenergosbyt».

To achieve this goal, it is necessary to solve a number of tasks:

- 1 Explore the theoretical foundations of the analysis of the financial condition of the enterprise;

- 2 Provide a description of PJSC «Kuzbassenergosbyt»;

3 To analyze the financial activity of the enterprise PJSC «Kuzbassenergosbyt» on the basis of the indicators of the financial statements of the enterprise;

4 Develop recommendations for improving financial and economic activities in PJSC «Kuzbassenergosbyt».

1 Literature review

1.1 Essence, purpose and objectives of the analysis of financial and economic activities

Analysis in a broad sense is understood as a way of knowing objects and phenomena of the environment, based on the division of the whole into its constituent parts and the study of them in all the variety of connections and dependencies.

Economic analysis is a system of special knowledge related to the study of economic processes. These processes are formed under the influence of the laws of economics, the justification of business plans, as well as a reasonable assessment of their implementation. Economic analysis is necessary to identify positive and negative factors and their quantitative measurement. In addition, economic analysis reveals the trends and proportions of economic development, determines the use of on-farm reserves, and summarizes best practices. All taken together allows you to make optimal management decisions.

Analysis and diagnostics of financial and economic activity consists in studying the technical level of production, the quality and competitiveness of products, as well as the provision of production with material, labor and financial resources and their effective use. This makes it possible to identify positive and negative factors, to quantify their effect, to reveal trends and proportions in the development of production activities, to determine unused reserves; generalization of best practices, adoption of optimal managerial decisions [2, p. 24].

The key factors for ensuring the complexity of the analysis carried out are shown in Figure 1.

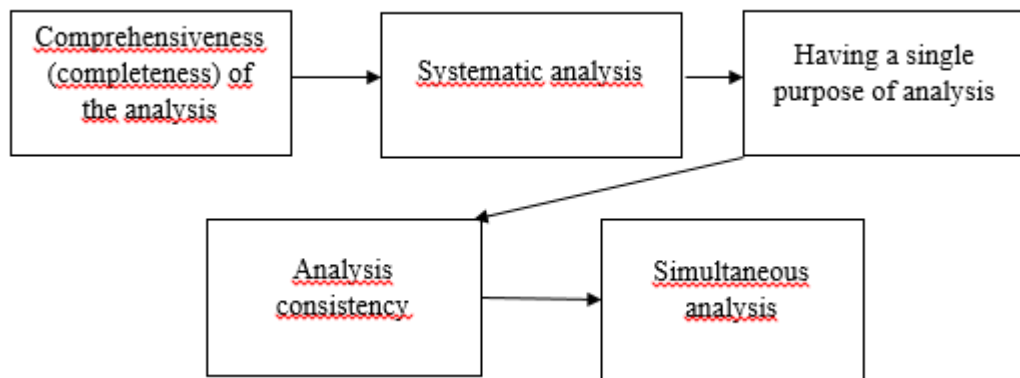


Figure 1 - Key factors of the complexity of analysis of financial and economic activities

The subject of economic analysis is all the reality accessible to the researcher, accepted in the totality of objects and phenomena that are in one way or another connected with each other and in constant motion and development.

Since the production process is analyzed in the analysis of the financial and economic activities of the organization, its diagnostics are carried out, the subject of analysis of production, and economic activity is understood as economic processes, their efficiency and the final production results of the activity, which are formed under the influence of various factors that are reflected through the system of economic information.

The value, content and subject of economic analysis determine the key tasks facing it, presented in Figure 2.

The system approach is considered as a system or object, as well as the sum of interrelated elements. This system has an output and an input, as well as communication with the external environment and feedback. This systematic approach allows you to solve the identified problems and develop an effective strategy. Any organization with its structure can act as a system.

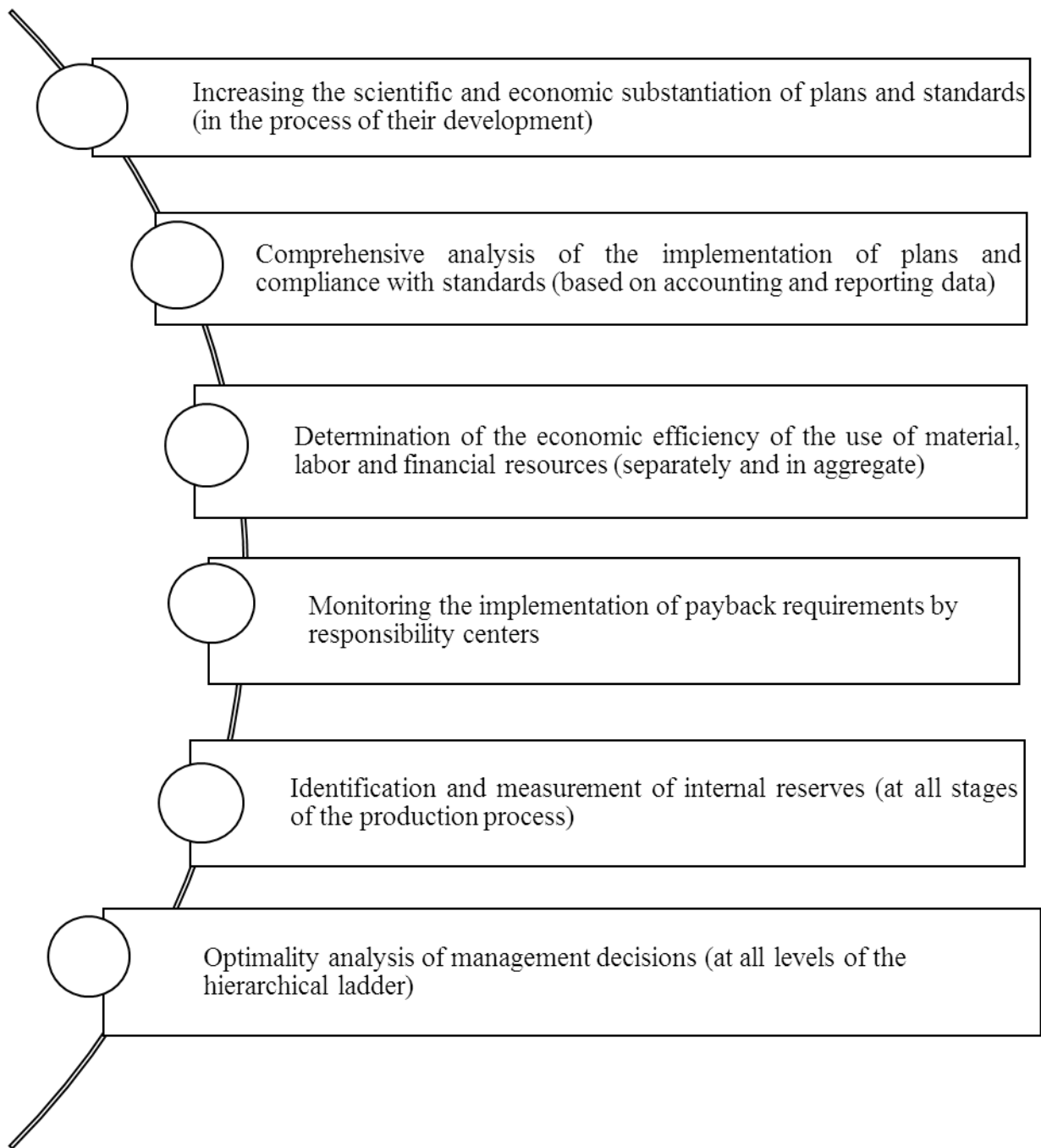


Figure 2 - Key tasks of economic analysis [3, p. 8]

The following major principles of the system approach (system analysis) can be singled out:

- 1) Identify the main problems and formulate specific goals for the system;
- 2) Identify the consequences and connection of each decision made;
- 3) Find and explore the necessary ways to solve the problem and achieve the goal;

4) The need to harmonize the goals of all subsystems with the goals of the entire system;

5) The analysis of the system operation implies the need to go from the abstract to the concrete;

6) Reveal the interaction of the elements of the system and explore their relationship.

An integrated approach involves taking into account certain areas of activity and their relationship. The main aspects of activity include: technical, environmental, economic, organizational, social, psychological, political, etc. To solve the problem, one cannot miss any direction of analysis, which sometimes happens in practice.

The integration approach to economic analysis aims to explore and strengthen relationships (Figure 3).

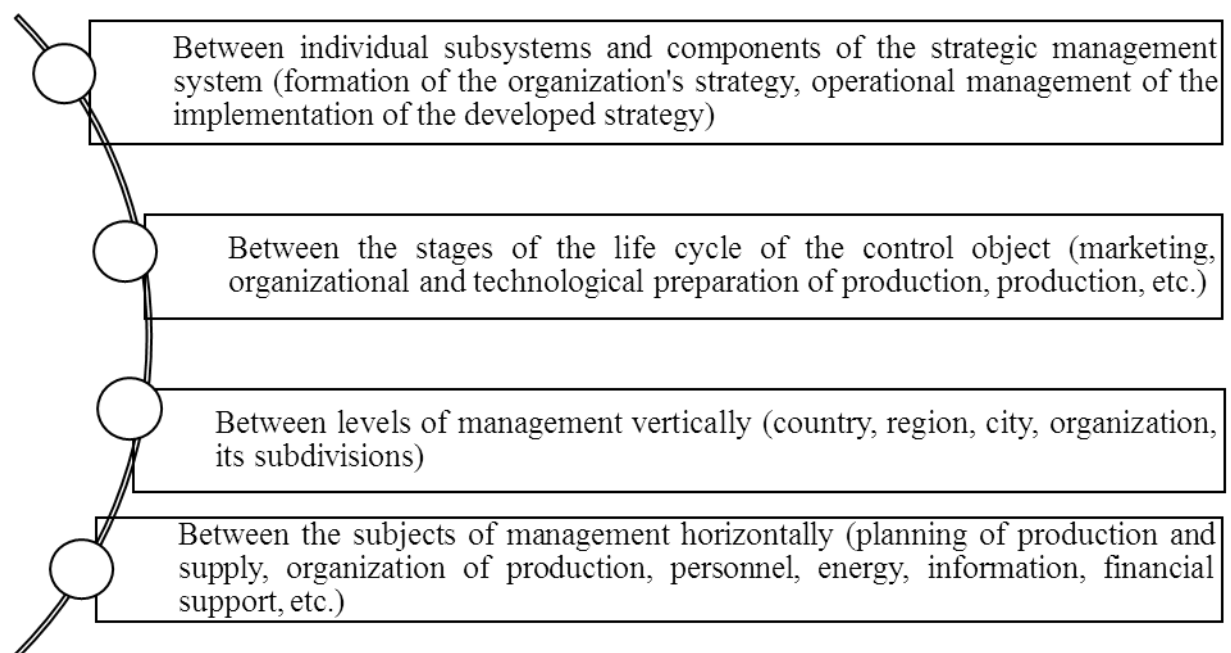


Figure 3 - Relationships as objects of the integration approach

Belous V.V. writes: «The marketing approach involves the orientation of economic analysis to the consumer. The strategic goals of the organization should take into account the existing analysis and forecast of future strategic needs for a

given type of product or service. The predicted life cycles of promising products and market segmentation should be taken into account. It is necessary to analyze the competitiveness of their goods (services) and goods (services) of competitors. It is necessary to predict the benefits and mechanisms of the laws of competition in any department of the organization» [5, p. 194].

As Belous V.V. points out: «The main criteria for economic analysis:

- improving the quality of goods, taking into account the needs of consumers;
- saving consumer resources by improving the quality of goods;
- implementation of scale factors, scientific and technological progress, improvement of the management system by saving resources in the production of goods» [5, p. 194].

Agekyan L.S. believes that: «In order to meet needs, a functional approach to economic analysis is necessary, as well as consideration of needs as a set of certain functions. To perform similar functions, alternative products must be offered. The priority option will be the one that requires a minimum of total costs for the life cycle of a product per unit of its useful effect. The product development chain is: needs, functions, indicators of the future product, changes in the structure of the system.

The subject approach is most often used, the object of its analysis is an existing product. Taking into account the marketing analysis and the achievements of scientific and technological progress in a given area, the product is improved by refinement, taking into account the comments and suggestions of consumers. Developers are obliged to improve the product to world-class quality» [6, p. 258].

In addition, Agekyan L.S. considers the approaches: «The dynamic approach involves the analysis of the organization in the dialectical development, in the relationships of a cause-and-effect nature and subordination. In addition, a retrospective analysis of the behavior of similar organizations is carried out (for example, for 10 years) and a forecast of its development (for example, for 5 years)

Reproductive approach - the constant resumption of production of goods to meet the needs of a particular market. It is necessary to achieve a beneficial effect at a lower cost compared to the best analogue in the market.

The process approach requires considering the processes of economic analysis as interrelated. The result of this is the sum of interconnected continuous actions for marketing, planning, production organization, accounting and control, motivation, regulation» [6, p. 258].

The essence of the normative approach is to establish standards for all subsystems of economic analysis (Figure 4).

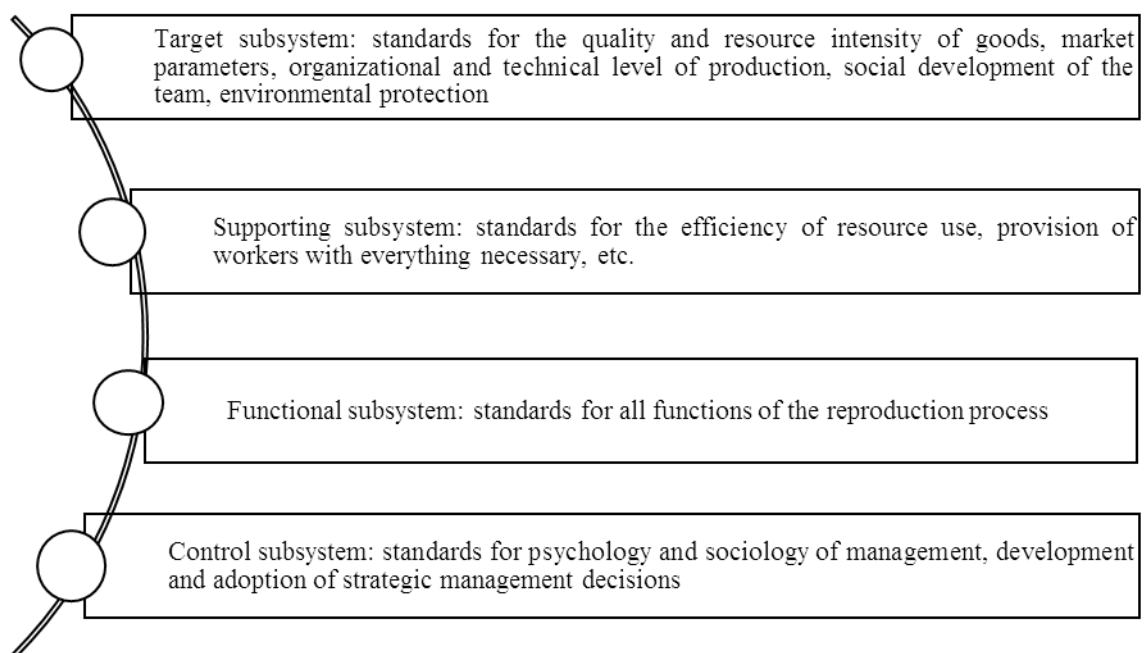


Figure 4 - Objects of the normative approach of analysis

Agekyan L.S. notes: «The quantitative approach involves the transition to quantitative indicators. This is possible with the help of engineering calculations, mathematical and statistical methods, expert assessments, a scoring system, etc. In economic analysis, it is necessary to most accurately apply the methods of analysis, forecasting and optimization of management decisions.

Depending on which service is engaged in the analysis, there are methods, procedures, type of information, its content. This dictates the need to develop

special guidelines for each type of economic analysis by the subjects of its execution» [6, p. 330].

The goals of the analysis may be different, but they are subordinated to the main one - to achieve maximum results with the minimum expenditure of production resources. However, for each type of analysis, this main goal is transformed into subordinate goals: analysis with the aim of drawing up a scientifically based plan; analysis of the implementation of the plan and its connection with the operational regulation of production.

1.2 Factors affecting the financial condition of the organization

Under the factors affecting the financial condition of the organization, understand the conditions for the commission of economic processes and the reasons that affect these processes.

According to Kovalev V.V.: «Factor analysis is the process of identifying a cause-and-effect relationship, identifying and assessing the significance of the factors involved in it. The main variant of factor analysis is finding a rigidly determined factor model. The search for factors is also carried out in an informal format - on an intuitive basis and accumulated experience. All factors affecting the financial condition of an organization can be differentiated according to a number of criteria» [7, p. 98]. These conclusions are presented in Figure 5.

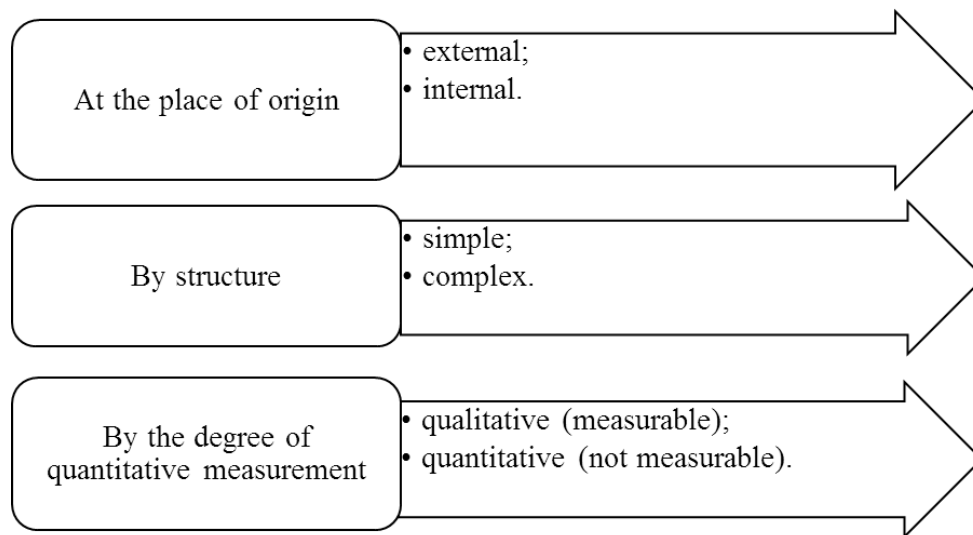


Figure 5 - Classification of factors affecting the financial condition of the company

Burova O.N. classifies factors as follows: «Most authors divide factors into internal and external. External, relative to the enterprise, are those factors that it cannot influence or this influence can be insignificant (endogenous). External factors are divided into international, national and market. International factors are formed under the influence of general economic reasons (economic cyclical development of leading countries; the state of the world economic system, characterized by the policy of international banks), the stability of international trade, which in turn depends on the conclusion of intergovernmental agreements and transactions» [8, p. 64].

Internal factors directly depend on the forms, methods and organization of work at the enterprise itself (endogenous).

Internal factors affecting the financial position of the organization are divided into qualitative and quantitative.

Qualitative factors are the goal, branch of activity, traditions, reputation and image, form of ownership, organizational structure of management, organization of the management system, form of specialization, concentration of production, diversification of production, progressiveness of means and methods of production, level of production reserves.

Quantitative factors include the qualified composition of management and staff, market share and stage of the life cycle, innovation, adaptability of the firm, the duration of the production cycle, the level of inventories, balance sheet structure, solvency, liquidity, the ratio of own and borrowed funds, the level of profitability and profitability [9, p. 67].

Nikitina N.V. [10] differentiates such categories of factors as: internal factors influencing the emergence of a crisis situation and environmental factors (Table 1).

Internal factors influencing the emergence of a crisis situation, according to Nikitina N.V.:

«1) Factors affecting the financial results of activities: a decrease in sales, a decrease in profit indicators, a decrease in the amount of free cash, an increase in the cost of products (works, services), a decrease in own working capital, failure to fulfill current obligations;

2) Factors affecting the management of assets and liabilities: a decrease in the asset turnover rate, a decrease in the receivables turnover rate, excessive "aging" of receivables, an increase in the share of borrowed capital in relation to the size of the organization's own capital, the use of external sources of financing on unfavorable conditions for the organization, reduction of capital investments, use of equipment with 100% wear and tear, forced shutdowns or interruptions in the production process; reducing R&D costs;

3) Factors affecting the management of the corporation: lack of financial policy announced by the owners, lack of developed financial strategy, lack of long-term and short-term forecasting and planning, increase in the share of fixed costs, delays in the provision of financial statements, deterioration in product quality, increase in the number of defects, return of goods and customer complaints, reduced labor productivity, delivery delays, inability to adapt to new technologies, staff turnover, general employee dissatisfaction and poor performance, dismissal of employees, improper performance by the board of directors of its functions» [10, p. 186].

Table 1 - Environmental factors that affect the financial condition of the organization according to Nikitina N.V. [10]

Factor name	Factor characteristic
1	2
Political	Foreign policy of the state, directions of domestic policy of the state, stability of the political system, regime of government
Economic	The level of development of the country's economy, the level of inflation, unemployment, the growth of the gross domestic product, the size of the refinancing rate, the state budget deficit, the change in the exchange rate, the degree of development of market relations
Prospects for changing the legal framework	Changes in the values of tax rates and objects of taxation, improvement of labor legislation
Government regulation trends	Reliability of the judicial and executive authorities, protection of the rights of the owner, consumer, manufacturer
The level of development of technology and technology	Technological structures, technologies used, the rate of obsolescence, prospects of scientific and technological progress
General economic trends in the development of the world economy	Production growth, an increase in the balance of payments of countries, the state of the investment climate of countries, the level of world prices for raw materials, the development of the stock market, the level of inflation around the world
Ecological	The positive reputation of an enterprise in society, which affects its competitiveness, etc.
Demographic	Factors that have a significant impact on the structure and dynamics of demand

Exogenous and endogenous factors that affect the financial condition of organizations are also distinguished (Figure 6).

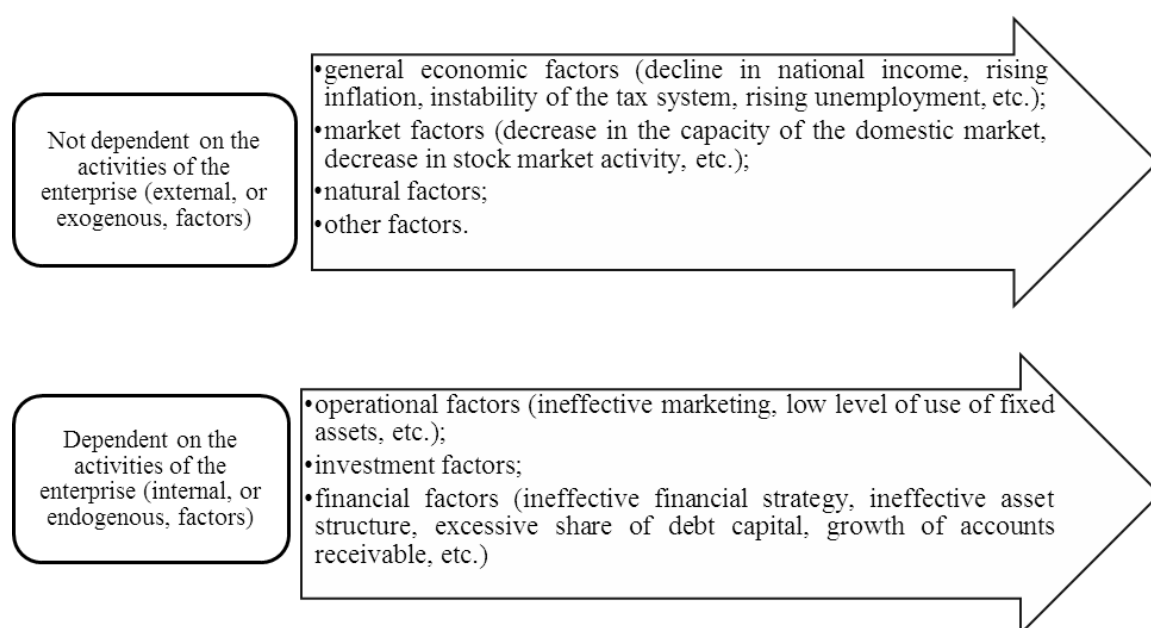


Figure 6 - Factors affecting the financial condition of organizations

Badmaeva, D.G. believes that: «All the factors considered to one degree or another affect the financial condition of the organization.

Particular attention should be paid to the analysis of the financial condition of the organization. Diagnostics of the financial condition makes it possible to assess the reliability of current financial accounting and reporting, creates a basis for searching for reserves to increase the profitability of production, putting forward hypotheses about patterns and the possibility of an unstable financial condition, creating a situation in which it becomes possible for organizations to fulfill obligations to creditors and the budget» [11, p. 56].

And Koltsova I. writes: «Regarding the analysis of the financial condition of the organization, it should be carried out systematically and using a variety of methods that should take into account the industry component. This will allow you to compare and analyze the performance of the organization and changes in its financial condition, both on a certain date and over a certain period, increasing the efficiency and quality of the analysis due to the sufficiency of the available information. This will make it possible to find the most appropriate ways to use financial resources and build their structure, which, in turn, will be the key to preventing interruptions in the supply of resources in the course of the organization's economic activities and, as a result, failure to fulfill the profit plan and reduce profitability» [12, p. 19].

The factors are interconnected and affect the results of the enterprise in various directions: some positively, others negatively. Therefore, in modern conditions of instability and uncertainty, the question of researching and taking into account all the factors affecting the financial condition of an enterprise for its successful operation becomes especially relevant.

1.3 Types of analysis of the financial and economic activities of the enterprise

The effectiveness of organization management is determined by the level of its organization and the quality of information. To ensure the competitiveness of the organization in modern conditions, management needs to adequately assess the financial condition of the company, as well as the degree of reliability of its counterparties.

Accordingly, the purpose of analyzing the financial and economic activities of an organization is to increase the effectiveness of its activities on the basis of a systematic study of a set of key indicators and systematization of the results obtained.

In modern economic science, a wide variety of methods for analyzing the financial and economic activities of business entities has been proposed. However, in the most general form, such an analysis includes the following areas:

- analysis of profitability and cost structure;
- analysis of the balance sheet structure and net working capital;
- turnover analysis;
- liquidity analysis;
- analysis of financial stability and solvency;
- profitability analysis [13, p. 14].

Depending on the task, the analysis may have a different degree of detail in certain areas, but a quick analysis in a short form must be carried out in all areas. This is due to the interconnectedness of indicators: a change in some indicators may be a consequence of a change in others. For example, a decrease in profitability is often associated with a deterioration in asset turnover, and not only with a decrease in the volume of profits [14, p. 87].

The goals and objectives of the analysis will affect its depth. For a lending organization, the solvency of the company, the ability to pay interest and the body of the debt on time and in full is interesting. For the management of the enterprise -

not only solvency, profitability and satisfaction of the expectations of the owner, but also the growth of the value of the business.

The initial stage of analysis of financial and economic activities is the assessment of property and the sources by which it was created. To do this, the structure of assets, the structure of sources is assessed, after which the identified changes are considered in order to trace trends, positive or negative. At the same time, the former will include the rapid growth of retained earnings, while the latter will include the rapid growth of borrowed capital, in particular short-term liabilities, which may lead to a deterioration in the level of financial stability of the company. On the other hand, financing of activities mainly at the expense of borrowed funds entails an increase in the cost of goods, which can also affect profits [15].

Turnover analysis will help to confirm the conclusions drawn from the study of the balance sheet and its structure. Working capital is an intermediate stage in which the company's money is before it becomes «new» money, of a larger size («Money - Commodity - New Money»). In fact, it is "temporarily tied" cash. The purpose of the turnover analysis is to characterize the conditions for managing the company's working capital and assess their impact on the company's finances.

The purpose of liquidity analysis is to assess the ability of an enterprise to fulfill short-term obligations in a timely manner and in full at the expense of current assets. Liquidity (current solvency) is one of the most important characteristics of a company's financial condition, which determines the ability to pay bills on time; in fact, it is one of the indicators of bankruptcy. The results of liquidity analysis are important for internal and external users of information about the company [16, p. 838].

If liquidity characterizes the organization's ability to repay obligations on time and in full at the current time, then financial stability characterizes the company's ability to maintain the ability to repay obligations in the future [17, p. 170].

The purpose of financial stability analysis is to assess the ability of an organization to pay its obligations and retain ownership of organizations in the long term. The coefficients of this group characterize the degree of protection of the interests of creditors and investors who have long-term investments in the company's property. They give an idea of the company's ability to repay long-term debt [18, p. 92].

The purpose of profitability analysis is to evaluate the effectiveness of the main (operational) activities. The form of the statement of financial results adopted in the Russian accounting system (RAS) poorly meets the objectives of the analysis. The reporting does not provide for the allocation of depreciation, fixed and variable costs, the main elements of costs are not visible [19, p. 12].

In Russian literature, more indicators are distinguished than in foreign ones. General indicators of profitability for Russian and foreign practice are:

- return on sales - the ratio of profit to revenue. In Russian practice, profit from sales and net profit can serve as an indicator of profit, in foreign practice - net profit, earnings before interest and taxes (EBIT), profit before taxes;

- return on assets - the ratio of profit to the average value of assets. As an indicator of profit in Russian practice, as a rule, net profit is used, in foreign practice - net profit, earnings before interest and taxes (EBIT), earnings before taxes;

- return on equity - the ratio of profit to the average value of equity capital. As an indicator of profit in Russian practice, as a rule, net profit is used, in foreign practice - net profit, earnings before interest and taxes (EBIT), earnings before taxes;

- return on investment (net assets) - the ratio of profit to the amount of equity and long-term liabilities. As an indicator of profit in Russian practice, as a rule, net profit acts, in foreign practice - net profit, earnings before interest and taxes (EBIT), earnings before taxes.

For a qualitative financial analysis, there is no need to calculate all known coefficients, it is enough to use a small number of indicators for a generalized

assessment of the level of solvency, financial stability, profitability and asset turnover.

It should be borne in mind that there are no strict standards for coefficients, a well-thought-out modification of indicators will provide more information than blind copying of formulas. To assess the financial position, it is necessary to compare these ratios by periods or with the performance of similar companies [20, p. 17].

Profit is the foundation of a company's financial well-being. But accounting profit does not take into account changes in the value of a company's assets that occur annually. It is also worth remembering that accountants can use methods that allow you to underestimate profits, or, if necessary, show a picture of stable earnings growth in the long term. It all depends on the goals pursued by the company's management. Therefore, the analysis of financial statements allows you to understand what keeps the company afloat.

2 Object and research methods

2.1 Brief description of PJSC «Kuzbassenergosbyt»

PJSC «Kuzbassenergosbyt» is the largest power supply company in the Kemerovo Region, operating in the status of a guaranteed electricity supplier. The main activity of PJSC «Kuzbassenergosbyt» is the sale of electricity to consumers in the region. The company serves over 1 million consumer citizens and over 25 thousand legal entities. PJSC «Kuzbassenergosbyt» is part of the energy division of the Mechel Group.

The head office of PJSC «Kuzbassenergosbyt» is located in Kuzbass, the city of Kemerovo, Lenin Avenue, 90/4.

PJSC «Kuzbassenergosbytsbyt» includes four interdistrict branches; these are the Eastern MRO, the Northern MRO, the Central MRO and the Southern MRO. In total, twenty-five production sites in the interdistrict offices are responsible for operating the retail electricity market in the Kemerovo Region.

The average number of employees in all branches of PJSC «Kuzbassenergosbyt» is 1274 people.

To meet the region's demand for electricity, PJSC «Kuzbassenergosbyt» purchases electricity in the wholesale and retail electricity (capacity) markets. In 2021, in the structure of electricity consumption of PJSC «Kuzbassenergosbyt», a significant share of consumption falls on the population - 32.46%, on grid companies purchasing electricity to compensate for losses - 13.09%, on the coal industry - 13.25%. The volume of electricity consumption in 2021 amounted to 9,109,928 thousand kWh.

PJSC «Kuzbassenergosbytsbyt» has a developed customer service network: the Kemerovo branch coordinates all sales activities and maintains contracts concluded in the wholesale market, contracts concluded with large consumers of the region and other legal entities in Kemerovo are also serviced here.

The main goal of «Kuzbassenergosbyt» PJSC is to ensure a reliable and uninterrupted supply of electricity to consumers, ensuring profit, increasing the company's capitalization and increasing its investment attractiveness.

2.2 Research methods

In the course of this final qualifying work, a dialectical method was used to analyze the financial and economic activities of the enterprise, which makes it possible to study, analyze and assess the financial condition and current financial processes.

To analyze and evaluate the financial policy of the enterprise, the following methods were used: analysis of scientific and educational literature, calculation and analytical method, control and precise planning. The last method is the main one in the problem field of interest to us. This method requires an analysis of the financial and economic activities of the enterprise, its assets, reserves and income with subsequent assessment. After that, the selection of tools is carried out to increase the assets of the enterprise in order to maximize the profit from the services provided. Based on the operational, accounting, statistical and other data obtained during the analysis, a plan is drawn up to minimize business risks.

To minimize entrepreneurial risks, a financial management method was used - this is monitoring.

Monitoring is a search for risks, conditions for their occurrence, dynamics, analysis of causes and consequences.

The monitoring method implies the study and assessment of:

- trends in the development of financial results of the enterprise;
- the financial condition of the enterprise;
- business activity and efficiency of the enterprise;
- the structure of capital and the system of its management at the enterprise;
- systems for managing the financial and entrepreneurial risks of the enterprise.

3 Calculations and analytics

3.1 Analysis of financial results and financial condition of PJSC «Kuzbassenergosbyt»

3.1.1 Analysis of profit and level of profitability

In this chapter, we will consider the analysis of the financial and economic activities of the organization in question, identify its shortcomings, propose measures to improve the financial condition of the organization PJSC «Kuzbassenergosbyt».

Table 2 - Dynamics of profit indicators of PJSC «Kuzbassenergosbyt» in comparison with the last year

Indicators	Reporting year 2021	Prior year	Deviation	
			absolute	%
Income and expenses from ordinary activities				
1	2	3	4	5
1 Revenue, thousand rubles	26882775	25038569	1844203	7,4
2 Cost of sales, thousand rubles % to revenue	14900168	13374106	1526062	11,4
3 Gross profit (loss), thousand rubles % to revenue	11982607	11664463	318141	2,7
4 Selling expenses, thousand rubles % to revenue	11298233	10796538	501695	4,6
5 Administrative expenses, thousand rubles % to revenue	0	0	0	0
6 Profit (loss) from sales (sales), thousand rubles % to revenue	684374	867925	-183554	-21,2
7 Income from participation in other organizations, thousand rubles	0	0	0	0
8 Interest receivable, thousand rubles	407120	456707	-49587	-10,9
9 Interest payable, thousand rubles	49382	119818	-70436	-58,8
10 Other income, thousand rubles	123855	126151	-2296	-1,8
11 Other expenses, thousand rubles	674938	286649	388289	135,5
12 Profit (loss) before tax (accounting profit), thousand rubles.	491037	1034316	-543279	-52,5
13 Current income tax, thousand rubles	133780	199453	-65673	-32,9
Including permanent tax liabilities (assets), thousand rubles	1126	1890	-764	-40,4
14 Change in deferred tax liabilities, thousand rubles	4569	15056	-10487	-69
15 Change in deferred tax assets, thousand rubles	32130	5756	26374	458
16 Net profit (loss) of the reporting period, thousand rubles	387925	820917	-432992	52,75

The dynamics of profit indicators shown in Table 3 shows that, compared to the previous year, in 2020, the revenue of PJSC «Kuzbassenergosbyt» increased by 1,844,203 rubles. and amounted to 26882775 rubles.

The cost of sales increased by 11.4% and amounted to 14900168 rubles, which is 1526062 rubles. more compared to 2019. And the gross profit increased by 318,141 rubles (2.7%).

Sales profit for 2020 decreased by 21.2% compared to the previous year and amounted to 684,371 rubles. Interest receivable in 2020 amounted to RUB 407,120, which is RUB 49,587 less. compared to 2019. Other income decreased by 2296 and in 2020 amounted to 123855 rubles. Selling expenses increased by 501,695 rubles. and in 2020 amounted to 11298233. Interest payable decreased by 70436 rubles. and in 2020 amounted to 49382 rubles. Other expenses amounted to 674,938 rubles, which is 135.5% more than in 2019. Profit before tax in 2020 amounted to 491,037 rubles, which is less by 543,279 rubles. than last year. The current income tax decreased by 32.9%, the change in deferred tax liabilities decreased by 40.4%, and the change in deferred tax assets increased by 458% and amounted to RUB 32,130 in 2020. Thus, the net profit in 2020 amounted to 387,925 rubles, which is 432,992 rubles (52.75%) less than in 2019.

Table 3 - Analysis of changes in net profit by factors, thousand rubles

Factors	Change in net profit (+ increase; - decrease)
1	2
Change in net profit - total	
Including due to changes:	
1) the amount of proceeds	+
2) the level of cost in% of revenue	+
3) the level of selling expenses as a% of revenue	+
4) the level of administrative expenses as a% of revenue	
5) the amount of income from participation in other organizations	
6) the amount of interest receivable	-
7) the amount of interest payable	-
8) the amount of income from other operations	-
9) the amount of expenses from other operations	+
10) the amount of the current income tax	-
11) amounts of deferred tax liabilities	-
12) amounts of deferred tax assets	+

The change in net profit in 2020 was affected by an increase in such factors as: the amount of revenue, the level of cost as a % of revenue, the level of selling expenses as a % of revenue, the amount of expenses from other operations and the amount of deferred tax assets; as well as reductions in: interest receivable, interest payable, income from other operations, current income tax and deferred tax liabilities.

Table 4 presents the subsequent analysis, which involves the calculation and analytical evaluation of profitability indicators.

Table 4 - Dynamics of profitability indicators of PJSC «Kuzbassenergosbyt» compared to the previous year

Indicators	Reporting year 2020	Prior year	Deviation
1	2	3	4
1 Average value of assets, thous. Rub.	7497973	7038931,5	6,5
2 Average value of equity capital, thousand rubles.	4698864,5	4094443,5	14,8
3 Revenue, thousand rubles.	26882775	25038569	7,4
4 Accounting profit, thousand rubles.	491037	1034316	-52,5
5 Net profit, thousand rubles.	387925	820917	-52,7
6 Return on equity,%	0,05	0,12	-58
7 Return on assets,%	0,05	0,12	-58
8 Profitability of products,%	0,03	0,08	-62
9 Return on investment (net profit),%	0,01	0,25	-96

Return on assets = (Net income) / (Amount of assets).

Product profitability = (Profit before tax) / (Total cost of goods sold) * 100%.

Return on investment = (Profit before tax) / (Avg cost of equity + Avg cost of long-term liabilities) * 100%.

Return on equity = (Net income) / (Average equity) * 100%.

Based on the calculations given in table 4, we can conclude that the return on equity decreased by 58%, as a result of a decrease in net profit by almost half. In this regard, there is also a decrease in the return on assets compared to 2019 by 58%. The profitability of products is reduced by 62% as a result of an increase in the cost of production and a decrease in accounting profit. The return on investment in 2020 is reduced by 96% compared to 2019, due to the fact that such

an indicator as accounting profit has decreased (in 2020 it was 1034316, and in 2020 it decreased to 491037).

Assessment of the influence of factors that determine the level of return on equity is carried out by the method of absolute differences. Calculations are made in table 5.

3.1.2 Analysis of the structure of the value of the property of the enterprise and the sources of its formation

Table 5 - Composition and structure of property of PJSC «Kuzbassenergosbyt» and sources of its formation

Indicators	As of December 31 of the reporting year 2020		December 31 of the previous year		At 31 December of the year before the previous		Deviation	
	thousand rubles	In% to property	thousand rubles	In% to property	thousand rubles	In% to property		
							(2-4)	(2-6)
1	2	3	4	5	6	7	8	9
<i>Assets</i>								
Total property, including:	7651220		7344726		6733137			
non-current assets, including:	3872334	50,6	3796237	51,7	3166535	47	-1,1	3,6
- fixed assets	353738	4,6	309771	4,2	301776	4,5	0,4	0,1
- Construction in progress	46015	0,6	760	0,01	710	0,01	0,59	0,59
- long-term financial investments	3459307	45	3459307	45	2842622	42,2	0	2,8
Current assets, including:	3778886	49,4	3548489	48,3	3566602	52,9	1,1	-3,5
material circulating assets	54517	0,7	58049	0,8	57477	0,8	-0,1	-0,1
accounts receivable	3641282	47,6	3405373	46,4	2835890	42,1	1,2	5,5
cash and short-term financial investments	82615	1,08	84582	1,15	56123	0,83	-0,07	0,25
Real assets (for reference)	408255	5,3	367820	5	359253	5,3	0,3	0
<i>Passive</i>								
Own funds (capital), including:	4892827	63,9	4504902	61,3	3683985	54,7	2,6	9,2
- own circulating assets	1020493	13,3	708665	9,6	517450	7,7	3,7	5,6
Borrowed funds, including:	800322	10,5	849650	11,6	775736	11,5	-1,1	-1
- long-term loans and borrowings	0		0		0			
- short-term loans and borrowings	800322	10,5	849650	11,6	775736	11,5	-1,1	-1

Continuation of table 5

1	2	3	4	5	6	7	8	9
- accounts payable, including:	1887073	24,7	1893709	25,8	2233238	33,2	-1,1	-8,5
on settlements with suppliers	1590647	20,8	1470394	20	1974293	29,3	0,8	-8,5
arrears on non-commodity transactions (wages, social insurance and security, off-budget payments, settlements with the budget, etc.)	296126	3,9	423315	5,8	258915	3,8	-1,9	0,1

According to the analysis given in Table 5, it can be judged that every year the share of fixed assets in assets increases, as well as an increase in current assets. It is also noticeable that the share of accounts receivable is large and it is increasing by 2020, but this will not lead to negative phenomena if it is repaid on time. The increase in the share of construction in progress at the end of 2020 is due to the commissioning of a facility under construction.

If we consider the change in the liabilities side of the balance sheet, it can be seen that equity increases, as well as own working capital. The share of borrowed funds is slightly reduced, including short-term loans and borrowings. The share of accounts payable is also decreasing, including debt on settlements with suppliers and on non-commodity transactions.

The general trend from 2018 to 2020 is as follows: the organization resorts to raising borrowed funds due to the weak solvency of consumers. It can be seen that the change in the share of accounts payable occurs at the same pace as the share of accounts receivable.

3.1.3 Analysis of the financial stability of the enterprise

Financial stability is the financial independence of an enterprise, the ability to maneuver with its own funds, sufficient financial security for an uninterrupted business process.

Table 6 presents an analysis of the availability and movement of own circulating assets.

Table 6 - Analysis of the availability and movement of own circulating assets

Indicators	As of December 31 of the reporting year	December 31 of the previous year	At 31 December of the year preceding the previous	Deviation	
				(1–2)	(1–3)
1	2	3	4	5	6
I Capital and reserves, total	4892827	4504902	3683985	387925	1208842
Added: revenue of the future periods	0	0	0	0	0
Excluded: Debt on contributions to the authorized capital	0	0	0	0	0
II Equity capital of the enterprise	4892827	4504902	3683985	387925	1208842
Added: Long-term liabilities, total	18413	22982	7926	-4569	10487
Excluded: Non-current assets, total	3872334	3796237	3166535	76097	705799
III Own working capital	3778886	3548489	3566602	230397	212284
Change in own working capital due to changes in:					
1) the circulating part of the authorized (including additional and revaluation of non-current assets) capital	1020493	708665	517450	311828	503043
2) reserve capital	1515	1515	1515	0	0
3) the amount of retained earnings (uncovered loss)	4861004	4473079	3652162	387925	1208842
4) construction in progress	46015	760	710	45255	45305
5) the amount of long-term financial investments, etc.	3459307	3459307	2842622	0	616685

Own working capital = Equity - Non-current assets.

Based on the results of the analysis of the availability and movement of own circulating assets, it can be concluded that the growth of equity capital and reserves is due to a decrease in long-term liabilities and an increase in non-current assets in comparison with last year by 76,097 rubles. Own circulating assets are also increasing in a trend, due to an increase in the share of the circulating part of the authorized capital, despite the fact that the value of long-term financial investments does not change, and the value of construction in progress has increased by 45,255 rubles.

Assessment of financial stability and its dynamics using absolute indicators is carried out according to table 8 and consists in determining the surplus or lack of

sources of funds for the formation of reserves, obtained in the form of the difference between the size of sources of funds and the size of reserves.

Depending on the ratio of these indicators (Stocks, Own circulating assets, Normal sources of stock formation), it is determined to which type of current financial stability the financial situation prevailing in the analyzed enterprise belongs.

Table 7 - Change in absolute indicators of financial stability of PJSC «Kuzbassenergosbyt», thousand rubles

Indicators	As of December 31 of the reporting year	December 31 of the previous year	At 31 December of the year preceding the previous	Deviation	
				(1–2)	(1–3)
1	2	3	4	5	6
1 Inventories (I)	54517	58049	57477	-3532	-2960
2 Own working capital (OWC)	3778886	3548489	3566602	230397	212284
3 Short-term loans and borrowings	800322	849650	775736	-49328	24586
4 Short-term debt to suppliers and contractors (not overdue)	1590647	1470394	1974293	120253	-383646
5 Bills payable (not past due)	0	0	0	0	0
6 Advances received	223626	201133	158141	22493	65485
7 Normal sources of formation of reserves (NSFR)	6115338	5810484	6259154	304854	-143816
8 Surplus (+), shortage (-)OWC to cover stocks (line 2 - line 1)	3724369	3490440	3509125	233929	215244
9 Surplus (+), shortage (-)NSFR to cover reserves (line 7 - line 1)	6060821	5752435	6201677	308386	-140856

$NSFR = OWC + \text{Short-term loans and borrowings (1510)} + \text{Short-term debt to suppliers and contractors (not overdue) (1520)}$.

From the data in Table 7, it can be noted that the reserves of PJSC Kuzbassenergosbyt have decreased by 3,532 rubles since 2019 and compared to 2020, own working capital, as well as advances received, have increased.

Indicators such as NSFR, OWC tend to increase by the end of the reporting year by 304,854 and 233,929 rubles, respectively.

The surplus to cover reserves for 2021 amounted to RUB 6060824.

According to table 7, the type of financial stability can be distinguished: Inventories (I) < Own working capital (OWC), this is the absolute financial stability.

This ratio shows that all stocks are fully formed from their own sources and the organization does not depend financially on suppliers. The situation is very rare and not ideal, as it means ineffective use of own funds, the presence of their excess volume.

To analyze financial stability, a system of relative indicators is also used that characterize the financial independence, autonomy of the enterprise for each element of assets (working capital and fixed assets) and for property in general, calculated in table 8).

Table 8 - Change in relative indicators of financial stability of PJSC «Kuzbassenergosbyt»

Indicators	At 31 December 2020	At December 31, 2019	At December 31, 2018	Deviation	
				(1–2)	(1–3)
1	2	3	4	5	6
<i>Characterizing the state of working capital</i>					
1 Coefficient of provision of stocks with own circulating assets	19,1	12,6	9,1	6,5	10,0
2 Equity maneuverability ratio	0,21	0,16	0,14	0,05	0,07
3 Net mobile assets ratio (provision with own circulating assets)	0,27	0,19	0,14	0,08	0,13
<i>Characterizing the condition of fixed assets</i>					
4 Permanent asset index	0,79	0,84	0,86	-0,05	-0,07
5 Long-term borrowing ratio	0,004	0,005	0,002	-0,001	0,002
6 The coefficient of the real value of the property of the enterprise	0,51	0,52	0,48	-0,01	0,03
<i>Characterizing the financial independence of the enterprise as a whole</i>					
7 Autonomy (independence) coefficient	0,64	0,61	0,57	0,03	0,07
8 Debt to equity ratio	0,16	0,19	0,21	-0,03	-0,05

The equity ratio characterizes the availability of own working capital of the organization, necessary for its financial stability. As a result of calculations on the balance sheet of PJSC «Kuzbassenergosbyt», the equity ratio has been growing since 2018 and reached 19.1 by 2020. A high value indicates the financial stability

of the company and the ability to carry out vigorous activity even in the absence of access to borrowed funds and external sources of financing for the company. The standard value of the indicator is 0.1.

The coefficient of maneuverability of own funds shows the ability of the organization to maintain the level of its own working capital and replenish working capital, if necessary, from its own sources. It depends on the structure of capital and the specifics of the industry, it is recommended in the range of 0.2-0.5. In the organization under study, the coefficient for the reporting year is 0.21 - these are the optimal values of the coefficient, that is, the organization is financially independent.

The net mobile funds ratio shows the adequacy of the organization's own funds to finance current activities. The normal value of the equity ratio should be at least 0.1. «Kuzbassenergosbyt» has this ratio of 0.27, which means that the company is able to ensure the continuous implementation of the production plan using only its own mobile assets.

The permanent asset index shows what share of own sources of funds is directed to cover non-current assets, that is, the main part of the organization's production potential. Usually, under the normal value of the permanent asset coefficient, an indicator in the range from 0.5 to 0.8 is taken. In our case, the indicator at the end of the reporting year is 0.79, which means that the organization is financially stable and solvent.

The long-term borrowing ratio shows how an organization attracts long-term capital and is an important indicator that reflects the financial independence of an enterprise. The calculated ratio for the balance sheet of PJSC «Kuzbassenergosbyt» is 0.004. This value is very low and means that there is no dependence on borrowed funds and high financial stability.

The coefficient of the real value of the property of the enterprise characterizes the production potential of the enterprise, the provision of the production process with the means of production, reflects the share of the real value of the property for production purposes in the property of the enterprise. The

recommended value and the norm for the indicator $> 0.3-0.5$. The values of the standards of organizations for various industries, types of activities may vary. According to the calculations of the organization under study, the indicator for 2020 is 0.51.

The coefficient of autonomy (independence) - shows the share of the organization's assets, which are covered by equity (provided by their own sources of formation). Regulatory limit >0.5 . The higher the ratio, the better the financial condition of the company. From the calculated data in Table 8, it can be seen that this coefficient increases in dynamics and for 2020 is 0.64.

The ratio of borrowed and own funds shows how much borrowed funds per 1 rub. own funds. The recommended value of the coefficient is less than 1. Table 8 shows that this coefficient has been decreasing since 2018 and for 2020 its value is 0.16. This means that the financial stability and independence of the enterprise from borrowed capital and liabilities is very low.

It should be emphasized that there are no single normative criteria for the considered indicators. They depend on many factors: industry affiliation of the enterprise, the principles of lending, the current structure of sources of funds, the turnover of working capital, the reputation of the enterprise.

3.1.4 Enterprise solvency assessment

Solvency is the availability of the enterprise funds sufficient to pay debts on all short-term obligations and at the same time for the smooth implementation of the production process and product sales.

The calculation of indicators reflecting the solvency of the enterprise is made in table 9.

The total coverage ratio shows the company's ability to repay current (short-term) liabilities at the expense of current assets only. The higher the value of the coefficient, the better the solvency of the enterprise.

Table 9 - Change in the solvency indicators of the enterprise for 2018-2020

Indicators	As of December 31 of the reporting year	As at 31 December of the previous year	As at 31 December of the year preceding the previous	Deviation	
				(1–2)	(1–3)
1	2	3	4	5	6
1 Revenue, thousand rubles	26882775	25038569	23224427	1844206	3658348
2 Working capital, thousand rubles	3778886	3548489	3566602	230397	212284
3 Short-term debt, thousand rubles	1887073	1893709	2233238	-6636	-346165
4 Total coverage ratio (current liquidity)	2	1,87	1,6	0,13	0,4
5 Intermediate coverage ratio (quick liquidity)	0,031	0,031	0,223	0	-0,192
6 Absolute liquidity ratio	0,031	0,031	0,224	0	-0,193
7 Net revenue ratio	1,5	3,2	2,07	-1,7	-0,57

The general formula for calculating the coefficient:

$$C_{tr} = \text{Current assets} / \text{Short-term debt.}$$

The normal value of the coefficient is 1.5 - 2.5, depending on the sector of the economy. A value below 1 indicates a high financial risk - the company is not able to consistently pay current bills. A value of more than 3 indicates an irrational capital structure.

As a result of calculations, the total coverage ratio of PJSC «Kuzbassenergosbyt» from 2018 to 2020 is within the normal range. This means that the company is able to pay current bills and is fully solvent. In 2018, the ratio was close to the lower end of the range, which means that during this period the company may have experienced difficulties in paying current bills.

The intermediate coverage ratio (quick liquidity) shows what part of short-term liabilities can be repaid in the event of a critical situation. Only highly liquid assets (cash, easily traded securities, receivables) are taken into account. Inventories are not taken into account (their salvage value is equal to zero, because in the event of a forced sale, the company may incur significant losses). A value of 1.0 or higher is considered normal. Calculation according to the balance sheet:

$$C_{ir} = (\text{line 1240} + \text{line 1250} + \text{line 1260}) / (\text{line 1500} - \text{line 1530} - \text{line 1540}).$$

From the calculated data in Table 9, the intermediate coverage ratio is less than 1, which means that liquid assets do not cover short-term liabilities, which means that there is a risk of loss of solvency, which is a negative signal for investors, the risk of losing investors is likely.

The absolute liquidity ratio shows what proportion of short-term debt obligations will be covered by cash and cash equivalents in the form of marketable securities and deposits, that is, absolutely liquid assets.

Calculation formula according to the balance sheet data:

$$C_{al} = (\text{line 1240} + \text{line 1250}) / (\text{line 1500} - \text{line 1530} - \text{line 1540}).$$

In Russian practice, there is a heterogeneity in the structure of current liabilities and their maturities, so the standard value for Russian companies is the value of the absolute liquidity ratio is within $C_{al} > 0.2-0.5$.

From 2018 to 2020, the absolute liquidity ratio of PJSC Kuzbassenergosbyt is in the range of 0.224-0.031 and shows a downward trend. The value of the coefficient below the standard indicates that the company does not have the opportunity to pay off its obligations in a timely manner if the payment deadline comes soon.

The net revenue ratio allows you to evaluate the prospective solvency of the organization. This ratio shows the share of free cash in the proceeds from product sales. This norm, with a certain degree of approximation, can be extended to the expected receipts of revenue in the short term. The higher this ratio, the better from a financial point of view.

The rate of net proceeds characterizes not only the profitability of the organization's main activities (as the profitability of sales), but the overall performance. That is, not only profit from the sale of products (works, services), but also payments on loans, exchange rate differences and other profits and losses are taken into account.

In theory, there is no normal value of the net revenue rate; however, for an enterprise to bring dividends to the owners, the net profit rate must be at least positive (that is, greater than 0).

According to the lines of the Statement of Financial Results, the formula is as follows:

$$\text{Net revenue ratio} = (\text{line 2400} / \text{line 2210}) \times 100.$$

Based on the calculations, the net revenue ratio for 2020 is 1.5, which is a good indicator, the enterprise is managed effectively and does not incur losses. However, the indicator decreased in relation to the previous year by 2 times.

3.1.5 Balance liquidity analysis

The liquidity of the balance sheet is defined as the extent to which the company's liabilities are covered by its assets, the term for converting them into cash corresponds to the maturity of the liabilities. Analysis of the liquidity of the balance sheet of the enterprise is carried out according to table 10.

The balance sheet is considered absolutely liquid if the following inequalities are met:

- $A1 \geq P1$;
- $A2 \geq P2$;
- $A3 \geq P3$;
- $A4 \leq P4$.

Table 10 - Change in the liquidity of the balance sheet of the enterprise

Assets	For December 31			Passiv e	For December 31			Payment surplus (+) or shortfall (-) at 31 December		
	Report ing year	Previous year	Year before previous		Report ing year	Previo us year	Year befo re prev ious	Report ing year	Previ ous year	Year before previous
1	2	3	4	5	6	7	8	9	10	11
1 The most liquid assets	82615	84582	672808	1 The most urgent liabilities	1887073	1893709	2233238	-1804458	-1809127	-1560430
2 Marketable assets	3641459	3405550	2836063	2 Short-term liabilities	800322	849650	775736	2841137	2555900	2060327
3 Slow selling assets	3513824	3517356	2900099	3 Long-term liabilities	18413	22982	7926	3495411	3494374	2892173
For the first three groups, total	7237898	7007488	6408970		2705808	2766341	3016900	4532090	4241147	3392070
4 Hard-to-sell assets	3872334	3796237	3166535	4 Permanent liabilities	4945412	4578385	3716237	2386229	2677159	2292920

Table 11 - Algorithm for finding absolute liquidity

Indicator	Balance lines	Indicator	Balance lines
1	2	3	4
A ₁	1250+1240	P ₁	1520
A ₂	1230+1260	P ₂	1510+1550
A ₃	1210+1170	P ₃	1400
A ₄	1100	P ₄	1300+1530+1540

Comparison of the results of the first group of assets and liabilities reflects the ratio of current payments and receipts.

Comparison of the results of the second group of assets and liabilities shows a trend of increasing or decreasing current liquidity in the near future.

Comparison of the totals for assets and liabilities for the third and fourth groups reflects the ratio of payments and receipts in a relatively distant future.

Analysis of the liquidity of the balance sheet, carried out according to this scheme, quite fully represents the financial condition of the enterprise in terms of the possibility of timely settlements.

Of the four ratios that characterize the ratio of assets in terms of liquidity and liabilities in terms of maturity, three are fulfilled.

Based on the calculated data in Table 10, it can be seen that the value of the most liquid assets is decreasing, and the value of term liabilities is also decreasing. During the three years of study PJSC «Kuzbassenergosbyt» the inequality $A1 \geq P1$ is not feasible and this indicates the insolvency of the organization at the time of the balance sheet. The company cannot use assets with instant liquidity to fully make payments on liabilities with the greatest urgency. The shortfall for 2020 is 1,804,458 rubles. However, in dynamics, the indicator is increasing, which is positive.

Inequality $A2 \geq P2$ is fulfilled in the analyzed period, which characterizes the quick solvency of the organization (the surplus of quickly sold assets at the end of 2020 is 2841137), that is, the company can pay off its short-term obligations to creditors with quickly realizable assets. In dynamics, the indicator is increasing, which is positive.

Inequality $A3 \geq P3$ from 2018 to 2020 is also fulfilled. This inequality shows that an organization can repay long-term loans with slow-moving assets. In dynamics, the indicator increases, which characterizes the company as solvent in the long term.

As can be seen from Table 10, inequality $A4 \leq P4$ is satisfied. The fulfillment of this inequality means that PJSC «Kuzbassenergosbyt» has a high degree of solvency and can repay various types of obligations with the relevant

assets, only in the short term the company cannot fully make payments with instant liquidity.

The relationship between the liquidity of the balance sheet and the risk of loss of solvency of the organization is as follows:

Normal liquidity (acceptable risk zone) - $A1 \leq P1$, $A2 \geq P2$, $A3 \geq P3$, $A4 \leq P4$.

At the end of 2018-2020 PJSC «Kuzbassenergosbyt» fell into the zone of acceptable risk: current payments and receipts characterize the state of normal balance liquidity. In this state, the organization has difficulties in paying obligations for a time interval of up to three months due to insufficient receipt of funds. In this case, group A2 assets can be used as a reserve, but it takes additional time to turn them into cash.

4 Development of measures to improve the efficiency of the state of the enterprise

There have always been and continue to be a number of problems in the electric power industry. There is a very acute problem with non-payments for electricity, which thereby significantly affects the financial condition of power supply companies with the status of a supplier of last resort. Unfortunately, at the moment, not all consumers of electricity have realized that electricity is not a public good, but a commodity that must be paid for.

Accounts receivable is a sore point for any supplier of last resort. PJSC «Kuzbassenergosbyt» is no exception.

An increase in the price of electricity and the general economic situation leads to a decrease in the solvency of consumers and, as a result, to a deterioration in payment discipline, as well as a decrease in the effectiveness of standard mechanisms for influencing non-payers. This, in turn, leads to an increase in receivables and an increase in the cash gap in the company.

First of all, we are talking about housing and communal services enterprises, which, taking advantage of their «non-disconnectable» status, accumulate very large debts. Utility service providers, when collecting money from recipients of resources, are often in no hurry to transfer them to their accounts. Debts are also accumulating under contracts with individuals.

Often, teams working with legal entities and individuals do not have the opportunity to work on overdue payments due to the high workload of current duties (preparation of documents for the conclusion of new contracts, etc.). Since there is no system for organizing work with debtors in the inter-district branches of PJSC «Kuzbassenergosbyt», work is carried out chaotically as overdue receivables arise.

To minimize the risks, it is necessary to develop (and implement) a system for working with receivables, which will clearly spell out the terms and procedures, as well as responsible persons.

In this regard, it becomes necessary to create a unit to deal with receivables in each inter-district branch of PJSC «Kuzbassenergosbyt», whose forces will be focused only on this work, in order to obtain a positive result. The staff of this department will include a lawyer, a leading economist and a group economist.

When creating such a division, we set ourselves the goal of accelerating the collection of debts and, as a result, reducing bad receivables. The expected annual effect from the introduction of the accounts receivable department is 45% for debts of individuals and 30% for contracts with legal entities.

Table 12 shows the structure of receivables in the interdistrict branch of PJSC «Kuzbassenergosbyt» in Yurga.

Table 12 - The structure of receivables of PJSC «Kuzbassenergosbyt» in the city of Yurga

Consumer segment	Amount of debt as of 01.01.2022, thousand rubles
1	2
Budget organizations and legal entities	278995000
People	88570

The main task of the proposed structural unit should be the following:

- analysis of receivables by their terms;
- work with contractors: sending out claims/notifications, calling debtors, working with the bailiff service;
- collection of information about consumers who violate the terms of the contract;
- collection of a complete package of documents;
- control of payment terms;
- claiming debt from the counterparty in court;
- monthly progress reporting.

Pre-trial and judicial work will be carried out with debtors. The pre-trial part of the work is constant monitoring of debt, sending notifications to non-payers about the resulting debt and the need to pay it off (mailing claims using color

printing, live calls), this is a limitation of the service for those who do not respond to warnings.

In relation to systemic non-payers, applications for issuing court orders or statements of claim will be submitted, together with the Federal Bailiff Service, specialists of PJSC «Kuzbassenergosbyt» will carry out measures to enforce judicial acts, including conducting raids, restricting the departure of debtors outside the Russian Federation. There will be cooperation with banks, with the Pension Fund.

PJSC «Kuzbassenergosbyt» owns a complete database of accruals and payments for consumed electricity. Monitoring allows you to identify unfavorable periods, areas where a decline in collection of funds is recorded, the history of debts of non-payers. These data allow us to work individually with each debtor and take into account the characteristics of each territory.

If the consumer does not pay the bills due to a difficult life situation, then he can count on the help of specialists from PJSC «Kuzbassenergosbyt» and contact the company's office to conclude an agreement on the installment payment of the debt.

With regard to legal entities and housing and communal services, a non-standard approach to claim work can be used. This is bringing municipalities to subsidized liability for the debts of local housing and communal services. You can also publish information about debtor enterprises in local media.

Taking into account the objectives of the proposed structural unit, a version of the procedure for the actions of the personnel of PJSC «Kuzbassenergosbyt» for the collection of receivables was developed.

Table 13 - Regulations for the actions of the personnel of the department for work with receivables of PJSC «Kuzbassenergosbyt»

Period	Action	Responsible officer
1	2	3
3 days before payment deadline	Call with a reminder of the due date	Group Economist
Delay up to 5 days	Call or fax with a reminder of the due date	Group Economist
Delay up to 10 days	Call to find out the reasons for the delay	Group Economist
	Coordination of the payment schedule	
Delay from 10 to 20 days	Negotiations with responsible persons	Lead Economist
	Sending a warning letter about the accrual of a fine	
Delay from 20 to 30 days	Power outage	Lead Economist
	Accrual of a fine	Lawyer
	pre-trial warning	
Delay from 30 to 60 days	Acceptance of pre-trial settlement attempts	Lawyer
	Sending official claims	
Overdue more than 60 days	Contacting official debt collection organizations	Lawyer

In addition to creating a department for working with receivables, in order to solve the problem of unpaid debts for the population and legal entities in general, PJSC «Kuzbassenergosbyt» can recommend a number of measures.

1. It is possible and necessary to solve the problem with regard to the population that does not have metering devices, devices with an expired verification period that do not meet the requirements of the current legislation, as well as theft of electricity, it is possible and necessary to use modern technologies, and this is by installing an automated system for monitoring and metering electricity. Currently, a large-scale campaign is underway, within the framework of which metering devices are being replaced for all subscribers of PJSC «Kuzbassenergosbyt». In the future, all subscribers will be transferred to smart accounting, when the data will be transferred synchronously and automatically.

2. Also, in my opinion, it is worth introducing meters with remote shutdown of electricity for non-payers. In the event that the consumer does not pay for the consumed electricity for any reason, the power will be gradually limited, i.e. first, the subscriber will be deprived of the use of powerful devices, and so on in descending order, as a result, the supply of electricity will be stopped until the debt for the communal resource is fully repaid. This system has found wide application in Western Europe and the United States.

3. You can deal with debtors for electricity of PJSC «Kuzbassenergosbyt» in such a way as to submit data on debts for electricity to credit bureaus.

For a debtor, an unpaid bill for a utility resource may result in a higher rate on a loan or a refusal to issue it at all. With the help of a single base of non-payers, banks will be able to check whether potential borrowers have debts to pay utility bills. In accordance with the law, the consent of the debtor to include this information in the credit history is not required. At the same time, credit history bureaus are required to store it for 10 years from the date of entry into the database, so such a picture can permanently spoil the credit history. In my opinion, this method of dealing with non-payers is quite attractive, given the need of the population for credit in our time.

4. It is worth considering such an event as the possibility of publishing lists of "malicious non-payers" in mass media, posting lists on information boards in administrations, in apartment buildings, on bulletin boards, in management companies, offices of PJSC «Kuzbassenergosbyt» or in places of mass gatherings of people.

5. If it is not possible to pay the accumulated debt immediately, but the subscriber agrees to pay it off, the company's specialists should consider the possibility of concluding an agreement on payment by installments.

6. As a measure to reduce receivables, various actions can be recommended. For example, when paying 10,000 rubles. - 100 kWh as a gift, write-off of fines, etc. The purpose of this action is to attract consumers to timely and regular payment for consumed energy resources.

7. One of the activities can be offered to print receipts on colored paper: receivables from 3 to 6 months - orange paper, receivables more than 6 months - red paper.

8. In my opinion, one can also consider such a possibility in the fight for receivables as sending «scarecrows» - copies of statements of claim to "malicious non-payers" so that the debtor sees that he will be charged the debt in court.

9. As one of the ways to encourage debtors to repay their debts, PJSC «Kuzbassenergosbyt» can be offered the sale of overdue receivables for the population to a specialized financial institution - a factoring company.

To increase efficiency in the field of receivables management, it is worth motivating the employees of the department involved in this process. To do this, it is necessary to create conditions of interest in achieving the planned level of receivables. It is worth proposing to reward employees for fulfilling their obligations, but there should also be a system of punishments for failure to fulfill their direct duties, i.e. violation of the regulations (reprimand, depriving, warnings, etc.).

Based on the above, we can assume the expected annual effect from the implementation of measures to reduce receivables.

Table 14 - Expected annual effect on receivables in the inter-district branch of PJSC «Kuzbassenergosbyt» in the city of Yurga

Consumer segment	Amount of debt as of 01.01.2022, thousand rubles	Expected effect as of December 31, 2022	
		Decrease in %	thousand roubles
1	2	3	4
Budget organizations and legal entities	278995000	30	195296500
People	88570	45	48713,5

As a result of the measures taken, by the end of 2022, the debt of budgetary organizations and legal entities as a whole will decrease by 83,698,500 rubles, and the debts of individuals will decrease by 30,999.5 rubles.

From my point of view, the creation of a department to deal with receivables and a set of proposed measures will improve payment discipline and reduce the receivables of PJSC «Kuzbassenergosbyt», and as a result, improve the results of the financial and economic activities of the company.

5 Social responsibility

5.1 Description of the workplace

The object of the study is the office of the planning and economic department of PJSC Kuzbassenergosbyt, in particular, the workplace of an economist.

The parameters of the office of the planning and economic department are as follows: width - 4m, length - 16m, room height - 3m. The area of the office is 64m².

The ceiling is painted white, the walls of the room are covered with beige wallpaper.

Workplace lighting: natural (side, one-sided from two windows) and general artificial - 2 incandescent lamps of the Universal type with a voltage of 220V, and a power of 150W.

The premises are heated by means of the central city heating system.

This workplace has three computers, two printers, one copier.

Office microclimate:

- the air temperature in the warm season is about 23-24C °, in the cold season the temperature drops to 20C °;
- relative air humidity 40–55%;
- light work category 1a.

The economist's working day starts at 8:00 and lasts until 17:00, lunch break from 13:00 to 14:00.

On February 21, 2020, at PJSC «Kuzbassenergosbyt», an attestation of workplaces was carried out, during which an assessment of the working conditions of personnel was given for the identified harmful, hazardous production factors. The hazardous factors of the production process for personnel include the following aspects: chemical; biological; noise; fibrogenic actions; infrasound and ultrasound; aerosols; vibration of local and general type; non-ionizing and ionizing

radiation; microclimate of the working room; lighting; class of working conditions; the tension of the labor process. Based on the results of the audit, the following assessment was given:

- parameters of the light environment - class 2;
- the intensity of the labor process - grade 1.

The following recommendations were given for the employees of the planning and economic department:

- during the working day, take breaks of 10 minutes after each hour of work;
- do eye gymnastics, since economists spend all their working time at a personal computer;
- perform gymnastic exercises in the form of bends, turns of the head, body, hips.

In order that working at a computer does not give complications to posture and the disease of osteochondrosis does not develop, you should follow a few simple rules of working at a computer:

1. Knees should be at or slightly lower than hips. With this position of the legs, muscle tension does not arise.
2. Do not cross your legs, cross your legs. This leads to impaired blood circulation due to vascular compression. It is best to keep both feet on a stand or on the floor.
3. It is also necessary to maintain a right angle (90 degrees) in the elbow, hip and ankle joints.

The regulation of electromagnetic fields of radio frequencies is determined by State standard 12.1.006–84 and Sanitary and epidemiological rules and standards 2.2.2 / 2.4.1340–03 «Hygienic requirements for personal computers and organization of work in an organization»[20].

Also, the employees of the organization are given the opportunity to undergo a full medical examination every year at the expense of the organization in the city of Kemerovo.

No undesirable phenomena of the industrial environment of a mechanical nature were recorded by the economist during the audit. The furniture in the office of the planning and economic department has quality certificates of the established sample, workplaces in the office meet the requirements of sanitary standards. The room is also fireproof. Personal computers (system units and monitors) were purchased by organizations for employees of the entire department in 2018. They have quality certificates, standards for electromagnetic radiation and radiation from monitors within normal limits. [21].

Throughout the organization, in the production and administrative premises, there are video surveillance cameras, security posts are provided and equipped with the necessary equipment, conducting 24-hour shift work, fire alarms and infrared security alarms are also installed.

5.2 List of laws and regulations

When describing the workplace of the planning and economic department, its characteristics, the following regulatory documents were considered:

1. Card from 03/20/2017. No. 54-101 / 1 / 18-3 for a special assessment of working conditions.
2. The list of hard work and work with harmful or hazardous working conditions, during which it is prohibited to use the labor of women (approved by the Government of the Russian Federation of February 25, 2000 N 162).
3. Sanitary and epidemiological rules and standards SanPiN 2.4.6.2553 Sanitary and epidemiological requirements for the safety of working conditions for workers under 18 years of age.
4. SanPiN 2.2.2 / 2.4.1340-03 Hygienic requirements for personal computers and work organization.
5. Order of the Ministry of Health of the Russian Federation dated January 28, 2021 No. 29n.

6. Order of the Ministry of Health of the Russian Federation of March 21, 2014 No. 125n.

5.3 Analysis of factors of internal social responsibility

Analysis of the factors of internal social responsibility of PJSC Kuzbassenergosbyt showed that the division meets the requirements of ensuring comfortable working conditions for personnel. Arguments of the following nature can be cited as evidence of this conclusion.

First, the organization provides stable and timely wages to its employees, and the level of wages at this enterprise is significantly higher than the average wages in Kuzbass and neighboring regions.

Secondly, the organization provides annual medical examinations at its own expense, and also has concluded contracts for the provision of medical insurance against tick-borne encephalitis, the trade union organization provides vouchers with a large discount to a sanatorium for employees for medical reasons once a year.

Thirdly, the division regularly provides personnel training, retraining, advanced training, and upon hiring, each employee undergoes safety training, etc.

Fourthly, the organization provides for the provision of material assistance in difficult situations for staff, issues low-interest loans for the purchase of housing.

Fifthly, there is the possibility of obtaining extraordinary leave to resolve personal issues. This category also includes psychological support of the team, when the employee realizes that he can hope for the support of his comrades.

5.4 Analysis of external social responsibility factors

Factors of external social responsibility include:

- promoting environmental protection;

- interaction with the local community and local authorities;
- sponsorship and corporate charity;
- responsibility to consumers of goods and services (release of quality goods);
- willingness to participate in crisis situations, etc.

Let's consider the factors in more detail.

The activities of the organization are multifacetedly related to environmental protection; the impact on the environment is taken into account in the production of work. In addition, PJSC «Kuzbassenergosbyt» took part in the Earth Hour action on March 19, 2020 at 20.30 local time. The organization was prepared for the consequences of possible harm to the operation of the power system, since such an action can not only benefit nature, but also harm the energy system. Also, employees of the organization always recommend residents to use electricity rationally.

In the production of works, energy-saving technologies are currently used, which bring great benefits to the environment.

PJSC «Kuzbassenergosbyt» is the largest public joint stock company that provides reliable power supply to consumers. All work of this company takes place on the basis of contracts. The company's management solves the emerging issues of power supply in close cooperation with the city and district administration, heads of enterprises and specific consumers.

The organization actively promotes electricity consumers, who are their reliable partners. So in 2019, the best consumers of electricity attended a performance in Kemerovo, and the «Client of the Year» competition is held annually. Takes part in the action "get the child to school", in public events organized by the city administration.

The production activity of PJSC «Kuzbassenergosbyt» is based on the impeccable supply of electricity in strict accordance with the regulations and standards. Providing a low-quality service can cause great material damage. The quality of electricity supplied to consumers is monitored.

This organization is energy-saving and is constantly on high alert for emergencies or crises. The work of the organization is carried out around the clock, there is the appropriate equipment and machinery, repair teams. All employees are highly qualified specialists who have permission to work in various situations. In addition, the repair of accidents is regulated, i.e. the organization is fully prepared to work in any conditions.

5.5 Legal and organizational issues of ensuring social responsibility

In the organization, the main document governing labor law is the labor code of the Russian Federation. In his work, the head of the organization makes a decision based not only on the labor code of the Russian Federation, but also on the resolution of the government of Kuzbass, regulatory legal acts of local governments.

Let's highlight five basic laws that every employer should know and use in their work:

- The Constitution of the Russian Federation was adopted on 12.12.1993 with amendments on 01.07.2020 [22];
- Labor Code of the Russian Federation of 12/30/2001 No. 197-FZ (as amended on 04/05/2021) [28];
- Federal Law «On compulsory social insurance against industrial accidents and occupational diseases» 02.07.1998 [23];
- Federal Law «On the Procedure for Resolution of Collective Labor Disputes» dated 23.11.1995 [24];
- The Law of the Russian Federation «On Collective Agreements and Agreements» dated 03/11/1992 (revised on 11/24/1995) [25].

All regulatory documents and federal laws must be used in the work of every leader in the organization, regardless of the type of activity.

PJSC «Kuzbassenergosbyt» is an organization that is a guaranteed supplier of electricity. The main regulatory documents are: Federal Law of the RF Federal Law No. 35-FZ «On Electricity», as well as Resolution of the Government of the

Russian Federation of 05/06/2011 N 354 (as amended on 12/28/2021) «On the provision of utilities to owners and users of premises in apartment buildings and residential buildings» (together with the «Rules for the provision of communal services to owners and users of premises in apartment buildings and residential buildings»), Resolution of the Government of the Russian Federation of 04.05.2012 N 442 (as amended on 28.12.2021) On the functioning of retail electricity markets, complete and (or) partial limitation of the mode of consumption of electrical energy (together with the «Basic provisions for the functioning of retail markets for electrical energy», «Rules for the complete and (or) partial limitation of the mode of consumption of electrical energy»).

Based on these special regulations, there is a local regulatory framework of the organization, which includes: collective agreement; orders; form of accounting and reporting related to production control; protocol; orders; acts; job descriptions; labor protection instructions; magazines; briefings; labor protection program for training employees.

5.6 Section Conclusion

The object was the office of the planning and economic department of PJSC "Kuzbassenergosbyt", in particular, the workplace of the economist. During the study of the workplace, it was found that the workplace was certified at the enterprise, with the assessment:

- parameters of the light environment - class 2;
- the intensity of the labor process - grade 1.

An analysis of the factors of internal and external social responsibility showed that the organization in question pays considerable attention to organizing optimal working conditions for personnel, provides support to employees who find themselves in difficult life situations, and protects their health. In addition, it does not disregard the solution of issues on the organization of environmental protection, by holding subbotniks, finances charitable foundations and programs.

Legal and organizational issues in the organization of PJSC Kuzbassenergosbyt are resolved using the power of the regulatory framework that meets the requirements of the legislation.

Conclusion

In the course of my graduation bachelor's work, I studied the theoretical foundations of the analysis of the financial condition of the organization, also conducted an analysis of the financial activities of PJSC «Kuzbassenergosbyt» based on the financial statements of the organization and developed recommendations for improving the financial and economic activities of PJSC Kuzbassenergosbyt».

In the course of the calculations, an analysis of the profit and profitability level of PJSC «Kuzbassenergosbyt» showed that compared to the previous year, in 2020 the company's revenue increased by 1,844,203 rubles and amounted to 26882775 rubles. Cost of sales increased by 11.4% and gross profit increased by 2.7%. Interest receivable in 2020 amounted to RUB 407,120, which is RUB 49,587 less compared to 2019. Other income decreased by 2296 and in 2020 amounted to 123855 rubles. Selling expenses increased by 501,695 rubles and in 2020 amounted to 11298233. Interest payable decreased by 70436 rubles and in 2020 amounted to 49382 rubles. Other expenses amounted to 674,938 rubles, which is 135.5% more than in 2019. Profit before tax in 2020 amounted to 491,037 rubles, which is less by 543,279 rubles, than last year. The current income tax decreased by 32.9%, the change in deferred tax liabilities decreased by 40.4%, and the change in deferred tax assets increased by 458% and amounted to RUB 32,130 in 2020.

Thus, the net profit in 2020 amounted to 387,925 rubles, which is 432,992 rubles (52.75%) less than in 2019.

The dynamics of profitability indicators shows that the return on equity decreased by 58%, as a result of a decrease in net profit by almost two times. In this regard, there is also a decrease in the return on assets compared to 2019 by 58%. The profitability of products is reduced by 62% as a result of an increase in the cost of production and a decrease in accounting profit. The return on investment in 2020 is reduced by 96% compared to 2019, due to the fact that such

an indicator as accounting profit has decreased (in 2020 it was 1034316, and in 2020 it decreased to 491037).

Based on the analysis of the composition and structure of property, it can be concluded that PJSC «Kuzbassenergosbyt» resorts to borrowing due to the weak solvency of consumers. It can be seen that the change in the share of accounts payable occurs at the same pace as the share of accounts receivable.

When assessing the solvency, the net revenue ratio for 2020 is calculated to be 1.5, which is a good indicator, the enterprise management is effective and it does not incur losses. However, the indicator decreased in relation to the previous year by 2 times. The total coverage ratio of PJSC «Kuzbassenergosbyt» was also calculated - from 2018 to 2020 it is within the normal range. This means that the company is able to pay current bills and is fully solvent. In 2018, the ratio was close to the lower end of the range, which means that during this period the company may have experienced difficulties in paying current bills. The intermediate coverage ratio is less than 1, which means that liquid assets do not cover short-term liabilities, which means that there is a risk of loss of solvency, which is a negative signal for investors, the risk of losing investors is likely.

The absolute liquidity ratio of PJSC «Kuzbassenergosbyt» is in the range of 0.224-0.031 and shows a downward trend. The value of the coefficient below the standard indicates that the company does not have the opportunity to pay off its obligations in a timely manner if the payment deadline comes soon.

The net revenue ratio for 2020 is 1.5, which is a good indicator, the management of the enterprise is efficient and it does not incur losses. However, the indicator decreased in relation to the previous year by 2 times.

Balance sheet liquidity analysis following the results of 2018-2020 PJSC «Kuzbassenergosbyt» fell into the zone of acceptable risk: current payments and receipts characterize the state of normal balance liquidity. In this state, the organization has difficulties in paying obligations for a time interval of up to three months due to insufficient receipt of funds. In this case, quickly realizable assets can be used as a reserve, but it takes additional time to turn them into cash.

The main identified problem in the financial and economic activities of PJSC «Kuzbassenergosbyt» is accounts receivable from electricity consumers.

In the course of the work, a number of activities were proposed and the creation of a department to combat receivables. From my point of view, the proposed recommendations will improve payment discipline and reduce the accounts receivable of PJSC «Kuzbassenergosbyt», and as a result, improve the results of the company's financial and economic activities.

As a result of the final qualifying work, the tasks set were fulfilled, the goal was achieved.

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