

1.9. Improvement of labor resource management systems

Labor resources of the enterprise, region, region, country are the main resource, the effectiveness of which depends largely on the results of economic activity of any subject and industry, the competitiveness of its results, etc. Planning and formation of the personnel of the enterprise, region, region occurs at the expense of the economically active population.

Investigation of the state and development of human resources – studying the dynamics and structure of their numbers at the world and regional level and studying the balance of external migration is one of the directions of studying sources of resources for labor and the development of the form of their effective employment.

The questions on this topic were considered by many scientists, in particular, the most significant ones include authors such as Vladimirova L. P., Bazarov T. Y., Mazur I. I., Shapito V. D.

Such a significant contribution to the study of the use of labor resources, employment problems of the rural population, increase in the efficiency of work made such famous scientists: O. A. Bugutsky, M. H. Vdovichenko, V. S. Diesperov, O. I. Zdorovtsov, G. I. Kupalov, E. M. Libanova, I. I. Lototsky, V. I. Lysilenko, V. V. Onikienko.

Labor resources are formed on the basis of human resources that are available in the relevant territory for a certain period of time. The human factor is a major factor in the increased reproduction of the population, labor and labor potential in general.

Knowledge of the deep meaning of the concepts of «labor resources», «labor potential», as well as the study of the real state of labor development will help to identify trends in their development and develop and use effective measures of positive impact on the increased reproduction of the population, labor and labor potential.

Measures that would allow to successfully implement the state program of expanded reproduction of the population, increase its economic activity during the long-term period, preventing human losses in general and unproductive losses of the potential of economic and bioenergy activity of the population of the region in Ukraine as a result of migration processes.

Ukraine is a large European country with significant territorial differences concerning population distribution and its density, the state of socio-demographic structures, the course of the main demographic processes and their consequences for the economic development of the regions, and in particular the labor-resource situation in them.

The main signs of demographic dynamics in Ukraine in the last decade have been the steady decrease in the population, mainly due to depopulation, the continuing aging of the population, mostly unfavorable or stagnant trends in mortality and longevity, etc.

However, the demographic situation of the regions of Ukraine and its dynamics during this period have significant features, which, in turn, determine the further demoeconomic prospects of different territories of the country, as well as the possibility of influencing the situation with the means of economic and socio-demographic policy.

Regional peculiarities of the course of basic demographic processes are often considered within the framework of broader thematic work [1]. In the current decade, specialized works devoted to the regional aspects of demographic development in Ukraine [2], the demographic specificity of certain established groups of our country's countries: the western region, industrial regions of Ukraine, it were also published [3].

At the same time, in our opinion, the recent changes in the size and demographic composition of the population, the extent and intensity of depopulation as a trait of its natural movement, associated with these demographic prerequisites of the prospect of the formation of labor potential in the regional aspect are not sufficiently covered in the scientific literature [4].

Labor resources are an able-bodied part of the population of a country with physical development, mental faculties and knowledge necessary for engaging in socially useful activities. Labor resources accumulate over generations and determine the economic situation in the state and the level of well-being of society.

The volume of labor resources depends on the size of the population, the mode of its reproduction, composition according to sex and age. The main part of the country's labor resources is its population of working age, as well as teenagers and persons of retirement age who are still able to work.

The general negative manifestation of all the peculiarities of labor resources in Ukraine is their incomplete use and the relatively low annual productivity of labor.

Analyzing the factors influencing the situation with labor resources in Ukraine, we note that the deformation of the structure of labor resources has deepened as a result of the long decline in the economy and the strengthening of crisis phenomena in the socio-economic field. In our opinion, in order to resolve the difficult situation in Ukraine with labor resources, first of all, it is necessary to take the following measures:

- In the demographic sphere, to conduct an examination of existing projects, programs of socio-demographic development of the state, aimed at ensuring full reproduction of the population, improving health and increasing life expectancy.

Expand types and increase lending to demographic goals, including providing preferential loans to young families with children. Expand the range of able-bodied age by creating conditions for voluntary increase in retirement age;

- in the professional qualification and educational spheres, develop a mechanism for forecasting the professional needs of the economy in order to form highly qualified labor resources.

Provide a rigorous feedback between existing real labor market needs and programs of training institutions that train specialists. Provide job placement guarantees for graduates after graduation in the form of contracting between graduates and enterprises.

The implementation of productive policies requires the establishment of an effective mechanism for the functioning of the personnel management system. The personnel management system of the enterprise is intended to focus the efforts of employees on the tasks performed, the planned strategies of the enterprise.

The mechanism of the personnel management system of the enterprise is a set of relations, forms and methods of influencing its formation, distribution (redistribution) and use.

An important criterion for the social orientation of the economy is the attitude towards employment in the state at all levels. Employment is perpetually aimed at a person, his interests and needs in the labor sphere.

In state policy, employment should be considered as one of the main landmarks of development, which determines the regrouping of labor resources, material and financial resources in the economy, the deployment of productive forces, etc.

Legislation provides a comprehensive approach to employment regulation issues. To this end, analytical and scientific studies of the structure of the economy, forecasting further changes in the quality and distribution of labor force, regulation of the attraction and use of foreign labor in Ukraine through quota and licensing, and the creation of additional jobs are to be carried out.

Reform of national labor legislation should be carried out systematically and based on certain principles: scientific, legal, democratic, systematic, communication with law enforcement practice, forecasting of consequences of adopting normative acts, etc.

The employment of the population and the labor market are among the main indicators of the transformational processes in the agrarian economy, which during the last decade has led to a significant reduction in labor demand, both directly in the countryside and abroad. As a result of market transformations, there are radical changes in the employment of the population, the very attitude towards the notion of guarantee of employment is changing, and the number of people who are not involved in production activity is increasing.

Researches have established that the aggregate labor load of persons employed in agriculture is more than 12 hours for men, and women have almost 13 hours.

Such employment does not ensure increase of work capacity and productivity, affects the health of a person, does not create conditions for harmonious development.

Labor in the personal economy of the population occupies a significant place in the budget of the rural population: the number of working women is 14.8–15.2%, and in men – 14.7–15.3% of the daily fund time. This is one of the main causes of the increased labor burden of the rural population.

Therefore, simultaneous employment in the two production sectors, of course, causes damage not only to agricultural enterprises, but also to the peasants themselves.

For the establishment and development of the village and agricultural production, the elimination of the negative effects of the demographic and social crisis, it is necessary to develop and implement programs for the exit from a difficult economic, demographic and social situation at the state, regional, oblast and district levels.

The programs should include the stages of development of each settlement, agrarian and other sectors of the economy, which will affect the activation of the demographic and social situation.

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