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FORMATION OF PERSONNEL POLICY IN THE SYSTEM OF SOCIAL AND LABOR RELATIONS OF INDUSTRIAL ENTERPRISES

At the present stage of socio-economic development, the leading component of the entire system of social relations is social and labor relations, which can significantly affect the development trends of crisis processes in personnel management at industrial enterprises, which immediately affects the final results of the performance of the operational function. At the same time, the effective development of social and labor relations, built on the coordination of employment policy in the organization and regulation of the internal labor market, social, financial, investment and industrial policy, allows to ensure the stable position of the enterprise in the market and its economic longevity.

The formation of social and labor relations today is accompanied by serious transformations in social relations, which is reflected in the change in the nature of labor relations and the personnel policy of organizations. At the same time, there are: an increase in socio-economic inequality, a sharp differentiation of the population in terms of income, discrimination in the social and labor rights of personnel, and an aggravation of contradictions between labor and capital. The Ukrainian labor market is characterized by the imperfection of the personnel structure, the lack of skilled workers and engineers, which does not contribute to economic growth.

The effective development of social and labor relations of organizations is based on the coordination of employment policy and regulation of the internal labor market, remuneration and training, labor and social relations, which are also constituent elements of personnel policy. Often in practice, leaders of organizations formally approach the development of personnel policy, not attaching importance to it as the most important regulator of social and labor relations, not realizing the detrimental consequences of a formal approach. Despite the obvious dependence of the content of social and labor relations and their structure on the quality of personnel policy, there are no mechanisms for integrating its formation and implementation at the levels of strategic management of an industrial enterprise, focused on ensuring sustainable domestic employment and effective regulation of the internal labor market based on the merger of various components of personnel policy and transforming it into a new totality, a new form with fully assimilated advantages.

At the same time, for all the significance of these studies, there are still a number of unresolved theoretical and practical problems associated with the insufficient development of tools for the formation and implementation of a new type of personnel policy, which is the central link in the system of social and labor relations integrated across the levels of management of an industrial enterprise. and providing an increment in the value of the business due to: the balance of domestic employment; flexible planning of personnel requirements; maneuver motivation; regulation of total internal riskiness. The relevance of these issues and practical significance in the current conditions of functioning and development of industrial enterprises require new research and development of new approaches to the formation of personnel policy in the system of social and labor relations of industrial enterprises.

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