

# **HUMAN RESOURCES OF HIGH-TECH ENTERPRISES: THE GENESIS OF THE DEFINITION AND THE MODERN VECTOR OF DEVELOPMENT OF THE CONCEPT OF MANAGEMENT**

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The requirements of the new economy for work and labor behavior of employees have been substantiated. It has been emphasized that the increase of the role of knowledge and information is the dominant among the essential characteristics of a new economy. On this basis, the fundamentally important competencies of the employees of high-tech enterprises have been singled out. The results of the retrospective analysis of the theoretical foundations of the phenomenon of "human resources" have been presented. The author's vision of the theoretical construction of the definition "human resources of high-tech enterprises" has been provided. It has been proved that human resources are essentially important as a factor of competitive development and competitive advantage for high-tech enterprises, which are one of the leading subjects of the new economy. The features of a high-tech enterprise in the normative legal format have been outlined. The level of qualification of employees along with the assessment of the implementation of high-tech products and a general assessment of the efficiency of production and economic activity have been determined as key features. It has been concluded that the determinant of the functioning of a high-tech enterprise is recognized as scientific and

technical knowledge, which form the basis of professional competencies of employees and form the human resources of a high-tech enterprise. It has been highlighted that in the modern sense of the term "human resources management" the emphasis is placed on the strategic aspect, which involves the development and implementation of the competencies of the enterprise's employees which are necessary to ensure sustainable competitive advantages and achieve strategic goals. It has been noted that the two-circuit model, which combines such mechanisms and tools of human management that ensure satisfaction of interests and obtaining benefits for both the employer and employees, should become a methodological foundation for the formation of the modern concept of human resources management. It has been determined that the fundamental difference of concept of human resources management is the perception of employees as a valuable asset of the organization, not as a source of income. The further development of the concept of human resources management, according to the author's deep conviction, involves the transition to a new paradigm "from an economocentric person to a social person, « in which the emphasis is shifting from material benefits to social status.