

## SCIENTIFIC AND THEORETICAL ASPECTS OF IMPLEMENTATION OF PERSONNEL LOGISTICS IN SOCIAL WORK

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The article presents the introduction of personnel logistics in the sphere of the provision for social services. The existing approaches to the definition of the concept of "personnel logistics" are analyzed. The definition of the concept "personnel logistics of social work" is clarified due to the universal nature characteristics, the formulation of the goal of optimization of personnel flows and the application of the process approach. The content of the social work at the level of business activities, regions, the national economy and the world economy is determined. The scheme for the movement of human resources flows in micrologistic systems for the phases of reproduction of labor resources, such as the formation, distribution, exchange and use has been developed. The approaches to the classification of personnel flows and the choice of tools for the optimization are analyzed.

The existing approaches to the definition of methods, techniques and tools for optimization of personnel flows are analyzed. The list of methods, techniques and tools for optimization of personnel flows in the sphere of social work depending on the level of management (micro-, macro-, meso- and mega-levels) is systematized. The approach to the formation of management system to the personnel logistics in the sphere of rendering social services by ensuring the univer-

ality of the structure, as well as the presentation of the main and auxiliary subsystems is improved. The main subsystems are: subsystems controlling incoming, internal, outgoing and external personnel flows. The structure of auxiliary subsystems includes information-analytical, material, financial, legal and methodical subsystems. The list of internal and external factors that influence the functioning of the human resources management system in the sphere of social work is determined. The recommendations on the introduction of personnel logistics in social institutions are developed.

The originality of this research consists in: clarifying the definition of the concept of "personnel logistics of social work"; refinement of the list of methods, tools and techniques for optimizing personnel flows in the field of logistics; improvement of the approach to the formation of the system of personnel logistics management in the sphere of social services.

The practical importance of this study is to develop recommendations for the introduction of human resources management in domestic institutions and organizations of Ukraine providing social services.

The prospect of future scientific research is to develop effective mechanisms for the development of social work in the regional and national levels.