

FLEXIBILITY OF PERSONNEL: INDICATOR OF PERSONNEL SECURITY OF THE ENTERPRISE

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Introduction. One of the components of the company's economic security is personnel security that directly depends on the effectiveness of the personnel management system. One of the indicators of personnel security of the enterprise is the level of personnel turnover. This indicator correlates with the level of stability of jobs and reflects the dynamics of excessive movement of personnel of the enterprise that is accompanied by significant losses. Therefore, management of personnel turnover of the company is a criterion for increasing the economic efficiency of the enterprise.

Aim of the article. The purpose of this article is to determine the directions of perfection of the method of analysis of staff turnover and its approaches to the formation of a holistic management system in the context of providing personnel security of the enterprise.

Results. Indicators of staff turnover are indicators of its movement assessment, which is a tool for analyzing the effectiveness of the organization's personnel management system and the basis for substantiating managerial decisions related to the movement of personnel. A high rate of staff turnover cannot occur without cause. Its level depends on many factors: the type of

economic activity, the territorial location of the enterprise, as well as personnel policies for the attraction and use of personnel. The formation of an efficient system for managing personnel turnover includes a series of successive stages. First, it is necessary to assess the actual and potential levels of fluidity. Secondly, estimate the economic losses and additional expenses of the enterprise caused by turnover of personnel. Thirdly, it is necessary to identify the causes of flexibility and explore its motives. The final stage is the development of a program of measures aimed at normalizing the process of labor liberation and determining the economic impact of their implementation.

Conclusion. The high level of personnel turnover usually indicates serious disadvantages in personnel management and affects the reduction of personnel security of the enterprise. According to statistical researches, an effective organization of work on the provision of personnel security can significantly reduce the direct and prevent indirect damage to the enterprise associated with personnel. Therefore, it is quite reasonable to intensify work on improving personnel security, including through the management of personnel turnover.