

THE FACTORS INFLUENCING ON EFFICIENT USE OF THE ENTERPRISE LABOUR RESOURCES

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The most important resource of an enterprise is its employees who purposefully use all other resources during the production process. The availability and efficiency of the use of labour resources largely determine the results of economic activity. Therefore, the analysis of the use of labour resources is one of the areas of analytical work aimed at identifying the reserves of increasing production efficiency.

The study of the economic substance of the concept of human resources, as well as factors of its effective use is always in the focus of scientist's attention. In particular, the issues of effective use of human resources explore such scholars as M. Akulov, E. Arefieva, B. Danylyshyn, D. Klynovyi, T. Pepa, A. Drabanich, A. Zhulavskiy, M. Shkurko, A. Iliash, J. Kantur, N. Mykhailenko, A. Midliar, T. Pohorielova, V. Yurchenko, V. Pokynchereda, V. Sokolovska, P. Khutorskiy, A. Cherep, O. Cherep and others. But there is no unambiguous interpretation of this category among Ukrainian and foreign scientists that has formed the aim of the study.

To investigate the issues raised in the publication there was used a variety of research methods, namely methods of statistical analysis to construct the schemes and figures. Theoretical analysis of scientific literature was made using such scientific methods as: induction, deduction, synthesis, synthesis, comparison, abstraction, specification, modelling and monitoring.

The article investigates the factors influencing on efficiency of the use of labour resources of the enterprise. The main indicator of the efficiency of using labour resources is labour productivity that mostly reflects the effects of various factors. It is therefore advisable to analyse the factors influencing the efficiency of the enterprise labour resources use with the help of this indicator. An important feature of the indicator of labour productivity is its dynamism. It is constantly changing under the influence of the huge number of factors. Some of them enhance the labour productivity, while others reduce it. In addition, the level and dynamics of labour productivity is also influenced by objective or subjective reasons that can enhance the effect of a factor or weaken it.

In view of the possibility of impact on the enterprise and the level of control all factors of labour productivity growth can be divided into two groups – external and internal. The external factors include:

- general economic, determining the general conditions of labour productivity growth for all enterprises (policy, development of scientific and technological progress, qualification level of the population, inflation, level of financial welfare, etc.);
- sectoral factors that determine the level of labour productivity in a specific industry as compared to other (industry specialization, stability of demand for products, consumer market conditions).

Internal factors of labour productivity growth have more practical value in terms of mobilization of existing reserves. They include the following factors:

- organizational (deepening of specialization, reducing of breadth of assortment, improvement of management at the enterprise);

- technical (increase of mechanization, automation of labour and degree of use of available technology);

- social (conditions of work and rest, availability of medical institutions, kindergartens, etc.).

Thus, the formation of labour resources of the enterprise in the current economic conditions consists in providing the full compliance of staff existing at the enterprise (its total number, categorical and professional qualification structure, etc.) to the real needs of enterprise in staff defined for the forthcoming period.