

DEMOGRAPHY, LABOR ECONOMY, SOCIAL ECONOMY AND POLITICS

THEORETICAL FOUNDATIONS OF FORMATION OF SOCIAL LABOUR SPHERE OF THE ENTERPRISE

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In the paper conducted a research of theoretical framework of formation of social labour sphere (SLS) of an enterprise, namely, its essence and structure.

There is conducted an analysis of existing theoretical developments on the essence and structure of SLS of the enterprise that allowed concluding about the understanding the heart of the matter, which is considered, and urgent problems in this sphere. Moreover, the conducted analysis showed a branching of questions covered by SLS, which allowed the author to make a conclusion that the essence and structure of SLS require a fuller and more systematized approach to the consideration. In this relation, first of all, there is made a theoretical rethinking of a term "social labour sphere" and its components: "labour", "labour activity", "socio-labour relations", "sphere". Aspects of labour and their interrelation; elements of labour; functions of labour activity are considered.

It is proved that in the process of labour and labour activity there is forming a system of socio-labour relations; their essence and components are examined.

It is concluded that the complexity and multidimensionality of the labour process and closely related issues of labour activities of workers and socio-labour relations need

their generalization into a single, clearly determined by certain limits environment, namely, social labour sphere.

There is generalized an experience of operation of national enterprises and presented material; the author proposes to consider the essence of SLS of the enterprise as a set of the following functional areas of its activity: organization of labour and pay; organizational culture; social security services; use and development of personnel; regulatory support. A matter of each functional area is considered in detail. A structure of SLS of the enterprise is proposed.

Thus, the proposed approach to the structure of SLS of the enterprise allowed the author to improve its essence and to determine SLS as an environment where a labour process is taking place, which is outlined by boundaries of functional areas, which begin to interact and form conditions for simultaneous and balanced improvement of the quality of the personnel working life and increase in labour productivity.

Further prospects of this research are formed, namely, a question about development of an effective functioning and management of SLS of the national enterprises taking into account principles of social responsibility.