

LABOUR RESOURCES OF THE ENTERPRISE AND APPROACHES TO THEIR ESTIMATION

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The article is devoted to the issues of the use of labour resources of enterprises. The main researchers of the problem of the use of labour resources are T. Davydiuk, Ye. Kachan, A. Kybanov, M. Mahura, Ye. Oliinyk, V. Smyrnov, I. Skoblikova, V. Travin, and others.

In the article, a concept "labour resources" is revealed; different views on the essence of this concept are analysed.

In the article, labour resources as a component of business capital are examined. Types of the capital that labour resources of the enterprise should have are determined. They are labour capital, intellectual capital, health capital, enterprise capital, the cultural and moral capital.

It is essential to stress that a structure of labour resources includes nine key aspects: sex, age, education, occupation, place, national language, religion, employment, and production experience.

The analysis of labour resources makes it possible to assess the personnel requirements, provision of the enterprise with labour resources, to determine the level of job satisfaction and working conditions, to estimate the efficiency of the use of labour resources of enterprises.

The stages of the analysis of labour resources are determined in the article. Different approaches to the analysis of the staff deployment are investigated, certain conclusions are made, and the indicators of estimation of labour resources are systematized.

Thereby, there is suggested to estimate labour resources on such directions: analysis of the enterprise provision with labour resources; analysis of personnel qualification, analysis of movement of labour resources; analysis of labour time utilization; analysis of labour productivity and labour-output ratio; analysis of labour costs.