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**Volodymyr Bidak**

*Institute of Regional Research NAS of Ukraine*

**Newest migration processes in Ukraine as a determinant of choice of the integration vector of development**

The aim of the paper is justification the features solving migration problems in Ukraine compared to the potential benefits and risks of actualization of target-realizing factors its integration direction in the conditions of the growth of globalization challenges.

The system of factors that determine the target functional of the integration vector development of Ukraine choice is highlights. They have to act, especially: system of social standards of the states, level of their development, that are reflected in a state of social and economic security of individuals and people who are in their territory with the status of migrant, citizen of another country, stateless or refugee et al.; living conditions population with an emphasis on level of its legal culture and corruption expressions, the existing social capital of society; the state of social infrastructure, particularly education, culture, trade, transport, communications and so on; trends of development of main parameters population demographic reproduction on the comparative period; employment level and qualitative features of labor organization; effectiveness of development labor potential of the economically active population; the effective of functioning the public administration, strategic vision for the further development of the migration countries, its sectoral structure with the dominance of information technologies, other advanced economic activities; monitoring of institutional contradictions of worldview, values, historic-mental nature. The common problems of labor migration as well as migration loss prevention capabilities in market conditions in the system of integration progress of society is investigates. It is emphasized on the need for achieving social standards, conditions of labor activity and dynamics of the main parameters of demographic reproduction, comparable with corresponding trends of the developed countries. The results of sociological research relating to the definition as positive expectations, and the risks of economic integration of the state in international organizations with a focus of attention of experts on the field of migration, employment and social and labor relations in general are analyzed.

The point of view that state migration system in Ukraine should be based on an organic combination of elements of the following forms of support: legislation (existing domestic and international legal acts), institutional (control subjects), information (information database and links), and also on the use of organizational-program levers and financial-economic structure is substantiated.

**migration processes, labor migration, factors of integration choice, integration vector of development of Ukraine**

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**Maria Bugaeva, PhD in Economics**

*Kirovohrad National Technical University*

**The management of labor-resource providing in the context of the strategy of socio-economic and innovative regional economic development**

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The article considers the actual problem of management of labor-resource providing region's economy in line with the strategy of socio-economic and innovative development of the region, the theoretical and methodological approaches to the adequate and effective management of mechanism of labor-resource providing were grounded. The effects of random and adjustable impact of influential factors on the mechanism were taking into account in order region's development in modern competitive conditions.

**labor-resource providing, the mechanism of labor-resource providing, the management of labor-resource providing, strategy of socio-economic and innovative development of the region, regional economic development**

**М.В. Бугайова, канд. екон. наук**

*Кіровоградський національний технічний університет*

**Менеджмент трудових ресурсів та забезпечення в контексті стратегії соціально-економічного та інноваційного розвитку регіональної економіки**

У статті розглянута актуальна проблема менеджменту трудових ресурсів та забезпечення економіки регіону відповідно до стратегії соціально-економічного та інноваційного розвитку регіону, обґрунтовано теоретико-методичні підходи до можливості адекватного та ефективного управління механізмом трудових ресурсів з урахуванням наслідків як випадкового, так і регульованого впливу на механізм впливових факторів з метою розвитку регіону в сучасних конкурентних умовах.

**трудові ресурси, забезпечення, механізм трудових ресурсів, менеджмент трудових ресурсів, стратегія соціально-економічного та інноваційного розвитку регіону, регіональний економічний розвиток**

**Problem statement.** In today's socio-economic realities, and in accordance with the strategy of socio-economic and innovative development of a region, the problem of the effective use of all resources - natural, financial, human (labor), logistical is the integrative, objective basis of the successful development in all spheres of the national economy. The necessity to tackle the problem of the shortage of resources (quantitative and qualitative) requires finding adequate solutions to restore each of these resources, to identify additional, previously untapped opportunities to restore them, to find positive effect of such a use [1, p. 8]. National economy and regional economy in particular lays special emphasis on labor resources, which are the main productive force of a new technological era at the beginning of the new millennium [2]. In this context, the innovative development of the region is largely determined by the possibility of adequate management of labor-resource providing, in which people with their real and potential abilities to work, health, knowledge, skills, intellectual development, and motivational attitudes to active employment in the legal sector of economy are the main component and a productive force. Mainly qualitative and quantitative characteristics of the region's labor resources actually determine the choice of strategic and tactical goals of innovative regional economic development as a whole and its separate spheres in particular. The actual problem of management of labor-resource providing of regional economy in accordance with the needs and requirements of the time is touching on answer of a compromise between the priority of factors relating to the qualitative and quantitative reproduction of labor-resources (socio-demographic paradigm) and factors relating to the restoration of the means of production and modernization of jobs in the region (industrial-economic paradigm).

**Analysis of recent research and publications.** The scientific papers of T. Schultz, G. Becker, F. Machlup, S. Strumilin, R. Fatkhutdinov, J. Kendrick, B. Genkin, M. Volgin, S. Diatlov, S. Valentey, A. Oleinik, R. Kapelyushnikov, R. Kolosova and other scientists are devoted to the study of the formation and development of human resources. We can state today that this line of research study of evaluation, formation and development of labor-resource providing of different countries and regions is in the focus of many international and regional research centers. But it should be noted, that over the past twenty years, the evolution of scientific concepts that reflects, first, the enrichment of scientific concepts of labor and intellectual capabilities of people in the world, national and regional labor markets, qualitative and

quantitative characteristics of such opportunities due to the intensification of research in this direction, and secondly - the emergence of new approaches to the analysis of human resources according to its purposes. In connection with such new theoretical and methodological approaches in this direction, the issues of formation, development and management of labor-resource providing region's economy in line with the strategy of socio-economic and innovative development of the region have not yet been sufficiently investigated.

**Objectives.** The purpose of this research is to ground the theoretical and methodological approaches to the adequate management of labor-resource providing region's economy considering the consequences of both accidental and controlled influential factors on the mechanism in line with the strategy of socio-economic and innovative development of the region.

**Main material.** Before assessing the real possibility of labor-resource management for the provision of the innovative development of the region we need to consider the features of the formation and development of the mechanism of labor resource providing of the region, and to study the peculiar features of the kit of categories of this research.

The authors have carried out the analysis of the terminology complex that is used in the scientific literature for the characteristics of labor-resource providing. We can assert that the use of close meaning terms («labor forces», «human forces», «human resources», «labor potential», «labor-resource providing») is defined as the scientific research goals and scientific traditions that were formed in different historical epochs. In our opinion the differences in approach are fundamental. The category «human resource» we define as a real live work, «labor potential» – the possibility of working-age population, «labor forces»– the ability to work, «labor-resource providing» – a general description of manpower, which are used or could be used in the labor process within the given conditions. Such differences in views on the categories indicate that the theory of labor-resource providing at different levels are continuing their formation [3, p.16 – 18]. Therefore, we offer to treat the category «labor-resource of region» as part of human resources, which are employed in the region's economy and quantitatively corresponds to the economically active population. In our opinion that human resources of region include actual part (population, that is engaged in the economy) and the potential part (population of working age, that is looking for work or temporarily not working for some reason (studying, child care, military service, etc.) [3, p.19].The analysis indicates that there is disagreement in views on the category «labor-resource providing». In some scientific sources, this category is characterized as integrated employment opportunities, in others – as a condition of providing of labor-resource needs of the country, in the third - as a phenomenon of preservation of disability, in the fourth - this category is considered to the understanding of the distribution of labor on jobs. In our opinion the understanding of the nature of this category needs taking into account the dual nature of this phenomenon - first, as a process, and second,- as a characteristic of the state of region resource providing (qualitative and quantitative).On this basis, we propose to treat the category «labor-resource providing» as a dualistic phenomenon: - first, as a constant process of renewal and improvement of quantitative and qualitative characteristics of the economically active population, which is aimed at the satisfaction of the needs of the region's socio-economic and innovation development; - secondly, as the inherent set of actual and potential qualitative and quantitative characteristics of the labor force, which are used or could be used in the labor process within the given conditions.

It is important to note that the first author's definition of this category requires the need of the existence of the mechanism that would make the process of labor-resource providing effective; the second author's definition requires the need of the existence of an adequate system of evaluation and takes into consideration that the quantitative characteristics of the labor-resource providing are determined by indicators of economically active population of working age, and the qualitative ones-sex, age, education, training, skills, intellectual development, cultural level, health, moral and mental qualities and attitude to work.

Therefore, author's definition of the category «labor-resource providing» of region economy is developing the existing approaches in scientific literature. It enables to understand this category as complex multiparameter phenomenon that contains dual nature. In other words, the proposed definition is not only clarifies the nature of the category, but also requires to see in labor-resource providing the object of evaluation, the object of diagnostics and monitoring in the interests of the regional economy as a whole, and also proves the necessity of adequate management of mechanism of labor-resource providing region's economy considering the consequences of both accidental and controlled influential factors on the mechanism in line with the strategy of socio-economic and innovative development of the region.

In our opinion, the mechanism of labor-resource providing of the region can be defined as a system of methods, instruments and factors of influence on the state of labor-resource providing of the region, the processes of constant and continuous updating of human resources, improvement of their quantitative and qualitative characteristics in accordance with the strategic objectives of the region. The formation, development and further management of labor-resource mechanism create competitive advantages for the economic development of the region and its particular spheres under the conditions of innovative transformations.

The aim of this mechanism is to save and to attract the working population in the regional economy in order to ensure the adequate state of labor-resource providing in line with the strategy of socio-economic and innovative development of the region. We suggest to treat the implementation of the purposes of qualitative human development as the priority of management of labor resource-providing mechanism.

Due to the need for the effective management of labor-resource mechanism, regarding the effects of both accidental and controlled impact of influential factors on its formation and development, the well-known managerial chain is clearly realized: goal - controlled variables - resources. Therefore the management of labor resource mechanism plays a key role and it is applied in two ways. The first direction should take into account the specifics of the labor resource providing state of the region economy; the second - based on the availability of a mechanism that would make the process of labor-resource providing effective. The managerial chain of management of labor resource providing mechanism is shown in Figure 1.

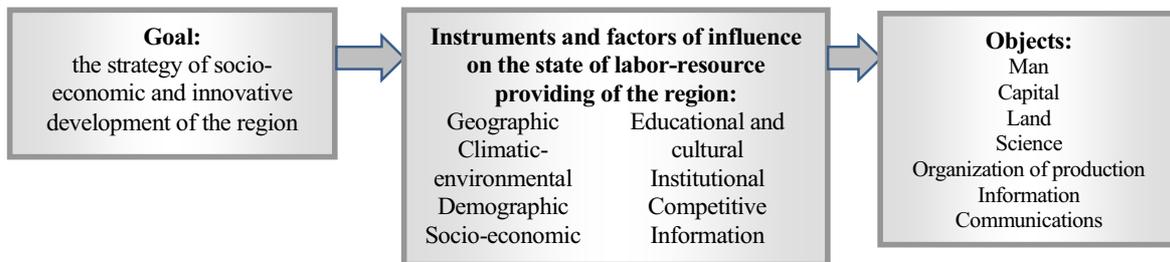


Figure 1 – The managerial chain of management of labor-resource providing mechanism

Further, based on the mentioned managerial chain, the goal is the strategy of socio-economic and innovative development of the region. This goal is to ensure a competitive advantage, controlled variables and resources - factors and influence objects in the system of management of labor resource providing mechanism.

Possibility of management of labor-resource providing envisages the comparison of the state of labor resource provision with the objectives of socio-economic and innovation development of the regional economy in terms of their conformity, the analysis of the identified imbalances and inconsistencies, the choice of the effective factors and levers to change the situation for the better. Conceptual diagram of management of mechanism of labor-resource providing is shown in Figure 2.

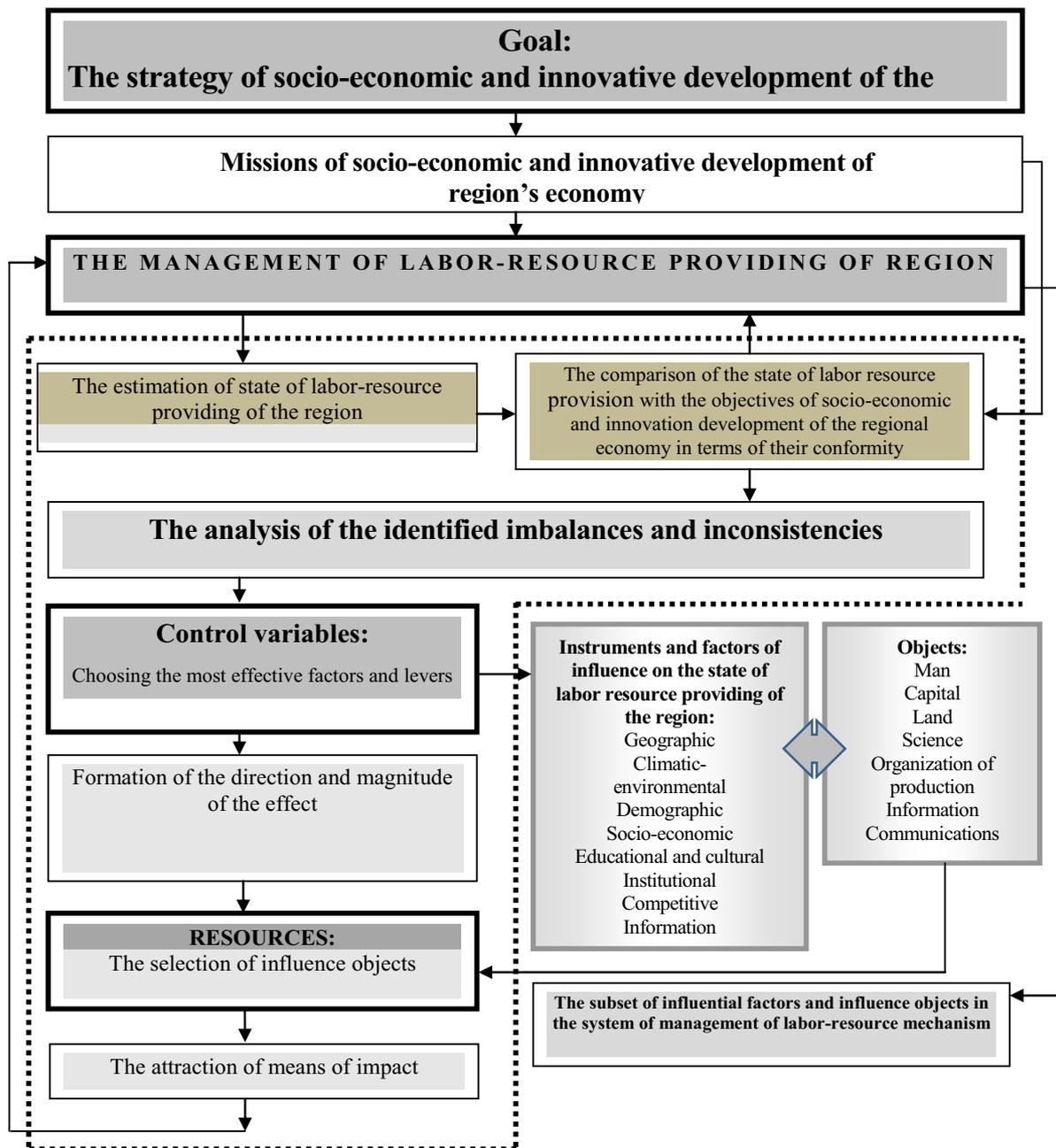


Figure 2 – Conceptual diagram of management of labor-resource providing

In further research, we take into account the notion of influence of factors on the mechanism of labor-resource management provision in the concept of a closed system: the perception by the objects of the influence leads to their transformation, which in turn should be considered on the part of the system by selecting a plurality of influential factors, the direction and strength of their impact.

Fundamentally important is to given the opportunity to realize control of the plurality of all elements of the labor-resource mechanism – man, capital, land, science, organization of production, information, and communications.

**Conclusions** Based on the proposed, the possibility of effective management of labor-resource providing mechanism requires the attraction, consideration and regulation of the work of many different influential factors.

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**М.В. Бугаєва, канд. екон. наук**

*Кіровоградський національний технічний університет*

**Менеджмент трудоресурсного забезпечення в контексті стратегії соціально-економічного і інноваційного розвитку регіональної економіки**

В статті розглянута актуальна проблема управління трудоресурсним забезпеченням економіки регіону в відповідності до стратегії соціально-економічного і інноваційного розвитку регіону, обґрунтовані теоретико-методическі підходи до можливості адекватного і ефективного управління механізмом трудоресурсного забезпечення з урахуванням наслідків як випадкового, так і регульованого впливу на механізм впливових факторів в інтересах розвитку регіону в сучасних конкурентних умовах.

**трудоресурсне забезпечення, механізм трудоресурсного забезпечення, стратегія соціально-економічного і інноваційного розвитку регіону, регіональне економічне розвиток**

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**В.О. Іванченко, канд. екон. наук**

*Кіровоградський національний технічний університет*

## Охорона праці в малих фермерських господарствах

У статті розкривається охорона праці, її організація, проблеми та перспективи у малих фермерських господарствах. Предметом дослідження є сукупність теоретичних, методологічних і практичних аспектів організації охорони праці малих фермерських господарств; метою статті є узагальнення теоретичних, методичних і прикладних аспектів проблеми організації охорони праці та розробка науково обґрунтованих пропозицій щодо її покращення у малих фермерських господарствах.

**мали фермерські господарства, охорона праці, організація охорони праці у малих фермерських господарствах**

**В.А. Іванченко, канд. екон. наук**

*Кіровоградський національний технічний університет*

**Охрана труда в малых фермерских хозяйствах**

В статье раскрыта охрана труда, ее организация, проблемы и перспективы в малых фермерских хозяйствах. Предметом исследования есть совокупность теоретических, методологических и практических аспектов организации охраны труда малых фермерских хозяйств; целью статьи есть обобщение теоретических, методических и прикладных аспектов проблем организации охраны труда и разработка научно обоснованных предложений по ее улучшению в малых фермерских хозяйствах.

**малые фермерские хозяйства, охрана труда, организация охраны труда в малых фермерских хозяйствах**

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