

ANALYSIS OF THE LABOUR MARKET OF KHARKIV REGION

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Sobolev V. G., lecturer of public
administration and regional
economy department
S. Kuznets KhNUE

The most ambitious task of the state in an unstable economic situation is activities aimed at social protection of all segments of society and to develop effective strategies of social policy. The form of implementing acts system of state influence, embodied in social policy, covering all areas of economic relations in the country.

One of the most important activities of the state is to regulate the employment and promotion of highly skilled and productive labor and, consequently, increase national income.

The labor market is an important part of the whole market system. As pointed out in his book V. M. Heyts [1], the labor market - is a separate complex system in a market economy, which, on the one hand, depends on other markets, on the other - the effect on them.

Ensuring a successful and efficient operation of enterprises in the current development of Ukraine's economy requires optimal use of production capacity, to attract qualified staff and flexible response to changes in the environment. This led to an interest in analyzing the situation on the labor market, which was the basis of one of the topics for research.

The study of the labor market is engaged in such scholars as V. S. Saveliev and O. L. Yeskov [2] and others. Noting the depth of this research emphasize that not all aspects of labor market research reflected in the theory and practice of management personnel, which necessitates further studies

The purpose of this work is analysis of the current labor market situation in Ukraine on an example of industrial enterprises. The object of the process is functioning labor market in Ukraine, the subject - provision of population with jobs in the industry.

To achieve the goal set of the following tasks:

- Examine the dynamics of employment and wage labor in Ukraine and in the regions;

- To analyze the dynamics of the volume of labor in the industrial enterprises of Ukraine.

According to V. S. Saveliev and O. L. Yeskov [2], the system of personnel management - a system in which functions are implemented personnel management.

Before any such targets now appear as employee satisfaction, survival of the company, its adaptability to changes and so on. According to A. P. Yehorshyn "in organizations where profits are so overshadowed in importance all other goals, other objectives given only a minimum of attention, there are problems in that sector model that reflects the efficiency of the staff, such as increased absenteeism, lower job satisfaction, of complaints, etc." [3].

The development of personnel management system is influenced by many factors macro such as employment and wages, both in the country and its regions.

The global financial crisis has made changes to any and all areas of life affected the functioning of domestic markets, including the labor market. With the reduction in staff costs enterprises of Kharkiv region and the decline in the volume of work previously performed 10-12 people in crisis carry 5-6 people. Thus the majority of enterprises increasing load volumes have resulted in a corresponding increase in wages, and some even took place reduction.

The labor market situation started to stabilize since 2010 when the unemployment rate was 97,9 thousand persons and in 2013 reached 87,8 thousand persons. But in 2014 because of political and economical problems this indicator rose to 103,5 thousand persons. [4]. These trends have occurred in virtually all sectors of the economy.

The data are presented in Table 2 show that these trends have affected the situation on the labor market. These are changes in terms of the State Employment Service, unstable situation in need in labor force at the end of the year and stable declining and sharp increase of number of unemployed persons in 2014 according to the services of the State Employment Service.

Table 2

Data on unemployment by the State Employment Service [4]

Indicator	2011	2012	2013	2014
Unemployed working-age population, thousand persons	96,2	93,0	87,8	103,5
Average duration of unemployment, months	4	5	5	4
Need in labor force at the end of year, thousand persons	2,64	3,32	2,78	3,85

This indicates that most enterprises in Ukraine established production capacity after the economic crisis and increase production and recruit new employees but because of political and economical problems in 2014 situation changed [4].

Table 3

Quantitative changes in the scope of labor in the Ukraine [4]

Indicator	2011	2012	2013	2014	Absolute deviation, 2014/2011
Average number of staff	651,4	667,1	625,4	607,4	-44
Turnover ratio of hiring manpower	27,7	26,0	25,7	21,6	-6,1
Turnover ratio of firing manpower	30,3	29,8	29,0	28,0	-2,3

Indicators of Table 3 show gradual decrease in the average number of full-time employees of enterprises of Kharkiv region with almost constant values of turnover indicators for hiring and firing of staff in 2011-2014. This indicates a gradual downsizing of enterprises by retirement age workers with relatively low activity of enterprise search new employees.

Thus, summarizing the above, we can conclude that industry of Kharkiv region increased activity after the economic crisis, as evidenced by reduction in the unemployment rate, but reducing the needs of enterprises in the workforce tended to reduce due to the excess of the rate of outflow of workers age of admission to new company personnel but political and economical problems in

2014 worsen the situation. To stabilize the situation with work force we can recommend the following: create jobs for new employees, with the possibility to expand the company, to rejuvenate personnel.

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