

Ovsyuk Nina Vasylivna,

Doctor of Economics,

Professor, Professor of Finance, Accounting and Taxation,

Nevinchanyy Mykola Serhiiovych.

National Aviation University

EFFICIENCY OF PERSONNEL USE AT THE ENTERPRISE

Annotation. The essence of the category "staff" is considered. The approaches and methods of estimating the efficiency of the use of labor resources at the enterprise are revealed, the factors influencing them are investigated.

Key words: work, working hours, enterprise, personnel, labor resources.

The most important element of productive forces and the main source of economic development are people, their education, skills, training and motivation. There is a dependence of the competitiveness of the economy, the level of welfare of the population on the quality of labor potential of the enterprise.

Personnel is a set of permanent employees of the enterprise who have received the necessary professional training and have practical experience in performing certain tasks.

Labor activity takes place in the conditions of social division of labor under the influence of education, qualification, length of service, labor activity, as well as motivational components [1].

Efficiency is the overall performance of an activity that reflects the ratio of the result obtained to the costs incurred to obtain such a result. Accordingly, labor efficiency is the ratio of the volume of produced tangible and intangible benefits to the amount of labor expended. The concept of efficiency applies not only to economic but also social processes.

Labor efficiency depends primarily on the labor resources available to the enterprise. It is proposed to use a well-known algorithm for analyzing the condition and efficiency of personnel: analysis of the number, composition and movement of labor; analysis of the use of working time; labor productivity analysis; determination of reserves to increase the efficiency of labor resources.

The company's staffing is determined by comparing the actual number of employees by profession and category. In the process of analysis, changes in the composition of workers by age, length of service, education, etc. are directly studied. Because different categories of staff play different roles in the production process, and professionals and managers are not directly involved in production, exceeding their number can lead to excess wages, lower productivity and overall deterioration in labor performance.

Insufficient provision of the enterprise with labor resources can be compensated at the expense of the following directions: intensification of production; growth of labor productivity; complex automation and mechanization of production processes; introduction of new more productive equipment; raising the qualification level of management staff; introduction of new working conditions; improvement of technology and organization of production [2].

The importance of improving the efficiency of labor resources is that without this the national economy, all its industries, including trade, can not be competitive. With the

further dynamic development of the economy, the importance of increasing the efficiency of labor resources will grow adequately. This will largely determine the competitive functioning of the national economy and all its sectors.

Evaluation of the effectiveness of human resource management is necessary to determine the achievability of the goals facing the company. In this regard, the task of management is to organize the work so that it best meets the needs of employees, allows you to intensify their work and increase its efficiency, which ensures competitiveness at the lowest cost.

Conclusion. Thus, we can conclude that the provision of labor resources and their rational use are key factors in the successful operation of the enterprise in modern business conditions. Therefore, the analysis of the use of labor resources at the enterprise should be given sufficient attention.

REFERENCES:

1. Ovsyuk, NV (2014). Staff motivation: essence and modern problems. Business inform, (2).
2. Cherep AV Methodical approaches to assessing the effectiveness of the use of labor potential of enterprises. URL: http://www.agro-svit.info/pdf/15_2012/12.pdf.