

THE PECULARITIES OF LABOUR POTENTIAL DEVELOPMENT

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The category of "labour potential" is covered in this article from its qualitative and quantitative parties, the analysis of a ratio of categories "population" – "human resources" – "manpower" – "labour potential" is carried out, the structure of labour potential and its components according to B. M. Genkin is allocated. The directions of the analysis of labour potential concerning the components characterizing a state and development of this category at all levels of formation are also allocated.

Introduction. Today one of the main factors of the production demanding the greatest expenses is labour. Labour is always a decisive factor in production development everywhere. An indispensable condition of process of labour is the connection of a worker having set of physical and spiritual abilities to labour – manpower with all the means of production. Therefore, the main productive force of society is manpower. The complexity and versatility of the problems of the increase in the efficiency of using the manpower are caused by its organic interrelation with all phases of public reproduction that predetermines the need of their complex studying.

The main part. Everyone has made a recognition of a crucial role of the main productive strength of the person all around the world. "Human potential" gained recognition as the main capital of market economy. Labour potential is an integrated feature of quantity, quality and measure of cumulative ability to work by which possibilities of the certain person, various groups of workers and able-bodied population are generally determined by participation in socially useful activity.

Qualitative characteristics of labour potential could be described by means of a set of demographic, medico biological, vocational, social, psychological, ideological and political, moral, scientific and technical features.

The quantitative party of labour potential is defined by demographic factors (natural increase, state of health, mobility, etc.), the needs of production for labour and opportunities of satisfaction of need of able-bodied population for work. Labour potential is quantitatively characterized by able-bodied population at its active age, i.e. manpower which any economy has during each of this period [1].

The author's understanding of a ratio of such categories as "population" (P) – "human resources" (HR) – "manpower" (M) – "labour potential" (LP) according quantitative and qualitative aspects is presented in the table 1.

Table 1 – The ratio of such categories as "population" (P) – "human resources" (HR) - "manpower" (M) – "labour potential" (LP)

Categories been compared	Quantitative party	Qualitative party
"Population" – "Human resources"	$P = HR$	$HR > P$
"Human resources" – "Manpower"	$HR > M$	$HR > M$
"Labour potential" – "Manpower"	$LP > M$	$LP > M$

Source: own design, based on the study of literature.

The difference of the concept "labour potential" from the concepts "labour" and "manpower" lies in that labour potential is the personified labour considered in assembly of its qualitative characteristics. This concept, at first, allows to estimate the extent of the use of potential opportunities of both a separately taken worker, and their set, providing the practical activization of a human factor, and secondly, to provide qualitative (structural) balance in personal development and material factors of production.

The structure of labour capacity of society includes [2, P. 41]:

1. Labour potential of a personality.
2. Labour potential of staff of an enterprise, an organization, a firm.
3. Labour capacity of a branch or a region.

The formation of labour potential is its quantitative and quantitative rise. It does not finish by the end of the any exact stage. It is the continuous process continuing during functioning of any person's abilities, one's labour is not only consumed, but at the same time it is reproduced and has been developed since any improvement of professional, intellectual knowledge, acquisition of experience, skills, etc. takes place.

Various factors exert an impact on the formation of the labour potential.

At the macroregional level: economic and social policy; in modern conditions – a basic change of a control system and redistribution of functions between the center and regions, development of various forms of ownership and employment.

At the level of organization: features of labour organization and management of personnel, scientific and technical and cultural factors.

At the level of the worker: psychophysiological features and both social and demographic status, education, experience, personal characteristics, etc.

To reveal the directions of the analysis of labour potential and to estimate it, it is necessary to allocate a number of the components entering labor potential. The author suggests to use the classification of components by B. M. Genkin who carries [3]:

- health;
- morality and the ability to work in a team;
- creative potential;
- activity;
- organization and assertiveness (harmonious unification of personality traits);
- education;
- qualification;
- resources of working time.

The indicators characterizing labour potential at various levels of formation on the components given above are presented in the table 2.

Table 2 – The indicators characterizing the labour potential of a person (worker), an enterprise (organization), society for its components

Components	Person	Enterprise (Organization)	Society
Health	Working capacity, absence time at work because of diseases	Loss of working hours because of a disease and injuries, costs of ensuring health of personnel	Costs of health care, mortality on age
Morality and the ability to work in a team	Attitudetowardspeoplearound	Relationships between employees, losses from conflicts	Attitude towards disabled people, children and aged, crime, social tension
Creative potential	Creative abilities	-	-
Activity	Aspiration to realization of abilities, enterprising	The number of inventions, patents, improvement suggestions on one working	Income from author's rights, number of patents and international awards
Organization and assertiveness	Accuracy, discipline, thrift, obligation, decency	Lossesfrommisconduct, purity	Legislation, quality of roads, transport, observance of contracts
Education	Knowledge, the number of years during study at school and Higher Education Institution	Share of experts with the higher and secondary education in total number of employees, costs of professional development of personnel	The average number of years of training at school and Higher Education Institution, a share of expenses for education in state. budget
Qualification	Ability andskillslevel	Quality of products, loss from spoilage	Export earnings, losses from accidents
Resources of working time	Busy time within a year	The number of employees, number of working hours during a year of the first employee	Working ability of the population, quantity of the occupied, an unemployment level

Source: [4].

On the basis of the studied literature, the author suggests allocating the following directions of the analysis of labour potential concerning the components characterizing a state and development of this category at all levels of formation:

- Dynamics of mortality by age;
- Health care expenses;
- Subjective evaluation of health status;
- Dynamics of professional diseases;
- Dynamics of the number of registered crimes;
- Dynamics of specific weight of crimes connected with the special part of criminal code;

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- Corruption level;
- Rate of inventive activity dynamics;
- Specific weight of shipped innovative products in total volume of shipped products;
- Specific weight of shipped innovative products which are new for the world market in total volume of shipped products;
- Effectiveness of the use of employed in knowledge-intensive activities;
- Level and dynamics of the domestic expenses on research and development (% of GDP);
- Structure of employed by level of education;
- Structure of unemployed by level of education;
- Expenses on education (% of GDP);
- Structure of labor resources by source of forming;
- Structure of the labor force by ways of use;
- Dynamics of labor force;
- Dynamics of the level of economically active population;
- Structure of employed by age;
- Structure of unemployed by age.

Conclusion. The formation of the labour potential of any worker depends on his wishes and abilities to work, on degree of his initiative, activity and enterprising in work, on ability to create. Labor potential of a worker is the dynamic phenomenon as it changes as a result of accumulation of know-hows, skills, increases in education level and qualification. Decrease in labour potential of a worker is objectively caused by age parameters of health, that is aging of a human body.

The labour capacity of the organization represents the greatest possible use of working efficiency in production taking into account the psychophysiological features, level of professionalism, qualification, know-how, under optimum organizational specifications of workers. The interaction of the workers increases greatly their simple sum as it generates the effect of the collective work.

The labour capacity of a society embodies a potential possibility of the involvement and use of able-bodied population of the country in the national economy.

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