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MODERN METHODOLOGICAL APPROACHES TO ANALYSIS USE OF PERSONNEL OF THE ENTERPRISE

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Annotation. *The article investigates the methodical approaches to the analysis of the use of labor resources of the enterprise. The basis for improving the methodology for analyzing the use of labor resources is the change in management needs. The emphasis is on the evolution of the concept and understanding of the role of labor resources, which are increasingly considered as personnel in general. The arguments concerning the need to improve the methodological provisions on the analysis of labor resources at the practical level are given. The characteristics of the influence of the resource theory, the concept of sustainable development and measurement of achievements on the development of processes of strategic analysis of the personnel of the enterprise are given. It is the understanding of the strategic importance of human resources that determines the need to improve the analysis process. The main theoretical approaches, which form the basis for the substantiation of the main stages, which should be supplemented with existing methodological provisions of the use of personnel potential, are systematized. The main principles of the analysis of the personnel potential of the enterprise in the current conditions, in particular, integrity, complexity, strategic orientation and priority were determined. Proposed: analysis of costs for the creation of the working environment, analysis of the policy of personnel formation, analysis of enterprise measures for the development of personnel competencies, analysis of the system of motivation and analysis of the company's social policy. At each stage, a set of indicators was proposed and the feasibility of their use was substantiated. The use of the proposed indicators will improve the efficiency of personnel management.*

Keywords: *labor resources, personnel, personnel potential, analysis, methodology, efficiency.*

The complication of the role of labor force pre-determines the need for enterprises to implement personnel policy, which should be based on comprehensive and comprehensive information. A significant increase in the information on labor resources required for management needs determines the importance of improving the methodological provisions of the analysis.

The purpose of the article is to form the theoretical basis for improving the methodology for analyzing the use of labor resources of the enterprise, taking into account modern requirements for information provision management of the personnel potential of the enterprise.

The arguments concerning the need to improve the methodological provisions on the analysis of labor resources at the practical level are given.

The main theoretical approaches, which form the basis for the substantiation of the main stages, which should be supplemented with existing methodological provisions of the use of personnel potential, are systematized.

The complexity of the tasks faced by enterprises leads to the need to expand the information base of analysis of various aspects of activity, and therefore the analysis of human resources, deepened by the proposed stages,

will significantly increase the level of information support of personnel policy. The development of economic science and the integration of its individual areas leads to the fact that the requirements for analysis are determined by management needs, not accounting capabilities.

At each stage, a set of indicators was proposed

and the feasibility of their use was substantiated. Also, the basic principles of the analysis of personnel potential of the enterprise in the modern conditions, in particular, complexity, were determined; Integration; strategic orientation; priority.

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