

***Shytikova L.V.* The Development of Conceptual Approaches to Human Resource Management in Order to Increase Productivity of the Enterprise**

Annotation

Some approaches to the development of effective human resource management at the enterprise in order to achieve economic and social goals of the enterprise are reviewed. The essence of the employment relationship, process of management and their interrelationship with the elements in managerial system are analysed. The necessity of constructing of a flowchart of formation process of management system is proved. The importance and necessity of permanent formation and effective mechanism for workforce management of businesses to further enhance of the productivity and effectiveness of their activities are proved.

Keywords: system management, human resources of the enterprise, good governance, employment, management mechanism, development.

Summary

Formulation of the problem. Mechanism of Sustainable Development of business can not unseparately exist from the ability of effective usage of labour potential of the enterprise, formation and it is necessary to use a scientific approach to management today. The growing role of human being, his creativity, intelligence, initiative in enhancing the human resource capacity of the country, increasing the competitiveness of enterprises, the development of anti-crisis measures; search for approaches for the development and improvement of an effective management system led to the relevance of research.

The purpose of the article is to determine the current approaches in the sphere of labor management; formulation essence, justification for ongoing development and improvement of the system and mechanism of human resources to improve the performance of the company.

Statement of the basic material research. The central question every enterprise is efficient management. Today the economy of Ukraine drastic changes occur that require thorough analysis and further development of management, especially human resources. The complexity and dynamics of social and economic processes require new approaches to management.

The purpose of the concept of human resource management is to define ways of improving the use of labor resources, to create more favorable conditions for their development, to attract the investments, to create competitive products, to increase sales of products.

Office employment in the company is focused to regulate relations between owners and employees, ensuring the realization of economic and non-economic interests of employment. The essence of this relationship is to align the interests of the parties to the use of labor and division of labor results. Management is a process which ensures effective action system and management mechanism as its main component. Since the objectives of each organization are very different, the main purpose is to increase management efficiency. Qualitative personnel management is an important prerequisite for the efficient operation of the economy, which is a system that consists of a set of principles, actions, methods development and

implementation of management decisions on manpower. From the methodological point of view the formation of the personnel management system in the company is to build a flowchart of its creation. When constructing a flowchart of formation mechanism of HR we faced with the following: diagnostics of the original state of management system; the development of the specific stages of the development; the assessment of impact processes in a control system; the analysis of indicators of management, the management solution's decision.

Conclusions. The improvement of economic performance is possible due to the formation and subsequent continuous improvement of human resources of management system in accordance with the objectives of the enterprise. Therefore, the primary objective of the enterprise towards achieving economic, social and other non-economic effects is the formation and further development of personnel management system and management mechanism as an important part of it.