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41. The concept of human resources and its relation to increased productivity accounting

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Introduction: The difficult economic situation in the country and radical changes in society have affected on one of the most important areas of society, which characterizes the efficiency of the economy - the labor resources of the country. Human resource management is of great importance, management of human resources, regulation, control of the labor potential, development of new methods to increase labor productivity.

Many authors national and modern have examined the concept of "human resources" such as: Grishnova A.A, Cachan, E.P, Esinova N.I, Marra F, Osolovska G.V, Balabanova L.V., Guseva O.U., Polonsky A.N.

Human resources (or labor reserves) is the concept of communist political economy. This concept is frequently criticized by social scientists because of dehumanizing of human and methodological groundlessness.

Resources and methods: Currently, in the majority of countries use the term "human resources". Human resources is the set of individuals who make up the workforce of an organization, business sector, or economy. "Human capital" is sometimes used synonymously with human resources, although human capital typically refers to a more narrow view (i.e., the knowledge the individuals embody and can contribute to an organization). Likewise, other terms sometimes used include "manpower", "talent", "labor", or simply "people" [1].

The job of accounting staff is very tense and one of the most difficult in the whole enterprise. Sate as to maintain and improve worker productivity accounting should be encouraged.

Statistical studies show that on average 60% working in Ukraine for employment have no other sources of income other than wages [2]. But even this wage is not able to fully meet the needs of the population, because its size is not much greater than the minimum.

Results: Therefore, more efficient use of labor resources can be achieved primarily by increasing wages to the European level.

Also, increasing the efficient use of labor resources can be improved by changes in other organizational settings that affect people. This includes the participation in leadership, training, management training, use of modern accounting software, such as 1C, Galaxy etc, provide employment opportunities and training outside the country, create favorable conditions for the development of intellectual abilities. All these measures are designed to provide additional manpower capabilities to meet their personal needs of active, while increasing the efficiency of the enterprise.

Conclusions: Therefore, proper management and accounting staff incentives will help not only maintain but also increase the productivity of their labor.

References

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2. Salary in Ukraine: Compensation For and Opposite [Electronic Resource] // Mode of access: http://www.obz: orzarplat. com.ua / category / salary_survey

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