

SUMMARIES

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RESEARCHES OF DEFICIENCY OF THE HUMAN CAPITAL AT MINING AND PROCESSING WORKS OF KRIVBASS

At the current stage of implementation of new technologies qualitative changes occur in the structure and organization of work, which affect the qualification of personnel, working conditions conducive to the emergence of new professions that require highly skilled and better training. Human capital is the main factor affecting the economic performance of staff.

But in the modern business environment is lack of skilled labor. It is therefore advisable to direct the study of these processes in the vector creation of a new workforce. It is well known that training employees and upgrading human capital increases the company and improves economic performance work. The majority of domestic mining enterprises established their own training centers, spent heavily in training, retraining and skills. These measures can reduce the deficit of human capital, thereby increasing the efficiency of labor.

In this article, to take account of the impact of the planned amount of human capital and human capital deficit definition is proposed to apply the production function of the nonlinear form. Calculations of the value of human capital planned and carried out a qualitative analysis of human capital deficits mining enterprises Krivbass. The analysis shows that in all enterprises Mining Krivbas there is a shortage of human capital, which is associated with a reduction in the number of employees and the planned value of human capital, despite an increase in output.