

ABSTRACTS

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MODERN APPROACHES TO THE LABOR POTENTIAL MANAGEMENT OF THE SMELTERY

The study of contemporary approaches to managing labor potential in the metallurgical industry enterprises acquires considerable relevance. All this aims at searching for new management forms, to the development of the staff potential, on the search for new motivation forms. During the last years many academics in scientific community of the problematic that have expressed certain interpretations of the category were engaged. In this regard a large number of interpretations of the economic category appeared. Full generalizing the definition of «labor potential management of enterprise» based on flow processes is absent.

The aim of the article is to deepen the essence of the concept of «labor potential management of the enterprise» on the basis of the logistical approach. The article analyzes the scientific approaches to the definition of «labor potential management», «labor logistics», «human resource management», «logistics management» and «logistics system». The author's approach to the definition of labor potential logistic management of the enterprise is offered.

Novelty the proposed approach to the concept of labor potential logistics management of the enterprise is the idea of stockpiling enterprise workforce through labor logistics. The idea is to ensure consistency between existing enterprise jobs that require some certain employees (skills, personal qualities), and workers with different qualities, training, qualifications. In this regard the formation of the labor flows movement in the enterprise requires a constant choice of the most effective options, taking into account all factors and circumstances.