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THE ROLE OF THE LABOR MARKET IN AGRO-INDUSTRIAL COMPLEX

The article explores the nature of the labour market and given its characteristics. Determined his role in the agro-industrial complex. To determine the basic factors that influence the formation of the market of labor in the agricultural sector. The proposed measures by the state to improve the state of the labour market in rural areas.

Keywords: labour market, agriculture, competitiveness, food industry, population, government, relationships, work.

РОЛЬ РИНКУ ПРАЦІ В АГРОПРОМИСЛОВОМУ КОМПЛЕКСІ

Панюк Т. П.

У статті досліджено сутність ринку праці та дана його характеристика. Визначена його роль в агропромисловому комплексі. Визначено основні фактори які впливають на формування ринку праці в агропромисловому комплексі. Запропоновані заходи з боку держави для покращення стану ринку праці в сільських місцевостях.

Ключові слова: ринок праці, агропромисловий комплекс, конкурентоспроможність, харчова промисловість, населення, держава, відносини, робота.

РОЛЬ РЫНКА ТРУДА В АГРОПРОМЫШЛЕННОМ КОМПЛЕКСЕ

Панюк Т. П.

В статье исследована сущность рынка труда и дана его характеристика. Определена его роль в агропромышленном комплексе. Определены основные факторы которые влияют на формирование рынка труда в агропромышленном комплексе. Предложенные меры со стороны государства для улучшения состояния рынка труда в сельских местностях.

Ключевые слова: рынок труда, агропромышленный комплекс, конкурентоспособность, пищевая промышленность, население, государство, отношения, работа.

Statement of the problem. The modern state of labour market in the agriculture complex is characterized by reducing of number of working resources,

getting worse of their sex system, cutdown of quota population, being occupied in this field and increasing unemployment.

The major industry in agroindustrial complex stands food industry. Food industry of Ukraine is strategically important, because enterprises of these branch supply population necessary food products, ensure their livelihood. Labor market is basis of successful functioning of enterprises, because only it ensures the availability of labor resources in the workplaces. From optimal value of staff and its effective utilization in combination with other resources depends effectiveness functioning of enterprises in any branch. Because the level of competitiveness depends largely on the efficiency of utilization of labor potential, its sustainable use. Important role in the food industry is rating the use of labor resources, which combines several important points (evaluation and certification of personnel). Assessment is the most important part not only the activities of human resource management, but management in general.

This changes are connected with output reduction and low level of work mechanization. The result is – migration of manpower abroad and national economy decline.

Analysis of recent researches and publications. A significant contribution in the study of the labor market role in agro-industrial complex made : S. Gutkevych, O. Zamora, T. Mostenska , A. Cherep, P. Sabluk, V. Somchenko and other.

Despite the presence of a significant number of scientific publications certain issues of labor market role in agro-industrial complex, are poorly understood and require in-depth study.

The aim of the article is the role of the labour market in agroindustrial complex.

Main results of the study. The labour market works like a mechanism of making contacts between customers (employers) and sellers (wage labourer) of manpower. This kind of market includes not only the special organization

institutions is labour exchange and all the other individual agreements of manpower hire. It is closely connected with other market subsystems, for example, for being in demand, man power must have determined totality of physical, mental and professional abilities. Having realized these abilities while producing the products, it must be always reproduced. It depends, especially, upon the condition of the consumer's goods market of agro-industrial complex. The workers of the agriculture complex inseparably connected with such factors of the industry as ground (the main elements of which are natural resources, energy resources, not energy resources and environment) and work.

In the manpower market must be a competition as a main force of improving working abilities. Having need in the constant recreation, every time being on the higher level the owner of the manpower is looking for such employer, whom he could propose it on the best terms. That's why the manpower demand propose the competition. On such terms social and economy development will be happening, having made on the market activity of the workers, which propose their manpower from one side and employers from other.

The existence of competition in the labor market of the food industry is an essential factor in the formation of a civilized market in Ukraine. The development of scientific and technological progress, a comprehensive modernization of the society determine the increase in demand for highly skilled workers who are able to maintain a technologically updated equipment, adapted to the requirements of innovative society. This concerns mainly the improvement of quality characteristics of the labor force. Ensuring of the higher level of competitiveness of labour force creates favorable conditions for the growth of competitive advantage of the Ukrainian enterprises of food industry and the state in general [5, p. 96].

Selection of a competitive labor force and ensuring appropriate conditions for continued growth in its level in the food industry enterprises leads to the creation of such a set of employees who work for a common goal - the creation of

competitive products and increase the competitiveness of the whole enterprise. In this way forming a competitive team.

The immediate priority to increase competitiveness of labor force in the food industry enterprises should be: employment, increased investment and innovation investments in human resources, encouraging of continuous improvement of the competitive level of the labor force of employees, that provides competitive advantages of the national economy in general and the growth of educational services quality [3, p. 185].

Noteworthy trends to reduce unemployment and increase of the financial support of the unemployed. Considering significant rate of increasing minimum and average wages, increased the size of the average unemployed benefits [4, p. 65].

The main parts of the labour market in the agriculture complex are:

- the sides of market relations: the persons which forms demand on the manpower (employer) and manpower;

- normative-lawful acts, which regulate the relations of the labour market subjects;

- competitive agro-industrial complex concerns, that characterize correlation of work demand and supply, which defines the labor rate for the concrete kind of work and the level of employment of the population;

- the institutions, which serve the labour market and make its infrastructure, including placement services;

- remuneration of labour;

- the system of social payments and guarantees for the persons, who are released from the social industry and make full the unemployed;

- alternative temporary forms of employing guarantee: social jobs, work at home, season jobs and others.

The labour market forms external conditions and the sources for hiring the workers from one side and spontaneously regulate a set of questions, connected with employees and manpower from the other. The basic of the worker's ground consists of economic active population. According to the International labour organization methodology, the economic active population is classified as "employed" and "unemployed".

For the agriculture complex institutions the most important thing is that the updated labour market is being formed under the influence of innovative development of the agro-industrial complex. The innovative process in the agro-industrial complex – it's a constant, neverending process of the separate technical transformations and economic-organized ideas and scientific variants of solutions of the practical task for exchanging the fields and institutions of the agro-industrial complex into the brand new level of the production. For the ability to support an innovative activity in the agro-industrial complex influence a lot of factors: the peculiarities of the natural economy, the condition of the industrial mechanism, the level of being ready for the innovation introductions, ways of stimulating the science progress and their introduction being practiced, regional differences of economic subjects.

The changes of the economic conditions substantially transformed the financial affairs in the agro-industrial complex, which influenced negatively to the labour market by going the manpower abroad. Decentralization of the relations in agrarian industry deprived the industry of the financial and investment resources, being an obstacle for the valuable innovative development in the fields of the agro-industrial complex. As alteration for the state financing is bank credit, state tax privileges, state subsidy and compensation of bank interest. But not depending on this negative side, the field of the agro-industrial complex is inviting for the investments, especially food industry. That countries, which could build social and economic mechanisms, containing the system of social values which concentrate

its attention to knowledge, intellect and talent to make information and spiritual values, providing the status of the leaders in the world economy [2, p. 87].

Problems in training, retraining and advanced training of personnel, that able to compete in market conditions, on a number of important reasons acquires special actuality. First, unfavorable trends are marking on labor market. Modern manufacturing puts forward more stringent requirements for professional skills of personnel. Occurs reduction in the number of workplaces. Second, escalates competition for workplaces inside labor collective. Takes place objective process of exclusion the personnel with low professional qualities. Third, professional education and qualification in personal terms are not just stand as a characteristic of one or another worker, but also become a guarantee of social wealth, conditions of its competitiveness on labor market [1, p. 20].

Conclusion. Therefore, for the successful function of the agro-industrial complex it is necessary to understand the priority in this field by the state, concentrating for the investments and ruling the agrarian labour market, making adapted, legal and institutional infrastructure. The main task of the state in labour market development of agro-industrial complex is to provide maximum support to enterprises in this sphere, which provides the population with jobs. As well as the maximum encouragement of rural population to work in these enterprises.

Correction of these deficiencies may serve following results: planning needs of units in employees, that provides the service of personnel by necessary information for the program of set; certification, which is a stimulating measure for staff and managers for professional development; organization of realization program of individual grow, search of balance in current interests of organization and need of preparation for launch promising tasks; identifying and using of immaterial ways of stimulation, used in the organization and motivating employees, predominance of individual approach to the use of immaterial methods of stimulation; to determine better results of employment of workers and to

introduce firm system of stimulation, which is tied to indexes that reflect these results.

Thus, taking into account the above priorities, there is hope for the optimization of the labor market, to ensure growth and welfare of the Ukrainian people.

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