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## CONCEPTUAL FRAMEWORK OF FORMATION OF LABOUR POTENTIAL FACTOR SYSTEM FUNCTIONING

*The paper emphasizes the viability of using factor and conceptual approach during studying the labour potential functioning in the information economy. Problems in the definition of the concept of factor influence are identified in this paper. The influence of the labour potential on the various subsystems of the relevant territory (country, region) is summarized. Basic interactions in the component structure of the labour potential in the information economy are defined. The paper formulates the key conceptual approaches to the definition of the factor influence on the labour potential in modern information economy.*

**Key words:** labour potential, factor and conceptual approach, concept of factor influence on formation, development and use of labour potential, component structure of labour potential, information economy.

### Гринкевич С. С. КОНЦЕПТУАЛЬНІ ЗАСАДИ ФОРМУВАННЯ СИСТЕМИ ФАКТОРІВ ФУНКЦІОНУВАННЯ ТРУДОВОГО ПОТЕНЦІАЛУ

*У статті обгрунтовано доцільність використання факторно-концептуального підходу при дослідженні особливостей функціонування трудового потенціалу в умовах інформаційної економіки. Виявлено проблемні аспекти у формулюванні концепції факторного впливу. Узагальнено впливи трудового потенціалу на різні підсистеми відповідної території (країни, регіону). Окреслено базові взаємовпливи у компонентній структурі трудового потенціалу в інформаційній економіці. Сформульовано ключові концептуальні підходи до визначення факторного впливу на трудовий потенціал у сучасних умовах інформаційної економіки.*

**Ключові слова:** трудовий потенціал, факторно-концептуальний підхід, концепція факторного впливу на формування, розвиток і використання трудового потенціалу, компонентна структура трудового потенціалу, інформаційна економіка.

The essential understanding of labour potential, the necessity to balance its use in the conditions of modern information economy, where knowledge and information are the advanced features of human development, requires a special approach to the concept of factor influence on its formation, development and use. The importance of research is also enhanced by the fact that the identification and characterization of the factor influence allows you: to determine the direction of correction of the labour potential functioning in order to achieve its sustainable development (in particular, it gives opportunities to mitigate negative impacts and enhance positive ones); to define strategic guidelines of productive use of country's labour potential on the basis of trend calculations, taking into account the possible factor influence in the space-time dimension given and in the future; to identify problematic processes in the reproduction of labour potential, driven by external conditions - exogenous factors, to which you should use the search of scenario options.

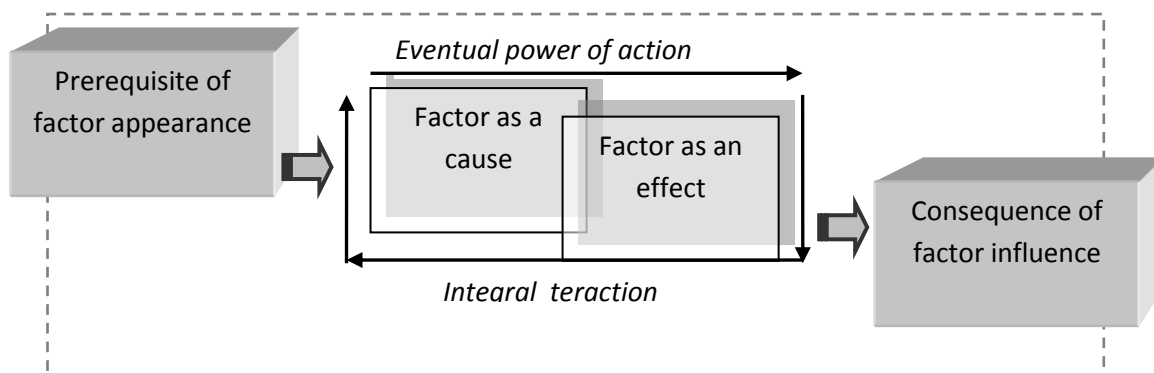
The most important research in this area recognized the work of leading scientists: O. Herasymenko (2010), V. Hryshchenko (2011), L. Dulub (2005), V. Lych (2005), L. Mishkovets (2010), M. Piliutych (1996), M. Salun (2011), M. Miklovda (1996) and others. Among the foreign authors of scientific publications out studies of Amstronh, FI Taylor, J. Schumpeter. Almost every scientist that chose the subject of his research working capacity, addressed the impact on it of relevant factors.

However, at the same time, there is no holistic view of the features of such an influence for various criteria approach, including in terms of the formation, development and use of labour potential, making it impossible to create a unified concept of its state regulation.

The goal of the article is to explore the fundamental nature of factor concept and justify the expediency of its use while studying the labour potential functioning in the conditions of the information economy.

The concept of factor influence on the formation, development and use of labour potential should be understood as an integral system of views and ideas about the features of such an influence, the identification of criteria and characteristics and the possible ways to respond in order to make effective management decisions and ensure balance in the component structure of the labour potential. Such a factor concept is a fundamental one, since the factors, that affect the object under study, create an integral system of interacting causes, which stays in a certain logical connection with the consequence. Eventual power of the factor system is integrally bigger than the arithmetic sum of the factors' influence. The interaction of latter in the system indicates some dependence of the system as an organized unit on the behaviour of its every factor element in some way (Salun, 2011).

In accordance with such considerations we can illustrate schematically the fundamentals of appearance, formation and action of the factor effects (Fig. 1).

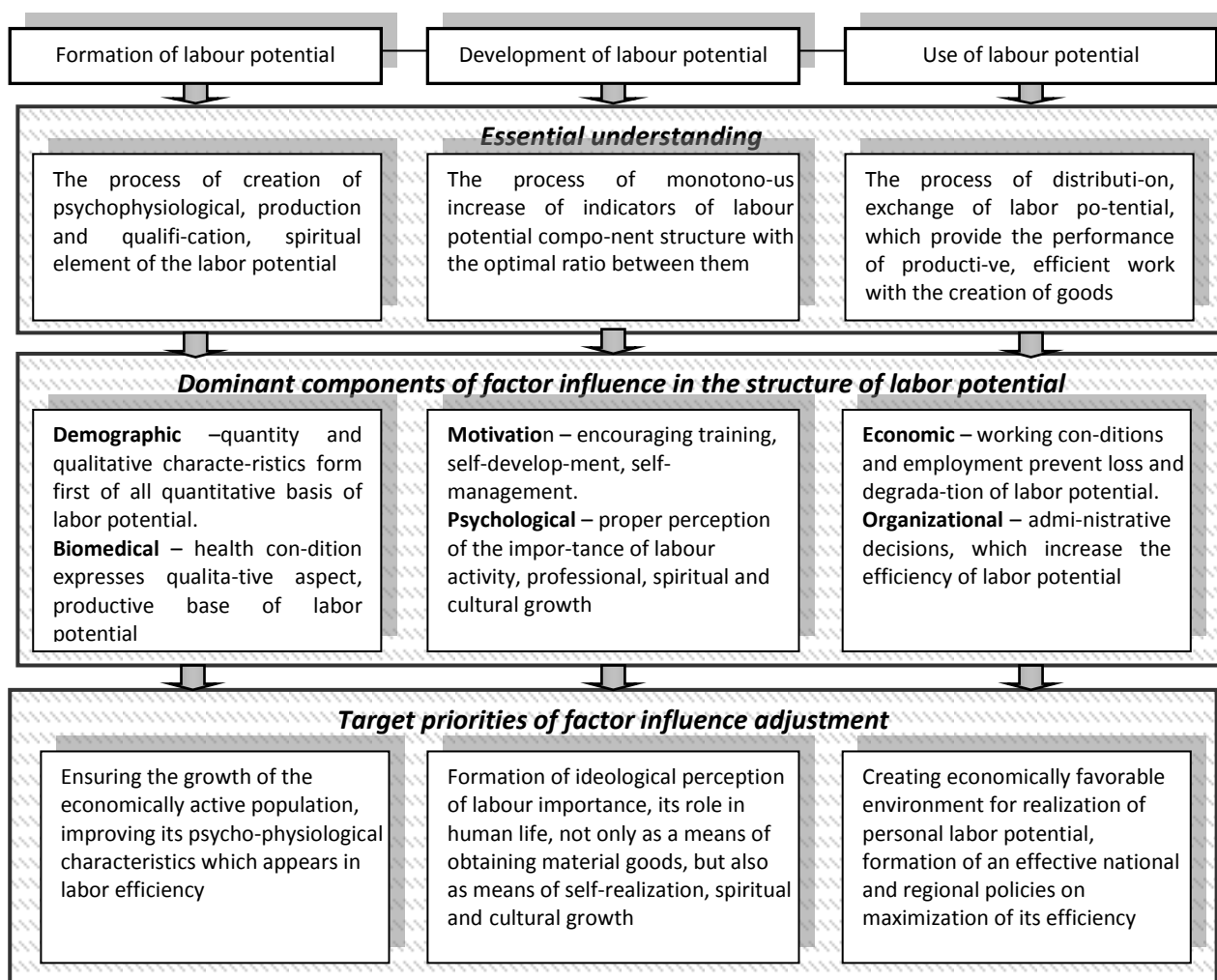


**Fig.1. Fundamentals of appearance, formation and action of the factor effects\***

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Criteria characteristics definition was mentioned when the concept of factor influence on the formation, development and use of labor potential was formulated. Here we have in mind the classification of factors in accordance with some characteristics that allows monitoring influence pattern on the object under study at different angles.

It should be better to define clearly the peculiarities of the factor influence according to various aspects for a profound understanding of the fundamental concepts of the factors and their influence on the reproduction of labour potential, in particular regarding of which components of the labour potential such influence reflects the most (Fig. 2).



**Fig. 2. Factorial-conceptual approach to the creation, development and use of labor potential\***

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In the formation of the concept of factor influence one should first of all clearly understand the shift in emphasis in the definition of man's place as a basic labour potential bearer in the field of social and labour relations. Gerasimenko correctly noted about this, that the current model of the regulation of social and labour relations is based on an innovative type of labour management, when a fundamentally different approach to a man as a determining factor of progress, compared to the technocratic type, is realized.

A new type of labour management is embodied by closer attention on the formation and use of the potential of employees, especially the creative one (Herasyenko, 2010).

Another issue is a problem of psychological perception of the new conditions of labour activity by the people. A large number of working-age Ukrainians could not or did not want to adapt to new conditions. On a number of points our fellow nationals retain vestiges of settings, rules and practices from the Soviet era, which are ineffective in Ukraine now. There is a need in a "resocialization" — stimulation of the population to increase labour productivity, encouraging to produce more and therefore earn more.

Another significant aspect of the "shift of emphasis" in the formation of the factor concept and its use regarding labour potential is to identify new approaches to functional orientation of the educational component. A. Astakhova notes that the psychological impact of the information revolution on the people, like industrial one, is huge. Probably the way how the children began to learn is the best example of this impact. Maybe in the future it will be recognized that there was no "crisis of education" in the last years of the XX - beginning of XXI century, there was only growing disparity between how schools were teaching in the XX century, and how they began to teach children in the XXI century. The universities met with something similar in the XVI century in a hundred years after the invention of the printing press and movable type (Astakhova, 2010). So, in accordance with such statements in formulating the concept of factor influence on the labour potential and its formation, development and use, it is necessary to come subtly to transformational features of educational component in accordance with the modern realities, which usually creates prerequisites for the development and use of labour potential with considerably different values of the younger generation that is increasingly aimed at material goods, the desire to get "easy money" without seeking continuous development and improvement. As a consequence, there is a problem of disintellectualization of the population which will be considered among limiting factors of the formation, development and use of labour potential.

Together with the ominous patterns of disintellectualization of the population on the global scale, especially in developed countries, there is a trend of intellectualization of labour, which is characterized by the growing demand of public production in its intellectual component, when the demand for unskilled labour is constantly declining. The growth of creative content of the work becomes a basis, on the one hand, of technical and organizational development of material production, and on the other hand — the need in the development of

the productive forces of society (Burkalceva, 2008). With such trends the importance of educational and intellectual components of labour potential once again increases, so you need to come up with special attention to the definition of basic positive and destructive factors of the influence on them, as well as their impact on other potential characteristics.

So, the fundamental character of the concept of factor influence on the formation, development and use of labour potential arises from, on the one hand, universal reconsideration of man's place in the social, economic, political, legal and other relationships and, on the other hand, the urgent need of deep ideological justification of the directions of "resocialization" of Ukraine's population, especially the younger generations, whose consciousness has not yet been deformed by the experience of the Soviet period, but is formed with notable influence of historical memory.

In addition, it is important to understand that labour potential by itself is also a powerful factor of spatial development, because it can be a significant indicator of the development of other subsystems through the permanent and spontaneous interdependencies within the territorial social systems. V. Gryshchenko and L. Kovalenko pay attention to this, mentioning that the labour potential as a structural element of the economic potential of the territory results in formation, use and development of other components of such system. The growth of labour potential by increasing the number of economically active population, increasing its level of education, improvement of its health would increase the level of the production potential of the territory (Hryshchenko, 2011).

The influence of labour potential is generalized, in particular, the efficiency of its use, on the various subsystems of the relevant territory (country, region), which are as follows:

for economic subsystem – labour productivity growth, increase in production and business activities, and, as a consequence, growths of incomes of budgets at different levels;

for settlement subsystem – formation of centres of increased business activity, labour markets, saturated with supply of the economically active population, around which social infrastructure develops;

for socio-labour subsystem – formation of proportions between the supply and demand of the economically active population depending on occupational skill structure and labour productivity;

for scientific and educational subsystem – formation of the prerequisites for self-development, personal and professional advancement, that leads to higher level of skills and competencies;

for information subsystem – the saturation of informational flows, their direction towards increase of labour mobility, economic activity, level of knowledge and experience;

for innovative subsystem – producing new innovative solutions aimed at enhancing the use of the resource potential of the whole society;

for management and administrative (political) subsystem – the selection of the most skilled personnel (formation of the administrative elite) without

demoralized features – chronic diseases of modern society.

It should be mentioned that the factors' "interactions" also take place actively in the component structure of the labour potential. The most characteristic component influence of its elements and the corresponding conclusions are reflected in Table 1. Among these impacts significant importance has the influence of economic and motivational components on demographic one regarding birth rate. Here we have in mind that the improvement of economic conditions is an incentive to increase the birth rate, when families restrict themselves with only one child. Motivational component, which includes a system of incentives regarding labour activity, on the contrary, may reduce the birth rate through increasing desire of the economically active population (especially women) for career growth, which obviously changes the structure of the human personal time, increasing the proportion of working time. In turn, organizational component may ambiguous influence over the birth rate through the relevant institutions, depending on the effectiveness of management decisions.

As you can see, different interactions arise between the components of labour potential and only the most significant of them are shown in Table 1. Usually this occurs due to the deep historical perplexity of these components with the formation of certain types of potential at the point of interaction between them. They are, in fact, formed "around" the components of labour potential, which are expressed with their specific potential features (Fig. 3).

For a complete understanding of modern approaches in definition of the factors' influence on the formation, development and use of labour potential in Ukraine we looked over the most interesting and profound best practices of scientists in this area. Here, the study of L. Dulub (2005) draws attention, which indicates that the formation and development of the "labour potential" system should be viewed comprehensively, taking into account its relationship with the external factors to the labour potential, which should be better divided in accordance with such areas of society, as: economic (financial, operational, market); political (state, international); spiritual (cultural, educational, religious); social (demographic, institutional and regulatory, social and structural); biological (ecological, medical, geographical and climatic). It should be mentioned that the author identifies the so-called institutional and regulatory factors in the social group, emphasizing the regularities of formation of the institute of law and administrative-legal relations as a powerful factor in the use of labour potential.

In turn, L. Mishkovets (2010) focuses on internal factors of influence on labour potential; among them are the mechanisms of management of enterprise's labour potential, investment, innovation, economical and social factors. Internal factors, complementing external ones, together should create a united system complex, which in particular may lead to a synergetic effect if the relevant complex measures are accepted simultaneously, rapidly and dramatically, ensuring with proper funding.

According to M. Pitiulich, M. Biben and V. Miklovdva (1996), efficient use of labour potential is mediated by

market relations taking into account the state of social and political life, level of consciousness, culture, training, local contexts, interests and traditions which formed in the sphere of labour relations.

Scientist M. Kim (1993) single out factors of labour potential growth, including natural growth of the population, especially the working-age population, improvement of health, physical and moral state of society, which enhance the efficiency of labour power, the growth of the cultural and technical level of the population, especially the education and qualification, the circumstances which increase the total fund of working hours. Such approach of the author strengthens our position regarding the necessity to consider the motivating and limiting factors of influence on the formation, development and use of labour potential that we will consider in the following chapters.

In his thesis research V. Lych (2005) presents a classification of the main factors, which affect the quality characteristics and mobility of labour potential, depending on the economic, territorial, institutional and socio-demographic conditions that prevailed in the labour market. Again, we mention the institutional approach, where different sorts of institutions are shown as an important factor of influence on the labour potential.

Thus, a review of scientific literature clearly demonstrated the high interest of scientists to the issue of the factor influence on the labour potential. Some deformity, randomness, lack of common methodological approaches to the identification of a list of factors of influence on the labour potential regarding the respective phases and levels of evaluation, as well as the characteristics of such influence draw our attention. As a result, it is too early to speak about the formulation of a coherent concept of factor influence on the formation, development and use of labour potential of Ukraine.

At the same time, based on the abovementioned and author's conclusions one can formulate the key conceptual approaches to the determination of the factor of influence on the labour potential in the conditions of today's information economy, for which it is advisable to develop more research tools:

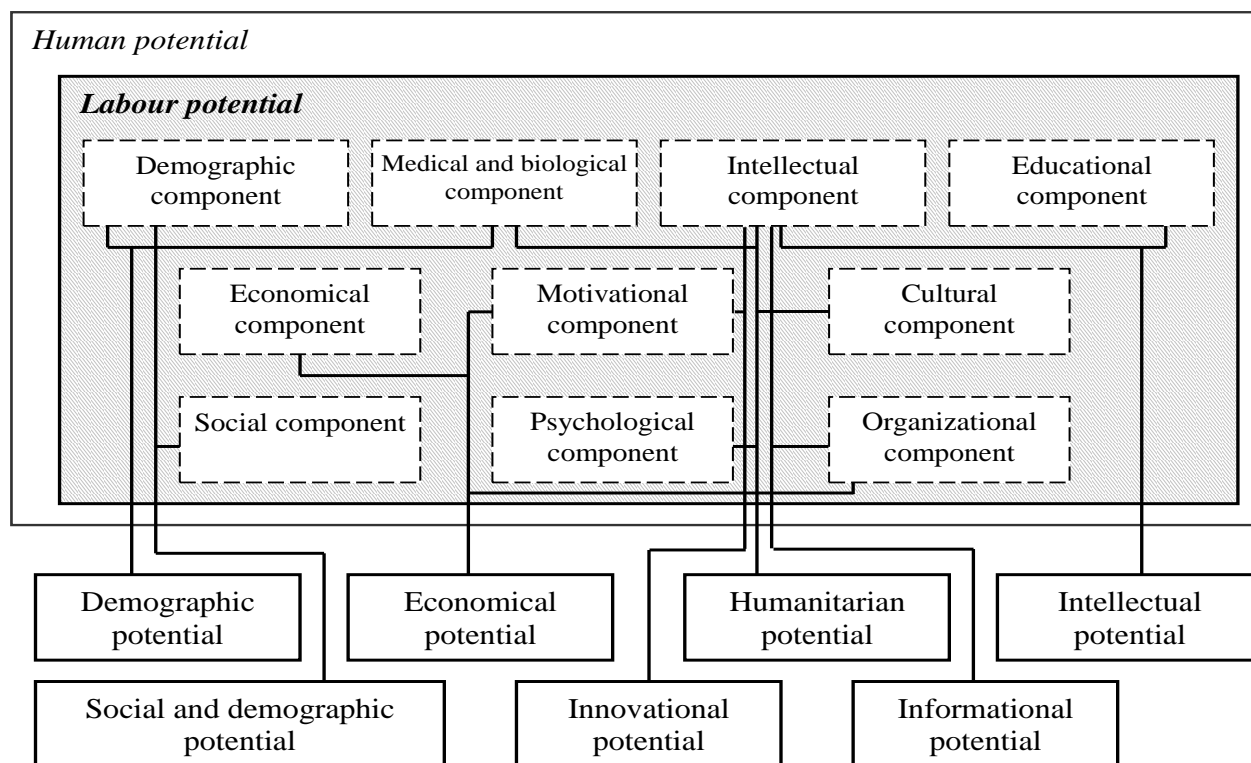
1. Labour potential is a form of embodiment of the human factor. Labour potential in itself is an active factor of influence on the various subsystems of the territorial social systems.
2. Labour potential is extremely sensitive indicator of environmental conditions that requires constant monitoring of its qualimetric evaluation.
3. Some of the factors of influence on the labour potential have dual pertain (they can be simultaneously environmental factors and factors of component structure of the labour potential).
4. There is a strong interaction system between the components of the labour potential in its component structure.
5. The complex structure of the labour potential, dual affiliation of its components, the dynamic external environment requires a clear theoretical and methodological approach to the definition of criteria for the distribution of all the factors that will ensure polyvector nature in identification of the consequences of

*Table 1*

**Basic mutual influences in the component structure of the labour potential in the information economy\***

<b>Object of influence Component of influence</b>	<b>Demographic</b>	<b>Medical and biological</b>	<b>Intellectual</b>	<b>Educational</b>	<b>Economical</b>	<b>Motivational</b>	<b>Cultural</b>	<b>Social</b>	<b>Psychological</b>	<b>Organizational</b>
<b>Demographic</b>		Demand for medical services	Competition on job market, encouragement of development	Demand for educational services	Competition on job market, resource scarcity	Competition on job market, demand for motivation	Historical, genetic experience	Gender relations, relations between generations, social cohesion	“Survival” reflex, fighting reflex	Scope of management activities
<b>Medical and biological</b>	Mortality rate, life expectancy		Physiological capability to think	Physiological capability to educate	Level of economic activity	Physiological capability to develop constantly	The value of health, thriftiness	Compassion, cooperativeness	Temper, self seeking	Network of relevant institutions with appropriate infrastructure
<b>Intellectual</b>	Erudition, propensity to work in hazardous conditions	Level of technological development in medical industry		Level of proficiency	Innovations in labour management	Innovations in motivational approaches	Thirst for knowledge, development of science	Appreciation, respect,	Resilience, character formation	Optimal allocation of institutes
<b>Educational</b>	Training of skilled personnel	Skill level of medical staff	Permanent education		Skill, training and retraining level	Participation in permanent education at the expense of employer	Understanding of cultural and moral values	Level of communication	Value of education	Network of relevant institutions with appropriate infrastructure
<b>Economical</b>	Birth rate	Material and technical support	Competition on the job market, stimulation of innovation activity	Competition on educational services market		Impact of economical incentives	Value of material goods	Formation corporate culture	Formation of psychological climate in work collective	Development of market institutions
<b>Motivational</b>	Birth rate	Quality of medical services	Stimulation of innovation activities	Postgraduate education	Labour productivity		Formation of value system	Competitive environment	Propensity to motivation	Institutions of competitive environment
<b>Cultural</b>	Lifestyle (addictions)	Lifestyle (addictions)	Value of intellectual development	Quality consumptions of educational services	Labour traditions by types of economic activities	Sensitivity to nonfinancial incentives		Interpersonal communications	Type of labour behaviour	Formation of cultural environment institutions
<b>Social</b>	Experience of children quantity in family	Public confidence in health services	Accumulation, sharing of experience	Sharing of experience of educational services consumption	Social protection of economically active population	Leadership, personal example	Non-professional development		Non-professional activity	Development of social infrastructure
<b>Psychological</b>	Propensity for having children, family tradition	Propensity to mental load	Propensity to permanent development	Propensity to education	Fair competition at labour market	Sensitivity to incentives	Formation of cultural stereotypes	Interpersonal communications		Organizational forms of labour psychology study
<b>Organizational</b>	Birth rate	Material and technical support	Financial support	Supply of educational services	Material and technical, financial support	Capability to need reduction	Supply of cultural institutions	Social protection of economically non-active population	Level of confidence in government	

\*authoring



**Fig. 3. Formation of potential features of the society in the context of the development of labour potential components\***

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such an influence and possibilities of its adjustments at different levels.

6. Modern information society requires a rethinking of human capabilities taking into account first of all the scientific-technical and innovation factors.

7. Typical phases of the labour potential functioning require differentiated approaches to the evaluation of the factor influence, as the significance of its components and external influences in the process of formation, development and use may differ essentially. It also regards the levels of estimation of labour potential (global, national, regional, local), where the dimension of factors will be quite different.

8. Task adjustment of the factor impact (managerial aspect) on labour potential is to create prerequisites for its components' resistance to the destructive effects, the maximum possible extension of the positive effects of incentive effects and positive interaction in the intracomponent structure of the labour potential with balancing the respective proportions.

Conclusions. Summing up, the concept of factor influence on the formation, development and use of labour potential is extremely important and base for integrated and qualitative research in this direction. It requires a substantial arrangement and improvement of some of its provisions taking into account high scientific interest to the identification of factors influencing labour potential at one or another phase of its functioning.

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## Збірник наукових праць «СОЦІАЛЬНО-ЕКОНОМІЧНІ ПРОБЛЕМИ СУЧАСНОГО ПЕРІОДУ УКРАЇНИ»

Збірник наукових праць «Соціально-економічні проблеми сучасного періоду України» – це фахове науково-практичне видання, засноване Національною академією наук України та Інститутом регіональних досліджень НАН України.

У збірнику висвітлюються результати досліджень інституційних та соціально-економічних проблем розвитку України на макро-, мезо- та мікрорівнях, заохочуючи до публікації авторів, які здійснюють науково-дослідну роботу у різних сферах економіки.

Збірник «Соціально-економічні проблеми сучасного періоду України» включений до Переліку наукових фахових видань України в галузі економічних наук (Постанова Президії ВАК України від 18. 11. 2009 р. №1-05/5).

Сайт збірника: [www.zbirnyk.ird.gov.ua](http://www.zbirnyk.ird.gov.ua)

