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INTEGRATED ASSESSMENT OF THE HUMAN RESOURCES DEVELOPMENT LEVEL

Abstract. *The article deals with current issues of evaluation of human resource development in terms of transformational change. The methodical approach to the integrated assessment of the level of human resources development is proposed. Components, sub-indices of the integral indicator are selected: educational, motivational, resulting. The particular indicators of evaluation for each component are substantiated.*

Key words: *human resource development, methodical approach, component, educational, motivational, resulting sub-indices.*

INTRODUCTION

The transformation processes, economic reforms that are taking place in Ukraine are aimed at increasing the level of competitiveness of the national economy, regions of Ukraine and domestic enterprises. There is currently a significant outflow of human resources in Ukraine due to the lack of conditions that would ensure a decent standard of living and development opportunities. In this regard, the problem of building a human resources development mechanism that involves three levels of governance (micro-, meso- and macro levels) is urgent, and will be aimed at responding quickly and overcoming various threats and problems that arise in countries and for its boundaries.

In achieving this goal, the focus is human resources at all levels. In this regard, it is important to assess the level of development of human resources. It will identify the main problems in the development of human resources and to develop a direction to prevent the emergence of new problems in the future.

The purpose of the article is to substantiate the stages, methods, techniques, indicators for defining an integrated assessment of human resources development as the basis for determining the tools for stimulating human resource development based on a problem-oriented approach.

The problem-oriented human resources management system is an open non-linear adaptive dynamic system, the main task of which is the timely prompt and

appropriate response to the challenges, threats and problems that arise at a certain point in time, both inside the system and beyond.

The methodical approach of the integrated assessment of the level of human resources development contains the following steps: determine the purpose of assessing the development of human resources; determination of components of the integrated assessment of human resources development; formation of a system of indicators for assessing the development of human resources; the choice of the method of integral assessment; construction of integral indicators for components; interpretation of the results (fig.1).

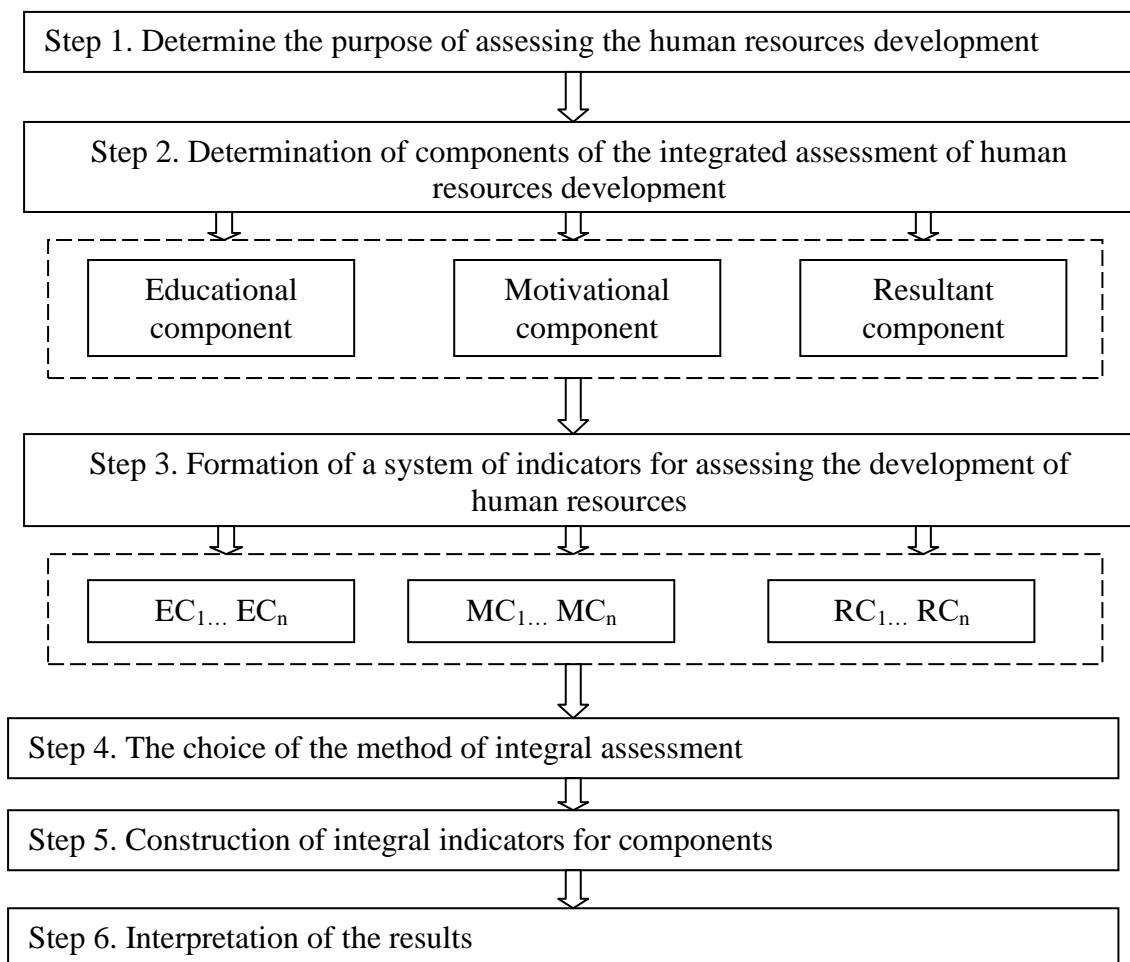


Figure 1. The methodical approach of the integrated assessment of the level of human resources development

The purpose of the assessment is to identify problems of human resource development in Ukraine based on the analysis of particular indicators. This is the basis for choosing a rational set of human resource development tools based on a problem-oriented approach at all levels of government.

The components of the assessment of the level of development of human resources are educational, motivational and resultant components.

The educational component evaluates the existence of conditions for the development of human resources at all levels of management on the basis of obtaining quality education and training.

The motivational component also assesses the conditions that stimulate human resources to development in the country. It includes wages, availability of vacancies from domestic enterprises, depending on the demanded professions, financial resources for education and education, which are allocated by the state and enterprise.

The resultant component shows the result of the development of human resources. It includes financial results of enterprises, labor performance, labor migration of human resources, etc.

To assess the level of development of human resources, it is advisable to use the following methods [3; 4; 5]:

analysis of the literature - to determine the list of indicators for the components of the assessment;

a priori ranking method - for the study of scientific approaches to the selection of a possible list of partial assessment indicators;

statistical analysis - for research and groups of empirical data and justification of the methodological approach, the formation of a system of problem-oriented management of human resource development;

taxonomy or entropy method - for assessing the integral indicators in human development by component.

Components of the integral indicator of human resources development

1. Educational component is include:

- number of comprehensive educational institutions per 10 thousand population, units;
- number of vocational schools 10 thousand population, units;
- number of higher educational institutions of I-IV levels of accreditation per 10 thousand population, units;
- number of students, students of vocational schools per 10 thousand people, persons;
- number of students of higher education institutions of I-IV levels of accreditation per 10 thousand population, persons;

2. Motivational component is contain:

- consolidated budget expenditures on education, % of total expenditures;
- public sector share in education expenditure, %;
- share of entrepreneurship sector in education expenses, %;
- real wage index, %.

3. The resulting component is comprise:

Share of profitable enterprises, share

- flexibility, %
- total productivity of labor, UAH / UAH
- load per vacancy, persons
- level of labor migration

The information base for the evaluation of effectiveness of human resources management is the official database of the Ministry of Social Policy of Ukraine; State Statistics Service [2]; normative-legal acts of Ukraine; statistical collections "Labor of Ukraine"; "Economic activity of the population of Ukraine"; Reports "Labor Market"; statistical bulletins "Foreign labor migration of the population of Ukraine"; statistical collections "Regions of Ukraine"[3]; database of monitoring of socio-economic development of regions of Ukraine, database of European Centre for the Development of Vocational Training etc.

The result of evaluation is 3 integrated indicator which draws conclusions about the problems in personnel development. Based on the problems that have been

identified, areas of problem-oriented development of human resources are being developed, which will improve the quality of life of the population and increase the competitiveness of the national economy.

Further studies are aimed at providing justification for the methodological development directions chelovchecheskiz resources based on a problem-oriented approach.

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