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## **THEORETICAL AND METHODOLOGICAL ANALYSIS OF EMPLOYMENT MANAGEMENT BASED ON SYSTEM APPROACH**

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*The article describes the possibilities of systems analysis in the context of improving the quality of human development and effective implementation of the employment. The category "employment" as a set of objective and subjective aspects makes up a unity between, acting as a systemic education. The interaction between subject and object of employment is influenced by system-forming element, as that will put the development of abilities to work. This approach makes mozhivist reveal the intellectual component of employment, based on the heterogeneity of the labor force and its potential sources, laid down in the reproduction of labor power subsystems, to implement the requirements of human development in the implementation of policies zaynyaosti y creating conditions for widespread use of elements a flexible labor market.*

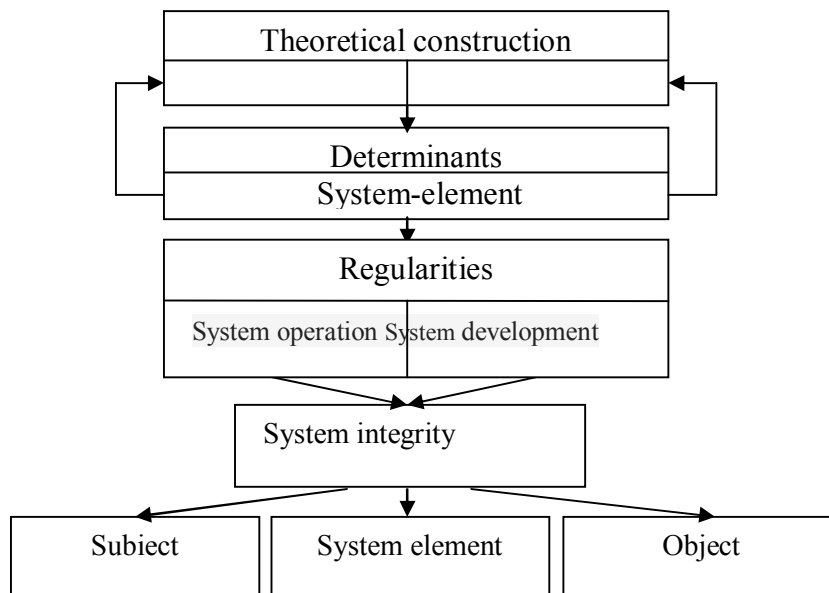
**Keywords:** *employment, social development, employment policy, ability to work, systematic approach.*

**Introduction.** The development of the conceptual foundations of the theory of employment necessary consideration toward it not only as the scope of application capabilities workforce serving the main productive force of society, but conceptual analysis of employment expansion outside of reproduction of labor formation and management jobs, enrich it with new aspects that traditionally considered non-economic – demographic processes, problems of reproductive population, forming social, labor units. Such a development in the study of employment as an economic category serves a systemic approach that provides analysis of the object as a whole, identifying diverse complex object relationships and bringing them into a single theoretical picture. A systematic approach when considering employment as an economic category, describes it as a scientific concept that reflects the objective economic relations between economic actors about the implementation work.

**Analysis of recent researches and publications.** The system approach relates to the level of general principles and procedures of research [413, p. 49]. As heritage of the twentieth century, systematic approach has received both a development within Western (Akof R., L. Bertalanffy, John. Forester) and Soviet (P. Anokhin, A. Bogdanov, V. Stepin, E. Yudin and others. ) philosophical schools. In economic theory, systems approach includes consideration of the subject from the point of view of its gradual development caused by the laws and properties of the object as well as the relationship of the parties to this subject.

**Main purpose of the article.** The main purpose of the research is to examine employment management using system approach to define essence relations this category with human development.

**Results and discussions.** The basis of categories on the principle of unity historical and logic, chodzhennya from appearance to essence, from the abstract to the concrete. In the initial stages of a systemic approach it primarily refers to the theoretical study design, which is the basis of the system, but in the future this analysis is complemented by the identification of determinants that lead elements of the organization. From this perspective, the important task of identifying systemic analysis supports the role of elements in the system, as well as the main backbone element (Fig. 1).



**Fig. 1. Stages of system analysis**

To determine the basic system element of its functions, implemented in the system, because these features reflect the purpose and need for the system. Functional characterization involves elements of the specification in terms of objects and subjects.

Singling out a system-employment element which would performed functional steering role in determining the overall structure and quality of employment, due to its complexity as a phenomenon. Before the economic science faces the task of combining employment needs of human development, which can be formulated as a problem of employment by expanding human choices in employment and options to choose from and the purpose of life, which people prefer, new cost-effective business places. This expansion of the boundaries of analysis gives reason to consider employment as a category, around which you can define the appropriate scope.

When considering the nature of employment is clear that it is one of the most important areas of self-improvement and self-actualization man acts as man's knowledge of the outside world.

The scope of employment is a spatial social environment where human interaction and society are made and formed the interaction of human relations, during which it is possible to ensure the realization of individual skills in socially useful activity, highlighting common and professional activities. In the field of employment occurring complex social interaction between all actors, which are the subject of needs in employment, in particular, need to be busy. In the institutional aspect occupation presents ordered by rules and regulations space where interactions on the satisfaction of individual and social needs are established and take the form of mutually oriented economic behavior.

Analysis employment as areas to set the organic relationship of the object and the subject interaction. As a leading factor of economic development, people involved in the production for the full range of their abilities. In modern conditions when carried intellectualization and humanization of production, the economic resources of labor are not only highly labor abilities (skills, production skills, experience), but also intellectual, humanitarian values and personal qualities.

Today in economics ambiguous interpretation of the nature of employment had place, which determines the ratio of employment to the understanding of its place in the economic system. On the one hand, the nature of employment is revealed as the employment in social production, and the focus shifts towards evaluating the results of the employment system.

On the other hand, receive views on the spread positions of employment rights, its requirements for production, understanding man as the main productive forces of society [7]. Social concept appeals to a broad aspect of the issues related to the reproduction of labor, development of social sphere of social reproduction, beyond purely employment. Employment appears as a component of human activity, background level and quality of life. The social nature of employment reflects a wide range of motives and needs, to meet the material and spiritual needs through the income that a person receives for his labor, the need for self-expression, making this a promising approach for disclosing trends of postindustrial development.

Problems to the employment market essentially focuses on the study of the mechanisms of the labor market and the impact of aggregate demand, investments on employment, it is typical for the identification of the labor market to other markets.

Due to the multiplicity of positions in the study of employment arising from the purposes of its analysis, should theoretically identify basic problems that are included in this category of content, show it as a set of interrelated concepts, treatments that can extend its capabilities analyze based on reality.

Employment has signs of potential that can solve various problems in life when it is used to reflect an increase in human capabilities and readiness to implement them. In determining potential employment as it will be, as any potential boundaries and limitations as to the pace and direction for economic development, which act as the characteristics and quality of base personnel (human) resources. Human resource development needs investment carried out with a long time lag to achieve changes in order to ensure economic development. Human potential is realized in employment, gives a profit employers, employees – wages, other categories of the population – social benefits, and ultimately – to meet the needs of the entire spectrum of society. Genetically linked with the concept of human development, as well as employment and intellectual capital. Used implemented human potential takes the form of capital. Its productive role is in ensuring reproductive ability of material and social bases of human activity, creating conditions for the accumulation of intellectual capital, which has several properties that characterize human development.

Employment can be considered as the field in several respects:

- From the standpoint of labor, its conditions, a combination of a worker from the means of production;
- From the point of consumption – availability of labor, which resulted in the employment services rendered by employees financially rewarded;
- From the standpoint of social division of labor – is consolidation of employees by economic activities;
- From the standpoint of human development – a reflection of self employment rights.

Any manufacturing process is a prerequisite for its combination of real and personal factors, and from the latter acts as labor. Between work and employment is not always carried out precise limits. Meanwhile, labor and employment are not synonymous. Unlike the process of labor, employment, social relations, which have permanency. The difference, disbalance between employment and labor manifested at the societal level. Thus, at the individual level employment interruptions, but in a society where there is a need, continually reproducible phenomenon, being the "... necessary social framework in which the work" [1, p. 17]. From another perspective, work – a process that characterizes the state of employment and subject to include in this process. Employment can not be equated with the practical activities of people at

a particular workplace. Employment shows how able-bodied people work provided. In addition, this matters arising in connection with the participation of people in public life, that the inclusion of the individual worker or a particular social group cooperation in specific labor to meet the demand for labor (productive skills) by different employers (employers).

Thus, employment serves as a multifaceted, wide-ranging category that has a different intrinsic characteristics: The state allocation as set of legally enshrined provisions, organizational, economic and socio-economic content. The problem stands combining these essential characteristics for the purpose of scientific analysis of the subjective and the objective content of employment.

The category "time" appears as a combination of objective and subjective aspects that make up a unity between acting as a systemic formation. Objective subsoil employment related to the production of objective necessity goods and the presence of the object – labor (total labor ability) that can contribute to this, subjective – generated nature of entering into a relationship, and reflect their assessment, understanding, motivation. Within systematic approach recognizes that the interaction between subject and object employment is influenced system element. System element acts as an indivisible part of the system that has qualitative determination. "Detection variety of types of relationships to disclose the integrity of the object provides a set of dismemberment to its operational unit of analysis used to record holistic properties of the object ..." [3, p. 37]. Involvement of elements in the system due to the need, revealed by system-acting element. Employment as a socio-economic phenomenon revolves around man on ensuring the implementation of its abilities to work. As a factor in economic development, leading to the same people are involved in the production of their labor and entrepreneurial abilities. Ability to work and act as a source of labor may be considered part of a system-work [3]. Ability emerging and developing countries in the process of training, education, but also – in the process of, based on experience and training, in social interactions. Abilities are primarily as talent, and when combined with thinking, ideas are as creative, intellectual activity, innovatynist.

Regarding employment, it serves the sphere of realization of abilities. To implement the capabilities needed access to jobs, the competitive positioning of media abilities, provided levels of abilities to work, reached in the development process. Thus, the implementation of best abilities is subject to development. Therefore, as a system element we suggest to consider employment development skills to work. The systems approach provides system-interaction element of the subject and the subject of employment.

The subjects of employment are determined by labor [1, p.45] or individual (medium labor) and society, involving intermediary level – social entity (collective enterprises and organizations submitted by the employer) [7, p.36]. In our view,

system elements found employment relationship: being labor resource as an object – formed a set of productive capacities; subjects, such as where an individual figure (medium labor) and society, involving intermediary level – social entity (collective enterprises and organizations submitted by the employer); and social necessity, closely associated with the hierarchy of objectives and means of economic behavior.

**Conclusions and further researches direction.** Based on the understanding of the employment offered as a system of socio-economic relations and activities can reveal the intellectual component of employment, based on the heterogeneity of its human resources and potential sources inherent in the formation of subsystems of labor, social inclusion productive combination, use it and implement labor through interest income – wages. Putting as system-element areas of employment of ability to work implies reorientation of employment policy in this area, which focuses in regulating employment have shifted to activities aimed at human development, the maintenance and development of the quality characteristics of workers in the process of social reproduction, education, training, legal restrictions dismissal of Employment growth (to allow the participants to clarify employment contract schedule of working hours, providing opportunities individual Guest regulation of working time, liquidation of restrictions on the number of employed workers); indemnity costs to the enterprise caused by searching, learning i hiring workers; creating conditions for widespread use of elements of flexible labor market, including strengthening of flexibility of labor costs, labor mobility in professional and territorial aspects and the usage of flexible forms of employment.

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**ТЕОРЕТИКО-МЕТОДОЛОГІЧНИЙ АНАЛІЗ УПРАВЛІННЯ ЗАЙНЯТІСТЮ НА  
ОСНОВІ СИСТЕМНОГО ПІДХОДУ**

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*У статті розглянуто можливості системного аналізу в контексті покращення якості людського розвитку та ефективного здійснення зайнятості. Розкрито категорію «зайнятість» як сукупність об'єктивних і суб'єктивних аспектів, які складають між собою єдність, виступаючи як системне утворення. Взаємодія суб'єкта та об'єкта зайнятості відбувається під впливом системоутворюючого елемента, в якості якого покладено розвиток здібностей до праці. Такий підхід дає можливість розкрити інтелектуальну складову зайнятості, виходячи з неоднорідності трудового ресурсу та його потенційних джерел, закладених в підсистемах відтворення робочої сили, реалізувати вимоги людського розвитку при запровадженні політики зайнятості шляхом створення умов для широкого використання елементів гнучкого ринку праці,*

***Ключові слова:** зайнятість, людський розвиток, політика зайнятості, здібності до праці, системний підхід.*

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*В статье рассмотрены возможности системного анализа в контексте улучшения качества человеческого развития и эффективного осуществления занятости. Раскрыта категорию «занятость» как совокупность объективных и субъективных аспектов, составляющих между собой единство, выступая как системное образование. Взаимодействие субъекта и объекта занятости происходит под влиянием системообразующего элемента, в качестве которого положен развитие способностей к труду. Такой подход дает возможность раскрыть интеллектуальную составляющую занятости, исходя из неоднородности трудового ресурса и его потенциальных источников, заложенных в подсистемах воспроизводства рабочей силы, реализовать требования человеческого развития при внедрении политики занятости путем создания условий для широкого использования элементов гибкого рынка труда,*

***Ключевые слова:** занятость, развитие общества, политика занятости, способности к труду, системный подход.*