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Labor potential, its structure and significance for the development of the region's economy

Potapowa A., Pogribskij T., Gołub G. **Potencjał pracy, jego struktura i znaczenie dla rozwoju gospodarczego regionu.** Określono istotę pojęcia „potencjał pracy”. Przedstawiono jakościowe i ilościowe charakterystyki potencjału pracy regionu. Przeanalizowano wkład rodzimych i zagranicznych badaczy do określenia tego pojęcia. Uogólniono podejścia naukowe oraz podstawy naukowo-metodyczne badań potencjału pracy regionu. Wskazano problemy związane z racjonalnym wykorzystaniem potencjału pracy obwodu i sposoby ich przewzyciężenia. Zaproponowano możliwości wzrostu potencjału pracy na Ukrainie i określono drogi dalszych badań tego pojęcia.

Потапова А., Погребский Т., Голуб Г. **Трудовой потенциал, его структура и значение для развития экономики региона.** Раскрыта сущность понятия „трудовой потенциал”. Охарактеризованы качественные и количественные характеристики трудового потенциала региона. Исследован вклад отечественных и зарубежных ученых в определение этого понятия. Обобщены научные подходы и научно-методические основы изучения трудового потенциала региона. Выявлены проблемы рационального использования трудового потенциала области и способы их преодоления. Предложены способы наращивания трудового потенциала Украины и очерчены пути дальнейшего исследования этого понятия.

Потапова А., Погребський Т., Голуб Г. **Трудовий потенціал, його структура та значення для розвитку економіки регіону.** Розкрито сутність поняття „трудовий потенціал”. Охарактеризовано якісні та кількісні показники трудового потенціалу регіону. Досліджено внесок вітчизняних і зарубіжних учених щодо визначення цього поняття. Узагальнено наукові підходи та науково-методичні основи вивчення трудового потенціалу регіону. Виявлено проблеми раціонального використання трудового потенціалу області та способи їх подолання. Запропоновано способи щодо нарощування трудового потенціалу України та окреслено шляхи подальшого дослідження цього поняття.

Key words: human potential, socio-geographic features, resources, property, workforce, production potential

Słowa kluczowe: potencjał ludzki, cechy społeczno-geograficzne, zasoby, majątek, siła robocza, potencjał produkcyjny

Ключевые слова: человеческий потенциал, общественно-географические особенности, ресурсы, имущество, рабочая сила, производственный потенциал

Ключові слова: людський потенціал, суспільно-географічні особливості, ресурси, майно, робоча сила, виробничий потенціал

Abstract

The essence of the concept of "labor potential" is revealed. The qualitative and quantitative indicators of the labor potential of the region are characterized. The contribution of domestic and foreign scientists to the definition of this concept was studied. Scientific approaches and scientific-methodological bases of studying the labor potential of the region are summarized. The problems of rational use of the labor potential of the region and ways to overcome them have been identified. Ways to increase the labor potential of Ukraine are proposed and ways of further research of this concept are outlined.

Formulation of the problem

In the new trends of the functioning of the economy, an increase in the priority of the labor potential in the economic development of the region is noted. It is possible to achieve a high level of development of the region only with rational use of its potential. Recently, there has been an increase in the number of negative factors affecting on labor potential. In particular, the level of economic development decreases, which leads to the deterioration of the conditions for the reproduction of labor resources and, accordingly, reduces their quality. Failure to address such factors will ultimately lead to the aggravation of many problems that will hinder the development of the region. At the regional level the problems of creation, development and provision of a complex of optimal conditions for the formation and use of labor potential arise acutely. A large number of potential labor resources are concentrated in the Volyn Region, for the effective use of which it is important to conduct research on this topic. Thus, for the Volyn Region, the problem of forming a labor potential that would meet modern requirements is quite urgent, both for the region itself as a whole and for the standard of living of each of its residents.

Analysis of scientific research on this problem

The concept of "labor potential" appeared in science and mass media in the 1970s, and entered the scientific circulation in the 1980s. The emergence of this concept is due to the development of production, the formation of the economy and the use of human labor. The concept of "labor potential" reflects views on the place and role of man in production. The rational use of labor potential becomes a necessary condition for the transition of the state's economy to a market model of management.

The methodological basis for the study of labor potential was already laid down in the works of classical political economy representatives A. Smith and D. Ricardo. K. Marx made a deep study of the nature of labor in his works, which allowed him to develop the labor theory of value. This problem was dealt with by foreign authors of the 20th century. In the direction of creating the concept of human capital, the works of R. Becker, Y. Minser, and T. Schultz received the most recognition.

Ukrainian scientists studied the theoretical foundations of the formation and functioning of the labor potential and its regional aspects, in particular, V. Lych analyzed the relationship between the labor potential and the labor market. A. Kryklii investigated the problems of formation of labor potential. S. Hrynkevich and Z. Varnaliy considered the issue of quantitative assessment of labor potential. A comparative analysis of the main qualitative characteristics of labor potential was carried out in the works of O. Mykhaylenko. The prerequisites for the formation and use of the labor potential, as a component of the economic potential of Ukraine, were studied in the works of O. Semyan. In the works of A. Mykhailiuk, qualitative indicators of the labor potential were investigated.

The purpose of this article is to analyze the current state of the labor potential of the Vo-

lyn Region, to identify unfavorable and positive trends in the formation of labor resources, in the context of the development of the region.

Research methodology

During the research, we used the materials of the State Statistics Service of Ukraine, as well as information from the scientific works of O. Amosha, D. Boginya, N. Boretska, O. Grishnova, V. Vasylenko, O. Novikova, L. Shaulska, A. Kolot, E. Libanova, M. Pityulicha, V. Priymak, M. Semikin, B. Genkin, L. Cherechyk, A. Potapova, T. Pohrebskyi, G. Golub, etc. General scientific, statistical-mathematical, comparative-geographical and other methods were used.

Results of the research

The economy of the region is a complex system, one of the most important components of which is the labor potential. Its formation and functioning are decisive for the future development of territories. The regional economy gives a special place to labor resources which act as the main productive force (БАРАНИК, КАРАБАНОВА, 2016).

The analysis of studies by a large number of scientists on the concept of labor potential allows us to state that there is still no unified point of view on the interpretation and understanding of its structure and definition. After all, this is a rather complex concept, which has various characteristics. In particular, labor potential is determined by the size of the population and its demographic characteristics (sex-age structure, population reproduction, urbanization, education and qualifications, quality of life, availability of social services, etc.).

The labor potential of the region is understood as a socio-economic category that characterizes the set of qualitative and quantitative characteristics of labor resources that determine the maximum capabilities of the region

for the production of high-quality competitive products and the provision of services in accordance with the demand of regional, national and international markets; development of infrastructure, the sphere of education and art, activation of innovative activities (КЛИЯНЕНКО, ДОДОНОВ, АКМАЄВ, 2008).

The labor potential of the region is the collective social opportunity of the population of the region to work, the potential labor capacity of the region. In this regard, the main goal of the development of socio-economic relations is the creation of favorable material conditions for human life, as they form the economic environment of people's life. The population serves as the most important mechanism for activating the entire economic mechanism of the region (ПОТАПОВА, 2022).

In fact, the labor potential of the region characterizes the opportunities that can be mobilized and put into action in the labor process (ЗАВИНОВСЬКА, 2007, p. 17). That is the actual and potential labor capacity of the region.

A number of authors, including V. Pryimak, I. Kravchenko, T. Fominnykh, A. Cherep, and Ya. Zubrytska divide labor potential into: nominal, real, and maximum possible.

The nominal labor potential is characterized as "the maximum possibilities (realized and unrealized) of the involvement of the able-bodied population in labor activity, defined as a set of its quantitative and qualitative characteristics, taking into account the conditions and regional features that affect its development" (ПОТАПОВА, GOLUB, ПОГРЕBSKYI, 2022, p. 3). In general, the nominal labor potential is considered to be the number of the population of a certain age category, which the legislation allows to participate in social production, interfering with its professional qualification and educational composition (ЗАВАДСЬКИЙ, 1999).

The real labor potential is formed by the number of the population of working age and the level of its labor activity. The real labor potential is determined by the availability of jobs for the able-bodied population, as well as the

desire of this population to participate in socially useful work and the opportunities to realize this desire. Accordingly, the level of training of the economically active population, its motivation to work and the possibility of professional training are decisive factors that affect on the size of the real labor potential.

The maximum possible labor potential is determined at the level of society, namely, the able-bodied population of working and non-working age (both younger and older), which can participate (or does) in social work both in the field of legal and hidden employment.

However, the labor potential is a broader concept than the aggregate abilities of the economically active population, since it is formed starting from upbringing in the family, preschool institution, in the system of general education, vocational and technical and higher education, and therefore, it implies its existence beyond economically active population.

Therefore, it is worth noting that labor potential is a person's labor capabilities. Labor potential allows people to engage in specific labor activities, develop abilities, knowledge, skills that will be applied in the labor process in the future.

A distinction is made between level and component structures of the labor potential of society, which are effective for managing the labor potential of society.

The component structure has three main blocks of components: psychophysiological, professional qualification and personal (ПОТАПОВА, КРАСНОПОЛЬСЬКА, 2016).

Labor potential is a system of components of the labor sphere of society, which are fully interconnected and can be used to meet the material and spiritual needs of society, its socio-economic and innovative development.

The level structure of the labor potential of society includes: international labor potential (mega level), labor potential of the country (macro level), labor potential of the region, industry (meso level), labor potential of the organization (macro level), labor potential of the household

(norm level), labor potential of the individual (nano level).

For each of the levels, the development of all blocks of its components is important, because they characterize the qualitative state of the labor potential at all levels. At the same time, each of the levels of labor potential management can become both a favorable environment for the development of the components of the labor potential, and an environment that inhibits their development.

The effectiveness of the use of labor potential will be achieved provided that all features of its development are taken into account at all stages of reproduction, in accordance with the criteria of progressive social development.

Ensuring effective management of the labor potential within the regions depends on:

- regional population as a basis for the formation of labor potential;
- working conditions, production processes, meeting the needs of workers in a specific region;
- reproduction of labor potential;
- socio-economic and innovative development.

The need for labor potential should correspond to the nature of production and the goals of social development of the region, that is, its competitiveness (ПОТАПОВА, ПОХРЕBSKYI, GOLUB, 2022).

Labor potential is also characterized by quantitative and qualitative factors. Quantitative indicators include: natural and migration growth, sex-age structure, birth rate, number of working-age population, number of unemployed, share of economically active population, employment structure, number of working hours worked by working-age population, etc. Qualitative factors include general education and professional qualification level, level of culture, moral maturity, labor migration, labor activity, propensity of labor carriers to mobility (ПОТАПОВА, КРАСНОПОЛЬСЬКА, 2016).

The development and formation of labor potential is influenced by individual, social and

industrial factors (POTAPOVA et al., 2021; POTAPOVA, POHREBSKYI, GOLUB, 2022).

Individual factors include: professional (level of education, qualification); physiological (age, state of health, personal and moral qualities of a person).

Social factors include: territorial (natural and climatic conditions, unemployment rate, income differentiation, population mobility); socio-economic (volume of production, GDP per capita, demographic situation, living wage, level of education development) (POTAPOVA, 2022).

Production factors include: technical and technological (complexity of work, technological equipment of the workplace, level of use of scientific and technical achievements); structural and organizational (working conditions, work regime, level of use of production forces and development of industrial relations); socio-psychological (legal protection, moral climate in the team, career advancement prospects, moral and material stimulation) (POTAPOVA et al., 2022).

Therefore, the labor potential contains a large number of different components that can be dynamic.

Conclusions

The use of methods of quantitative (in natural measure), cost, complex (in relative measure), resource-rating, analysis of the assessment of the labor potential of the region allows to solve the problem of objective measurement of the labor potential of the region, to show the advantages and disadvantages among the regions of the country. It will contribute to bringing to the regional state administration bodies an accessible mechanism for independent assessment of the region's labor potential, which can be used during the development and justification of ma-

agement decisions that are directly related to the creation of programs for the socio-economic development of the region.

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