

## MAIN APPROACHES TO THE DEFINITION OF THE CONCEPT «LABOR RESOURCES»

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### Abstract

Currently, there are many approaches to the definition of the concept of "labor resources". The article discusses different interpretations of the concept of "labor resources", such as "labor potential", "human resources", "human capital", "labor force", "staff". Common signs and differences of the concept of "labor resources" are revealed. The author's concept of labor resources is proposed.

**Keywords:** labor resources, labor potential, labor force, human resources, personnel, human capital.

## ОСНОВНЫЕ ПОДХОДЫ ОПРЕДЕЛЕНИЯ ПОНЯТИЯ «ТРУДОВЫЕ РЕСУРСЫ»

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### Реферат

В настоящее время существует множество подходов к определению понятия «трудовые ресурсы». В статье рассмотрены разные интерпретации понятия «трудовые ресурсы», такие как «трудовой потенциал», «человеческие ресурсы», «человеческий капитал», «рабочая сила», «персонал». Выявлены общие признаки и отличия понятия «трудовые ресурсы». Предложено авторское понятие трудовых ресурсов.

**Ключевые слова:** трудовые ресурсы, трудовой потенциал, рабочая сила, человеческие ресурсы, персонал, человеческий капитал.

### Introduction

The article presents a brief overview of scientific research by domestic and foreign scientists regarding the definition of the concepts of "labor resource", "labor potential", "human capital", "human resources", "labor force", "personnel". The key factor in the effective organization of production at an enterprise is people and their rational use.

Labor resources serve as one of the main elements of production. Providing an organization with the necessary amount of labor resources, their appropriate use, and a high level of labor productivity are important for increasing production volumes and increasing production efficiency.

Efficiency in the use of labor resources is an important economic term, defined as achieving the greatest effect with minimal expenditure of labor resources and is measured as a quotient of the result and the cost of living labor.

Therefore, it is necessary to make great efforts to find and attract employees who have the most complete set of favorable and valuable characteristics and qualities: professional, personal, business qualifications. At the same time, there is a discrepancy in terminology to designate this resource for production activities.

With the development of market relations in the production system of an organization, labor resources play an increasingly important role. Until now, various concepts have been used in the theory and practice of management: "human resource management", "labor management", "personnel management", "personnel management", "human resource management", "personnel work", "personnel policy" and others, one way or another related to human labor activity and its management.

The presented article provides a brief overview of the scientific research of domestic and foreign scientists regarding the definition of the concepts of "labor resource", "labor potential", "labor force". Understanding the elements that form the basic part of the concept of "labor resource" and "labor potential" further provides a correct interpretation of functional dependence within the framework of the structure of distribution of administrative tasks and functions between employees of the organization. Therefore, in order for an organization to function effectively, it is necessary to determine the goals and objectives of the formation of labor resources. In this regard, it is advisable to consider and analyze the concept of "labor resources" from the perspective of its content.

Labor resources are the main driving forces of activity, as they produce results. This scientific article provides a theoretical review of the opinions of different authors on the concept of "enterprise labor resources". In addition, concepts such as labor force, employee labor potential, human capital are currently used, the essence of which was also reflected in this scientific article. Based on the stated opinions, a classifi-

cation of labor resources was carried out according to general and distinctive characteristics. To reflect the full essence of the concept of "labor resources," a definition of labor resources was proposed.

### Basic approaches to defining the concept of "labor resources"

Let us consider various approaches of scientists to the definition of the concept of "labor resources". In his article, Academician S. G. Strumilin was one of the first to formulate the concept of "labor resources" in 1922 – this is the part of the population that has the physical development and intellectual (mental) abilities necessary for work [9].

Yu. M. Ostapenko believes that this is "the working part of the population that has the physical development, mental abilities and knowledge necessary to perform useful work in the national economy" [1].

O. V. Baskakova notes that labor resources, from an economic point of view, determine the relationship of the working population with the physical and intellectual ability to work, with the conditions of reproduction of the labor force determined by the state [1].

A. T. Romanova notes that the size of the working-age population, the size of the population in the country, as well as the working-age population not engaged in the labor process, acts as a planned accounting indicator [6].

V. V. Adamchuk, K. S. Remizov and others define the category "labor resources" as a part of the population that has the appropriate professional knowledge, physical and intellectual skills and the ability to work in any field of labor, i.e. they are considered from the point of view of the participation of the working population in the public sector of the economy [3]. According to the existing methodology, the concept of "labor resources" is a part of the country's population that has the physical development, mental abilities and knowledge necessary to work in the national economy [4].

By systematizing various approaches to defining the concept of "labor resources," we can highlight some interpretations of its interpretation. This is a consideration of labor resources as one of the forms of the expression "human resources". AND I. Kibanov in his works argues that "human resources" is a concept that reflects the main wealth of any society, the prosperity of which is possible by creating conditions for the reproduction, development and use of this resource, taking into account the interests of each person [5].

G. V. Savitskaya believes that "the labor force includes that part of the population that has the necessary physical data, knowledge and labor skills in the relevant industry" [8]. The same opinion is shared by Doctor of Economic Sciences, Professor V. I. Barilenko [1].

E. G. Zhulin defines the essence of the concept as follows: "labor resources represent the able-bodied part of the population, which, having the physiological and intellectual abilities to work, is capable of producing material goods and providing services. Labor resources include employed (functioning in the economy) people and unemployed people, but capable of starting work at any time. Thus, labor resources are real and potential workers [7].

Yu. P. Kokin considers labor resources as a category that occupies an intermediate position between the economic categories "population" and "total labor force". In quantitative terms, the labor force includes the entire working-age population employed, regardless of age, in the spheres of the public economy and individual labor activity. They also include persons of working age, potentially capable of participating in labor, but employed in household and private farming, in off-the-job studies, and in military service [10].

In a broad sense, the interpretation of the concept of "labor resources" is identified with the category of "labor potential". The labor potential of an employee is "a measure of available resources and opportunities that are formed continuously throughout the life of an individual, are realized in behavior when performing work and determine its real fruitfulness. Based on his labor potential, an adult becomes a member of society" [6].

It should be noted that, in contrast to labor resources, which determine the quantity and structure of the labor force, labor potential characterizes its quality and potential. In modern scientific sources, the term "human capital" is often used, and "labor resources" are an integral part of it. The concepts of the foundations of the formation of human capital were laid down in the works of the founders of classical economic theory: A. Smith, D. Riccardo and others. They were among the first to introduce into science ideas about the importance of labor, human ability, and his education in increasing the wealth of the country and its population [2].

T. Schultz was one of the first to define human capital. He wrote: "The concept of capital presupposes the existence of something that ac-

tually exists, that has the economic property of providing future services of some value. Understanding capital as something that provides future services allows us to further divide the whole into two parts: human and non-human capital" [2].

S. A. Dyatlov defined human capital as "a certain supply of health, knowledge, skills, abilities, motivations, formed as a result of investments and accumulated by a person, which are expediently used in a certain area of social reproduction, contribute to increasing labor productivity and production efficiency, and, consequently, influence the growth of earnings (income) of this person" [7].

The concept of "labor resources" is also identified with the concept of "labor force". Thus, the meaning of the term "labor" as a set of innate and acquired physical, intellectual and spiritual abilities of a person to work, necessary and directly intended for use in the production of goods and services, was revealed by M. Ya. Ozerov [8].

L. A. Androsova argues that labor is usually understood as a person's ability to work, that is, the totality of his physical and intellectual data that can be used in production [8].

Identification of the concepts of "human resources" with the concept of "personnel". The concept of "labor resources" covers all current and potential employees who have the ability to work. Within an individual company, the term "personal" is most often used. Personnel - a permanent composition of employees of the organization who make up a group for professional or other reasons, indicating the positions and salaries allocated for each position; the totality of all employees of an organization engaged in labor activities, as well as those on the balance sheet (included in the staff), but are temporarily not working for various reasons (vacation, illness, etc.) [10]. As a result of the analysis of various interpretations of the concept of "labor resources", the main approaches to its definition were identified, which, in turn, are the basis for the scientific conceptualization of the concept under study. Let us conduct a theoretical review of the concepts of "labor resources", highlight common features and differences, the results of which are presented in Table 1.

Table 1 – Theoretical review of the definition of the concepts of "labor resources"

Author	Definition	Difference	General signs
Kasimovsky E. V.	Labor resources are a specific set of working-age population participating in social production	–	Working age
Kibanov A. Ya. [2]	Labor resources are the working-age part of the population that has physical and intellectual capabilities and is capable of producing material goods or providing services.	Labor resources were considered as productive force	Working age, physical development
Kokina Yu. P., and Shlender P. E.	Labor resources occupy an intermediate position between the public and the general labor force. The authors define labor resources as a separate category, cut off from the rest of the population	Labor resources were considered as a separate category, cut off from the rest of the population	Work force
Magura M. I.	Labor resources are the part of the country's population that, due to their physical development, mental abilities and knowledge, is capable of working in the national economy.	–	Working age, physical development
Minakov I. A.	Labor resources as a key and productive force is a significant factor of production, the rational implementation of which guarantees the growth of production and its economic efficiency	Labor resources were considered as a productive force, as a factor of production	–
Ostapenko Yu. M.	Labor resources are the number of people who can be forced to work, that is, who are physically able to work.	–	Working age, physical development
Strumilin S. G. [10]	Labor resources is a planning and accounting category that characterizes part of population that is of working age.	Labor resources were considered as a planning and accounting category	Working age, physical development
Dolgushkin N. K. and Novikov V. G.	Labor resources are a part of the country's population that has important physical development, health, education, culture, opportunities, qualifications, and professional knowledge to work in the field of socially useful activities	Category of the population for work in the field of socially beneficial activities	A separate category of the population, physical development
E. G. Zhulina	Labor resources represent the able-bodied part of the population, which, having the physiological and intellectual abilities to work, is capable of producing material goods and providing services.	Labor resources are real and potential workers	Working age, physical development

### Conclusion

One of the elements of the productive forces is the labor resources of society. They express man's relationship to nature and at the same time are endowed with a certain social socio-economic content and can be considered as an independent category in which productive forces and production relations interpenetrate and mutually determine each other.

The distribution and use of labor resources must be studied in sufficient connection with technological progress. At present, there is no republic where large scientific teams are not working on the problems of labor resources.

Interest in these problems is not accidental. It is due to the fact that labor is the basis of all economic processes occurring in society. The labor and working time available to society are ultimately regulators of social production.

Numerous studies of the problem of labor resources show how far we are still from fully mastering the methods of controlling the use of labor resources that society has, how false the tasks of science and practice are in order to bring society closer to the ideal - the full and rational use of labor resources.

Let us summarize from all of the above. In order to fully reflect the essence of the concept of "labor resources", the following definition can be proposed: "labor resources are a real, active part of the labor potential, expressed in the number of capable personnel possessing a set of necessary physical, mental and spiritual skills that are realized only in the process creation of tangible goods and services over a period of time."

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