

WAYS TO DEVELOP LABOR RELATIONS AND PERSONNEL POTENTIAL IN CAPITAL CONSTRUCTION IN THE CONDITIONS OF ECONOMIC MODERNIZATION

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Abstract: *In the article, the interpretation and perspectives of labor relations and potential, personnel potential in capital construction in the conditions of modernization of the economy are highlighted.*

Keywords: *Potential, organization, labor resources, labor potential, laborpotential of the employee, labor potential of the organization, labor potential of the enterprise, labor potential of the society.*

Improving the competence of enterprises in the construction industry is one of the most urgent tasks of the industry today. "Increasing the quality of personnel training and developing scientific potential is the main foundation of the construction of a "smart" city. The effectiveness of using modern and innovative methods in the development of education and science allows to increase the level of international recognition, the effectiveness of the emergence of new talents, to expand the worldview of specialists regarding architecture and construction, as well as to activate copyrights to competitive scientific developments".[1]

In the activity of modern enterprises, in addition to work tools and work objects, personnel is also of great importance. It is personnel who manage production, implement current and future planning, and put production tools into use. The higher the professional qualification of the personnel, the better the economic and production indicators of the enterprises.

The concepts of "labor resources", "personnel", "personnel" of the enterprise, although there is no "Chinese wall" between them in the figurative sense, and they are used in the same way in the formation and use of personnel potential. , should be distinguished from each other.

The very concept of potential (potential) is derived from the Latin language (potentia), which means possibility, strength, and the possibility of concealment. In dictionaries and manuals, it is indicated as a tool, reserve, resource that can be used to achieve certain goals and can be put into action.

Human resource potential is the total number of labor resources and represents the labor resources or opportunities expressed by gender, age, education, professional skills, participation in one or another link of the enterprise and public production. Personnel potential is a component of society's labor potential.

Personnel is a complex of employees of various professional and qualification groups who work in the enterprise and are part of the enterprise's personal structure. The company's labor resources describe its workforce. The personnel of the enterprise refers to the personal composition of all employees, permanent and hired, qualified and unqualified.

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The main "person" in production, according to the interpretation of economic theory, is the labor force - the physical and mental abilities of a person to work. In the conditions of market relations, the ability to work turns labor power into a commodity. However, this is not an ordinary commodity. Its difference from other goods is that, firstly, it creates value in excess of its own value, secondly, no production process can be carried out without its involvement, thirdly, the level of effective use of fixed assets and working capital, The economy of the company will largely depend on it.

The following factors affect the effective use of labor force and personnel potential in enterprises: material interest of employees, environment, mental, physical and nervous tension, management methods, etc. It is especially important to create social conditions for work.

In our opinion, labor potential should be understood as the totality of natural, formed and accumulated forces to carry out production labor activities to create life benefits that satisfy people's needs.

This definition contains two important ideas. First, it emphasizes the variety of latent and unrealized forces that can be transformed from potential to actual action when the surrounding conditions change. That is, potential is characterized not by the level of readiness of the employee to perform any work functions, but by his long-term capabilities. Secondly, from this definition, the structure of the composition of the labor potential is clearly defined. It includes the following structural elements: the generality of natural characteristics is human abilities and inclinations, state of health, ability to work, endurance, talent, creativity, ability to adapt to changes in the internal and external environment, the ability to compensate for missing or underdeveloped ways.

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