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LAWS OF THE HUMAN RESOURCE MANAGEMENT OF ENTERPRISES

The aim of the article is a determination of principles of human resources management of enterprises, which would ensure the competitiveness and viability of a particular enterprise.

The article defines labour potential of a worker as a combination of physical and cultural qualities that define its capability and boundaries of participation in the labour force, achieving in certain conditions, the desired results and improvement in the workplace. It is seen that human resource management (HRM) of the enterprise relies on laws studied by different sciences related to governance. However, the human resource management of enterprises is subject to laws peculiar to this process.

The author concluded that the regularity of human resource management is an objectively existing necessary connection between the phenomena, internal essential relationship between cause and effect, sustainable relationship between the phenomena connected with the human resource management, relationships among staff, which imposes a significant imprint on their character.

The most important regularities of personnel management include such as synergy, awareness and order, development, composition.

Using the results of a study conducted by leading economists, as well as the experience of building the system of human resource management of the enterprises, it is possible to single out general and specific regularities of the human resource management.

It is noted that not all regularities of the human

resource management are deeply studied and open. Regularities (like laws) can be terminated due to changes in production conditions and management, and because of the cessation or commencement of the economic laws of development.

Therefore, the human resource management should be implemented on the basis of the governance regularities that permeate the entire managerial activities and influence the status of all subsystems and elements of the enterprise management system; they do not depend on the will and desires of the employees. It is important to study these laws and know the directions of their actions and interactions.

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