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SPECIFIC ASPECTS OF LABOR RESOURCE MANAGEMENT IN DIFFERENT COUNTRIES

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Abstract: Management of labor resources is different in the countries of the world. Although the goal is the same, the ways to achieve it are different. The article provides information on the management of labor resources in different countries and offers suggestions for their application.

Keywords: economy, labor, labor resources, human power, globalization, crisis, efficiency.

Introduction. In countries around the world, labor resources and their use are carried out in their own unique ways. The definitions given to labor resources also vary. For example, in Russia, labor resources are understood as that part of the population that is sufficiently developed in terms of physical characteristics and has sufficient intellectual abilities necessary to carry out labor activities. Labor resources include people who are employed and have potential.

Main part. The vast majority of the world's labor force is concentrated in East Asia and the Pacific. About 70% of the labor force is concentrated in countries with low GDP per capita. In the context of the globalization of the economy, the world labor market has become integrated with each other. Economic changes in this direction are being implemented in China and Central European countries. Developed countries of the world use 3 methods to enter and use the labor market:

1. By importing finished goods from countries where labor is cheap.
2. Transferring some intermediate parts of production to countries where labor is cheap.
3. Immigration of labor resources from countries where labor is cheap.

As information technologies increasingly enter our lives, a number of functions are being outsourced to countries with cheap labor. At the same time, cross-border outsourcing of business processes is becoming widespread. Based on the transferred data, commercial and financial documents are being processed, accounting is being done, and documents on objections are being processed. Secretarial services, audio recording transcription, editorial work, and similar work are being performed in this way. Since most of this work is done in English, it is mostly used in English-speaking countries, including India, Malaysia, Egypt, Ghana, Senegal, and so on. As the cost of telecommunications has fallen, call centers are also being relocated to other countries. English-speaking call centers are mostly being relocated to India, the Philippines, Pakistan, and Malaysia, French-speaking call centers to Morocco and Senegal, Spanish-speaking call centers to Latin American countries, and Japanese-speaking call centers to northeastern China. Even some medical services are being outsourced to developing

countries. For example, X-ray images, electrocardiogram graphs, computer tomography results are being sent to India from the United States.

Indian medical specialists study them, draw conclusions, and send them back to the US. Based on audio recordings of conversations with patients who have consulted doctors, records are entered into their medical records in India, Pakistan, and the Philippines and sent back to the US.

In the conditions of globalization, in order to increase the effectiveness of labor resources management and to ensure the competitiveness of organizations by increasing their labor productivity, it is important to study the international experiences in this direction and to develop directions for improving the management of labor resources in our country based on them. On the basis of positive international experiences, it is possible to adapt the management of labor resources to the environment of changes.

The changes taking place in the economy and the impact of the recessions that are occurring in it require the creation of new methods of labor resource management that will lead to increased labor productivity in enterprises of various forms of ownership, quickly adapt to changes, and ensure competitiveness. Not all new methods of labor resource management are effective. They need to be improved and adapted to changing conditions. In some countries, new methods of labor resource management introduced have not been able to adapt to the competitive environment. This is because some countries have tried to apply new methods of labor resource management introduced in foreign countries without adapting them to their existing environment and level of organization.

Results and discussion. Japan has accumulated a lot of positive experience in managing labor resources in enterprises. The basis of the Japanese miracle in managing labor resources is highly effective management activities and motivating employees, instilling a spirit of loyalty. Effective management skills are used to instill a high level of loyalty in each employee to the enterprise, to encourage them to act as a member of this team, a member of the family. The activities of managers, who are responsible for creating all the necessary conditions for an employee to work productively, begin with motivating them to work for results. Unlike Western experience, which is based on taking into account all factors in managing labor resources, managers in Japanese companies strive to create more incentives and conditions. In the current climate of change, it is increasingly important to take into account all factors in this area. Therefore, we believe that, along with applying the experience of Japanese management in human resources management in our enterprises, it is necessary to take into account other factors, study the strengths and weaknesses of the enterprise and use them in the development process.

In human resource management, in addition to the four factors mentioned above - experience, teamwork, loyalty to traditions and innovation - it is necessary to pay attention to the synergistic action of other factors and organizers that affect the effectiveness of human resources. The following can be cited as organizers of the effectiveness of human resource management:

- division of labor;

- focus on level up;
- on-the-job training;
- improvement of the salary system.

In our country, the following can be applied from the Japanese experience in labor resources management:

- creating conditions and interest for employees to work in the enterprise for a long time;
- focus on teaching and training the professions necessary at the workplace;
- to pay more attention to employee training and learning other professions during the activity. The employee gradually acquires other professions, learns more about the company's activities, learns and pays attention to the factors necessary for success;
- application of the Japanese experience in the payment of labor. In this case, variable tariff units (salary unit), distribution of specialists' income through expert evaluation, introduction of a non-tariff system of wages¹.

Conclusions. The following can be applied from the experiences of foreign countries in the management of labor resources in our country:

- creating conditions and interest for employees to work in the enterprise for a long time;
- focus on training and apprenticeships in the workplace itself;
- to pay more attention to employee training and learning other professions during the activity. The employee gradually acquires other professions, learns more about the company's activities, learns and focuses on the factors necessary for success;
- application of the Japanese experience in the payment of labor. In this case, variable tariff units (salary unit), distribution of specialists' income through expert evaluation, introduction of a non-tariff system of wages².

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