

## EFFECTIVENESS AND STRUCTURE OF THE ENTERPRISE

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**Abstract:** This article is about the company.

**Keywords:** Enterprises, management concept, management activity, structure of labor resources, qualitative indicators of results.

The success of the enterprise is ensured by the employees employed on it. That is why the modern concept of enterprise management presupposes the allocation of a large number of functional areas of managerial activity that is associated with the management of the personnel component of production — the personnel of the enterprise. Of course, the economic aspect of personnel management continues to have a decisive influence on the effectiveness of the company's activities. It is with him that the formation of the number of personnel, its professional and qualification composition, the effective use of personnel in time, qualifications, level of education, etc. is connected.

However, a social orientation in personnel work is becoming increasingly important, a change of emphasis in personnel policy on taking into account the interests of the employee, increasing the motivation of work as a condition for its higher effectiveness. The new economic conditions presuppose the use of not only new theoretical premises, but also a new technology for working with personnel itself. First of all, this is a departure from spontaneity in solving personnel problems, from their "self-resolution".

The formation, development and use of the labor potential of the employee and the collective of the enterprise should increasingly be based on a planned basis. Personnel is a special resource owned by the company. It is a structure with a diverse, complex and long-forming form.

The structure of labor resources by level of education and vocational training is a qualitative characteristic of labor resources; when analyzing it, the following indicators are taken into account: the level of education of the able-bodied population; the ratio of the number of employed population and the number of persons with higher, secondary and primary education; the dynamics of the number of students by type of education, etc.

The professional qualification structure of the staff is related to the level of preparedness and qualification of employees and is divided into a group according to two criteria: professional; qualification. The occupation of a certain working position requires a person to possess the appropriate profession. A profession is a complex of special theoretical knowledge and practical skills acquired by a person as a result of special training and work experience in this field, allowing them to carry out the corresponding type of activity.

There are a huge variety of professions, for example, a doctor, a builder, an economist. Each profession within its field is divided into specialties resulting from the division of labor into narrower functions. Let's say that within the profession of a builder there are specialties painter, mason, carpenter, etc

. A qualitative indicator of the staff is its qualification composition. Under the qualification sign, it is necessary to understand the level of preparedness of the employee, which allows him to subsequently successfully solve the tasks facing him and implement the functions assigned to him.

**Conclusion:** Experience and practice link acquired skills, knowledge and abilities into a single whole, thus forming qualifications. Qualification is the degree of mastery of professional knowledge that is necessary for the implementation of specific labor functions in the chosen direction, specialty or profession.

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