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FACTORS AFFECTING THE STATE OF THE PERSONNEL POTENTIAL OF THE ORGANIZATIONS IN THE RUSSIAN FEDERATION

Radical changes taking place today in the national economy, and the formation of the digital economy, in particular, initiate changes in the system of personnel potential management of the enterprise. The dynamics of the external environment requires enterprises to form adaptation mechanisms of personnel potential management. The study of the factors that affect the formation and state of personnel potential becomes an important task in this situation.

Personnel potential of the enterprise in article is considered as set of opportunities of personnel, professional training, work experience, personal, psychological and physiological qualities, and also creative abilities which allow to carry out the functions assigned to them within activity of the enterprise.

The factors influencing the state of personnel potential of organizations in the Russian Federation were analyzed in the article. The external and internal environmental factors affecting the state of personnel potential of organizations were highlighted. Due to the fact that external factors directly affect the labor potential of the state, which is inextricably linked with the personnel potential of the enterprise, the main attention was paid to the analysis of the external factors of the enterprise.

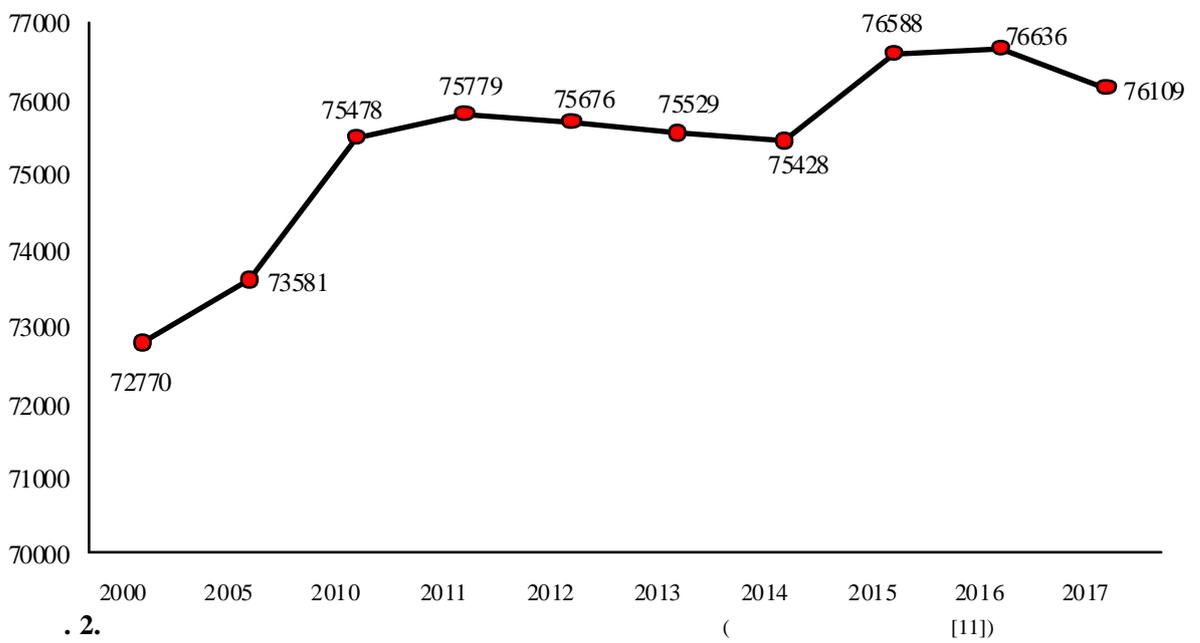
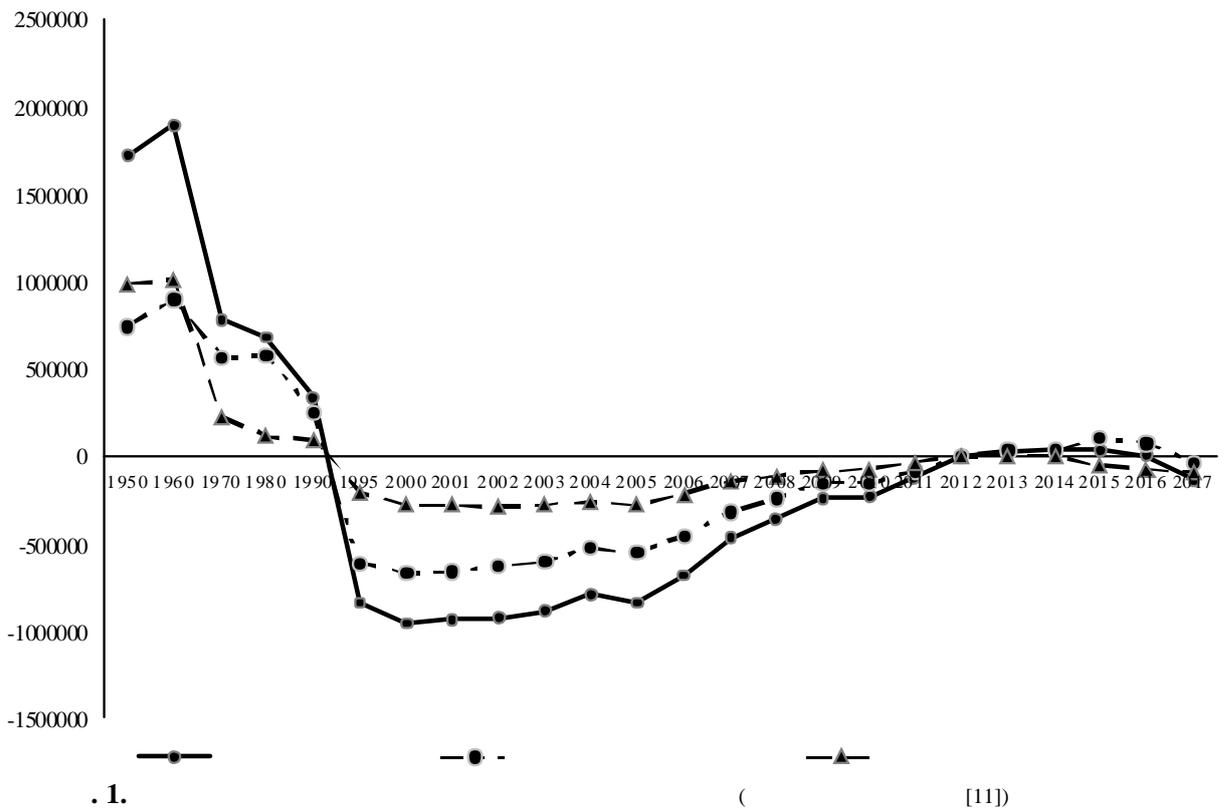
Keywords: personnel potential, factors, external and internal environment.

1. 1990–2017 .*

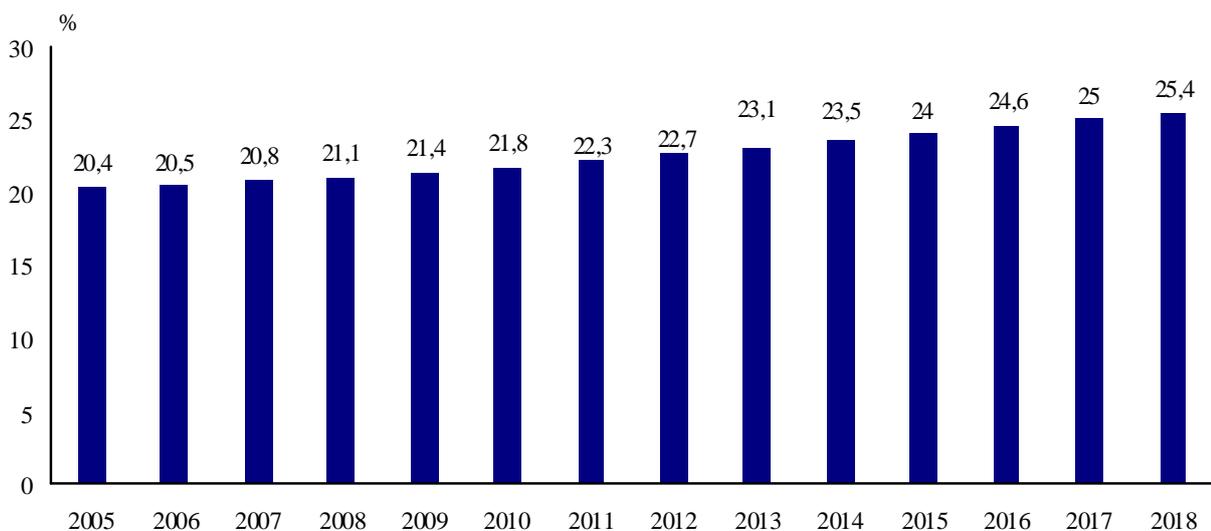
		, %		, %	/
1990	1988858		1655993		332865
1995	1363806	68,6	2203811	133,1	-840005
2000	1266800	92,9	2225332	101,0	-958532
2001	1311604	103,5	2254856	101,3	-943252
2002	1396967	106,5	2332272	103,4	-935305
2003	1477301	105,8	2365826	101,4	-888525
2004	1502477	101,7	2295402	97,0	-792925
2005	1457376	97,0	2303935	100,4	-846559
2006	1479637	101,5	2166703	94,0	-687066
2007	1610122	108,8	2080445	96,0	-470323
2008	1713947	106,4	2075954	99,8	-362007
2009	1761687	102,8	2010543	96,8	-248856
2010	1788948	101,5	2028516	100,9	-239568
2011	1796629	100,4	1925720	94,9	-129091
2012	1902084	105,9	1906335	99,0	-4251
2013	1895822	99,7	1871809	98,2	24013
2014	1942683	102,5	1912347	102,2	30336
2015	1940579	99,9	1908541	99,8	32038
2016	1888729	97,3	1891015	99,1	-2286
2017	1690307	89,5	1826125	96,6	-135818

* [11]

2010–2014 .
 , 2015 . 1,5 % (.2). 2017 .
 0,7 %.
 1 2018 . 12111 . [11].
 29 % (.3)
 67,51
 77,64 [11].



2017 . 51,9 , [13].



.3.

[11])

, 18 35 45 , — 20 .

2017 . 3,967 . , 6,5 % ,
(.2, .4).

2017 . 5,1 % () .
15-72 2017 . 36,2 . 25
21,7 % , 50-72 — 19,9 % .

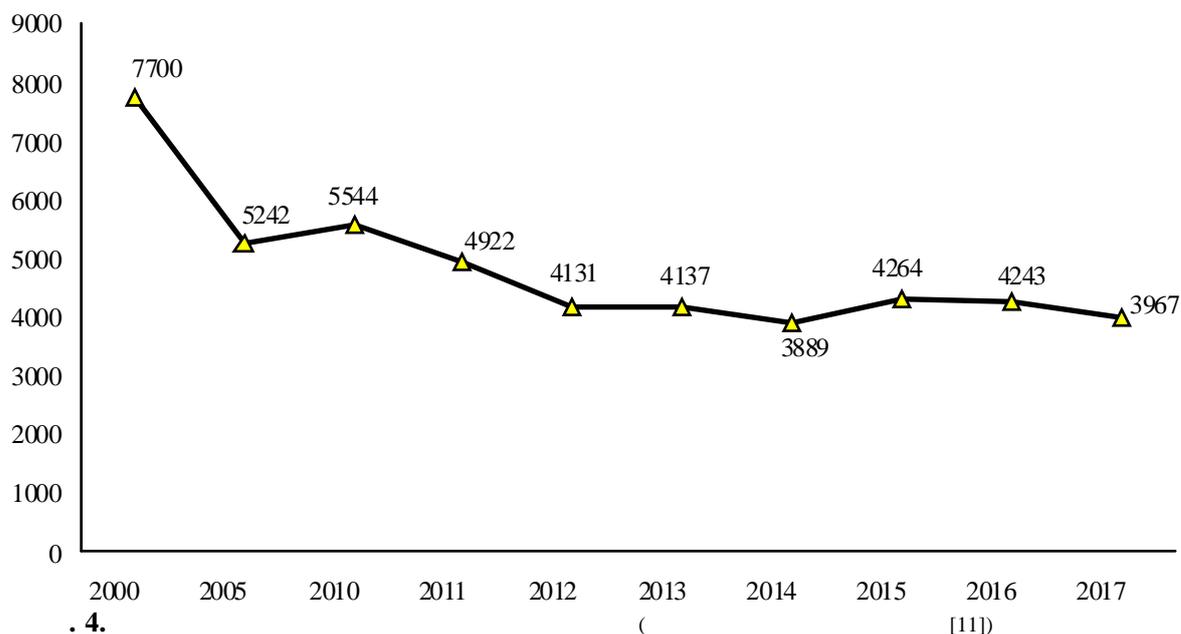
2.

*

	2000	2005	2010	2011	2012	2013	2014	2015	2016	2017
	72770	73581	75478	75779	75676	75529	75428	76588	76636	76109
	37631	37311	38601	38716	38720	38720	38729	39433	39470	39210
	35139	36270	36877	37063	36956	36809	36700	37155	37166	36899
	65070	68339	69934	70857	71545	71391	71539	72324	72393	72142
%	89,4	92,9	92,7	93,5	94,5	94,5	94,8	94,4	94,5	94,8
	33574	34584	35566	36032	36470	36478	36605	37136	37201	37108
	31496	33755	34367	34824	35075	34913	34934	35187	35192	35034
	7700	5242	5544	4922	4131	4137	3889	4264	4243	3967
%	10,6	7,1	7,3	6,5	5,5	5,5	5,2	5,6	5,5	5,2
	4057	2727	3034	2684	2250	2242	2123	2296	2269	2102
	3643	2515	2510	2238	1881	1896	1766	1968	1975	1865

*

[11]



2017 . 7,7 , — 7,3
 (1,4 12),
 37,6 %
 2,5 — 24,3 %
 2017 . 24,2 %
 , 76,4 %
 [18].

3.

2010	18801	14951	7902	2846	2522	1681	1452	2398
2011	18288	14883	7893	2739	2534	1717	1329	2076
2012	17825	14587	7908	2655	2648	1376	1156	2082
2013	17777	14423	7479	2664	2854	1427	1146	2208
2014	16878	13594	6775	2573	2764	1482	1046	2239
2015	16766	13365	6662	2553	2850	1300	1042	2306
2016	15898	12821	6405	2385	2610	1421	926	2151
2017	15199	12221	5928	2329	2215	1749	830	2148

* [18]

[14].

[14].

[14].

186 382 , 2017 . — 313 210 : 2013 .
,1404— ,4694— 256 480
15 [11]. [15].

[14].

[14].

2015 . 18 %
, 2016 . 6 %
[11]. 2017 . 102,3

2011 .
2016 . 141,9
2010 . [16].

, 70 %

(
);) ; [14].

80-90-

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