

CONFLICT PREVENTION AMONG STAFF

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The basis of the mechanism for resolving labor disputes in Ukraine is the use of the principle of conciliation procedures through the relevant commissions and labor arbitrations. However, despite the work carried out by these bodies, a systemic solution to the problem of managing collective labor disputes (conflicts) has not yet been practically implemented. In order for the process of managing labor disputes (conflicts) to be permanent, systematic, objectively it is necessary to create a problem of managing collective labor disputes (conflicts) in practice. In order for the process of managing labor disputes (conflicts) to be permanent, systematic in nature, it is objectively necessary to create a new Such a service, having the status of a state body, will be able to purposefully carry out within its powers the main tasks and functions of state management of labor disputes (conflicts), direct and coordinate work on the regulation of conflict situations, contribute to the development of conflict situations. social partnership, to organize on an ongoing basis monitoring and systematic diagnostics of the causes of conflicts.

The creation of a national service for the management of labor disputes (conflicts) can really contribute to a more active involvement in this process of specialists from state and local bodies, institutions and organizations that perform functions for the development of social and labor policy, the development of social and labor relations, the preparation of an appropriate regulatory framework in the system of social partnership, the supervision and control over the implementation of labor legislation, training and retraining of personnel in the field of management of labor disputes (conflicts). It is also extremely important to ensure the involvement in this process of state bodies, institutions and organizations that perform the functions of developing social and labor policy, developing social and labor relations, preparing an appropriate regulatory framework in the system of social partnership, supervising and monitoring the implementation of labor legislation, training and retraining of personnel in the field of labor dispute management (conflicts).

In conclusion, it is worth noting that the study of conceptual approaches to the management of social and labor relations and the analysis of labor legislation, methods and procedures for regulating labor disputes (conflicts) in the field of social partnership showed the possibility of their application in Ukraine, taking into account the specifics of its economic activities and the peculiarities of the functioning of the economy.

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