

RESEARCH OF LABOR CONFLICTS IN THE ENTERPRISE

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The economic instability of society generates numerous contradictions in the labor sphere, leads to an increase in the number of labor disputes, demotivation of workers, an increase in their protest activity, which negatively affects the efficiency of labor activity as a whole. Overcoming these difficulties, of course, will require great joint efforts of public authorities, business, heads of labor collectives.

The basis of the mechanism for resolving labor disputes in Ukraine is the use of the principle of conciliation procedures through relevant commissions and labor arbitrations. However, despite the work carried out by these bodies, a systematic 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, it is objectively necessary to create in our country a special state structure (body, service) that could purposefully perform managerial functions for the implementation of the tasks. Such a service, having the status of a state body, will be able to purposefully perform within its powers the main tasks and functions of public administration. labor disputes (conflicts), direct and coordinate work on conflict resolution, promote the development of social partnership, organize on an ongoing basis monitoring and systematic diagnosis of the causes of conflicts.

The creation of a national service for the management of labor disputes (conflicts) can indeed contribute to the 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, supervision and control over the implementation of labor legislation, training and retraining of personnel in the field of management 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 forming social and labor policy, developing social and labor relations, preparing an appropriate regulatory framework in the system of social partnership, monitoring and controlling the implementation of labor legislation, training and retraining of personnel in the field of labor dispute (conflict) management. Only with these measures can we talk about a comprehensive systematic approach to the problem of prevention, prevention and settlement on a constructive basis of labor disputes (conflicts) arising in labor collectives of the country.

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