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Formation of global regulatory system for human resources development

In the post-industrial paradigm the human resources are formally defined as the main source of socio-economic progress and their development is a priority of national and international policies. But in the countries, companies and households, a variety of management models is implemented and the value of a man is a controversial issue. It is confirmed by the presence of global threats, challenges, problems and conflicts of social development [1, p. 150-175]. Accordingly, the management impact on human resources should be globally coordinated.

In the XXI century there is a transformation of basic social institutions (family, education, science, business, government) due to the influence of scientific, technological, economic, demographic, environmental, socio-cultural factors in most countries of the world. This is accompanied by both positive and negative effects, a product of the new methodological paradoxes plan. But now the state remains the main institution of power management influence on the human resources development and acts as a guarantor of decent conditions of its citizens life, the reproduction of their disability and personality development.

Countries are implementing various approaches to the management of human resource development, which are defined by their natural resources, demographic, scientific-technological, economic, socio-cultural and politico-legal state. However, the preservation of the present forms and intensity of impact on human resource

development will not contribute to the rapid improvement of their quality. So management and coordination activities of the human resource development in the global economy should be science-based, variable and differ in their focus, content, the ways of implementation for groups of countries and regions of the world.

To ensure the high quality of the management impact on human resources it is necessary to improve its methodology in the direction of formation of a multilevel global system of regulation of development based on the principles of justice, respect, integrity, scientific quality and adaptability. Having natural, biological, technical, economic, social and managerial components, taking into account the current and future structure of human resources by age, sex, education, qualification, economic activity, forms of employment, the global regulatory system of the human resource development should cover the scope of the international movement of human resources, the international system of education, scientific and technological exchange and global labour market.

Focused on evolutionary and continuous human development the global, the regulatory system should be formed in the conceptual (the constant research for the detection, identification and evaluation of global imperatives) and application (development and implementation of activities and coordination tools of influence to ensure the existence of human civilization in a secure politically, economically, socially and environmentally balanced world) planes. On the author's calculations of its formation in functionally complete, holistic view is expected by 2030 due to historically conditioned transformations in the nature of social relations [2, p. 342-373].

References:

1. Sardak, S. E. (2012) *Management-regulation aspects of human resources development in globalization context*. Dnipropetrovsk: DNU (in Ukrainian).
2. Sardak. S. E. (2013) *Global Regulatory System of Human Resources Development* : dissertation of Doctor of Economic Sciences : 08.00.02.: Dnipropetrovsk: DNU (in Ukrainian).