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## **MANAGEMENT OF LABOR RESOURCES OF THE REGION UNDER THE CONDITIONS OF PUBLIC SECTOR TRANSFORMATION**

The article examines the theoretical and applied foundations of managing the labor resources of a region in the context of public sector transformation. It substantiates that military challenges, migration processes, decentralization, digitalization of public services, Ukraine's European integration course, and budget constraints significantly change the requirements for the personnel capacity of public authorities and local self-government bodies.

The key factors of the transformation of regional labor resource management are identified, and their managerial implications for territorial communities are revealed. Particular attention is paid to the analysis of Poltava Oblast as a region that, under martial law, experiences additional social, administrative, and budgetary pressure due to the influx of internally displaced persons.

Using the example of the Poltava City Territorial Community, the dynamics of the main labor market indicators in 2022-2025 are analyzed, including the number of registered unemployed, vacancies, employers, and active vacancies. It is established that the reduction in officially registered unemployment occurs simultaneously with an increase in labor demand and a deepening of the professional-qualification mismatch between vacancies and resumes.

Priority areas for improving the management of the region's labor resources are substantiated, including strategic workforce planning, professional retraining, integration of internally displaced persons into the local labor market, support for women's employment, digitalization of HR processes, and the development of partnerships between government bodies, employers, and educational institutions.

It is proven that the management of a region's labor resources should be considered as an important component of the institutional capacity of territorial communities, the quality of public services, and the socio-economic resilience of the region.

**Keywords:** labor resources, socio-labor sphere, workforce planning, labor market, aggregate resources, regional development, institutional environment, territorial community, rural human resources, public sector, crisis conditions, digitalization of HR processes.