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HUMAN RESOURCE POTENTIAL OF THE INDUSTRIAL SECTOR OF UKRAINE IN THE SYSTEM OF ENSURING ECONOMIC SUSTAINABILITY

The article examines the human resource potential of the industrial sector of Ukraine as an important factor in ensuring its economic stability in conditions of war, structural transformations, migration processes and a shortage of qualified workers. The relationship between human resource stability, human capital, human resource investments and adaptive strategic management with the effectiveness of industrial production is substantiated. The dynamics of the main indicators of the functioning of the industrial sector of Ukraine are analyzed, in particular, gross added value, number of legal entities, capital investments, employment, wage levels, volumes of products sold, financial results and profitability of operating activities. The simultaneous growth of the economic results of the industrial sector and the reduction of its personnel base are established, which actualizes the problem of forming human resource stability. The feasibility of using economic and mathematical modeling to assess the impact of personnel factors on the economic effectiveness of industry is substantiated. The constructed model demonstrated a statistically significant relationship between the studied factors and the profitability of operating activities, and the coefficient of determination $R^2 = 0.84$ confirmed that 84.3% of the variation in the performance indicator is explained by the factors included in the model. It is proven that the development of human resources, reduction of staff turnover, increase in human resources investments and adaptation of personnel competencies to modern production needs are strategic prerequisites for strengthening economic stability and restoring the industrial sector of Ukraine.

Keywords. Personnel potential, human capital, personnel sustainability, personnel investment, economic sustainability, industrial sector, adaptive strategic management, profitability, employment, economy, management.