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ZHUCHENKO Oleksandr

PhD student of the Economics and International
Economic Relations Department,
Bohdan Khmelnytsky National University of
Cherkasy, Cherkasy, Ukraine
Orcid ID: <https://orcid.org/0009-0007-2987-0164>
zhuchenko.oleksandr423@vu.cdu.edu.ua

BOHUSLAVSKA Svitlana

Doctor of Economics, Professor,
Professor of the Management and
Public Service Department,
Bohdan Khmelnytsky National University
of Cherkasy, Cherkasy, Ukraine
Orcid ID: <https://orcid.org/0000-0002-6834-9765>
boguslavskaya1980@vu.cdu.edu.ua

THE CONTENT ESSENCE OF THE LABOUR MARKET: MULTIDIMENSIONALITY OF DEFINITIONS AND THE EVOLUTION OF ECONOMIC THOUGHT

The labour market is a complex multifunctional system governed by the general laws of a market economy, however, since the commodity here is a specific resource – human labour – which is difficult to measure and manage, and which, unlike other resources, has its own vision of its fate and possibilities for the application of consumer values, the functioning and evolution of this market have their own characteristics. Such features become a constant cause of transformations of market mechanisms and determine the type of behaviour of their participants. However, understanding the basic concepts and substantive essence of the labour market at the theoretical level can be a prerequisite for using its advantages and opportunities for promising economic reforms in a strategic perspective.

Purpose - concretization and clarification of the substantive essence of the concept of the labour market in the context of the multidimensionality of existing definitions and taking into account the evolution of economic thought under the influence of continuous scientific progress.

Fundamental and innovative theories of the existence and functioning of the labour market are analysed, such as classical theory, Keynesian theory, human capital theory, job search theory, neoclassical labour market theory, employment theory, institutional theory of the labour market, theory of effective wages, theory of behavioural economics in the labour market, theory of labour market segmentation, gender theory of the labour market, theory of the impact of technologies on the labour market. The areas of knowledge in which the scientific interests of modern scientists focusing on the problems of the labour market are located are tracked. The author's definition of the labour market, formalized using a systems approach, is proposed.

The terminological field of the concept of the labour market is outlined, which includes such categories as employment, wages, unemployment, labour resources, human resources, personnel, labour force, employees, human capital, intellectual capital, labour supply, labour demand, labour relations, labour productivity, education, experience, personnel shortage, demographic policy, and employment policy. Taking into account the consequences of technological progress and the transformation of market processes, the following terms were integrated into it: digital employment, digital recruiting, online employment, remote work, employer brand, gig economy, outsourcing, out staffing, platform employment, soft skills, upskilling, reskilling, competencies, knowledge economy, employee well-being, mentoring, coaching. It is proposed that the labour market be understood as a system of multilateral relationships between buyers of labour and human capital (employers) and sellers of labour (persons who are looking for an opportunity to satisfy their own needs by performing work or services for remuneration), as well as their own knowledge, skills and abilities that determine the quality of labour and its ultimate value for the buyer.

Tracing the evolution of understanding the substantive essence of the labour market demonstrates how this definition has transformed from the concept of matching supply and demand for human labour through a factor such as its price, i.e. wages, to a complex, multi-element and multifunctional dynamic system that adapts to external risks, forms synergistic effects and creates new properties for a more rational use of human capital with an orientation towards the interests of labour resources and business. The modern labour market is not only a set of market mechanisms governed by the laws of economic relations, it is a significant strategic social,

demographic, economic factor of sustainable development of the state, a factor of its competitiveness in global markets, an indicator of the level of qualitative evolution and human centrism on a national scale.

Keywords: labour market, employment, unemployment, labour resources, labour force, human capital, wages, qualifications, skills, education, personnel, employees, labour supply, labour demand.

Problem statement. The labour market is an important component of the socio-economic system of any independent state. Connected with all economic processes that require human resources for their implementation, this element of the national economy allows transforming people's labour, knowledge, skills, competencies and talents into material and intangible goods necessary for them to satisfy their physical and mental needs. However, such an understanding of the labour market is too simplified. Its priority task is to be a catalyst and, at the same time, an engine of economic progress, to create conditions for the formation of the country's human capital of such quality and in such quantity as to ensure sustainable economic development of the state, business, households, etc., to form competitive advantages for national producers of goods and services and to promote effective redistribution of labour on a global scale.

In the context of public management and administration, the labour market is an object of state policy. Numerous regulatory legal acts are developed and adopted to regulate the social and labour relations taking place in it; authorities and politicians create mechanisms to protect the interests and rights of its participants. Being a space for the formation of labour resources, the labour market, in turn, for its own existence and effective functioning also requires resources - demographic, financial, intellectual, informational, etc., and like most open systems, is subject to the influence of numerous risks and threats, the negative consequences of which unbalance its main parameters - demand and supply of labour, lead to uncertainty in the economic future of its subjects and objects, and form social challenges for the state of national security of the country.

The labour market is a complex multifunctional system governed by the general laws of a market economy, however, since the commodity here is a specific resource - human labour - which is difficult to measure and manage, and which, unlike other resources, has its own vision of its fate and the possibilities of applying consumer values, the functioning and evolution of this market have their own unique characteristics. Such features become a constant cause of transformations of market mechanisms and determine the type of behaviour of their participants. However, understanding the basic concepts and substantive essence of the labour market at a theoretical level can be a prerequisite for using its advantages and opportunities for economic reforms in a strategic perspective.

Analysis of recent research and publications and isolation of part of an unsolved problem. The study of the evolution of the labour market, the economic processes occurring within it, and the problems accompanying its functioning has been carried out in various theoretical frameworks for many years. Scholars demonstrate diverse interest in the models, forms, methods, and approaches to labour resource management that are implemented under the influence of labour supply and demand, human capital, and intellectual potential.

For example, Mazurok P. P. and Huzenko O. P. clarify the essence and role aspects of potential participants in the national labour market [1]; Minenko V. L. outlines methodological approaches to defining the essence of state regulation of the labour market and population employment [2]; Hlieieva O. M. specifies the essence and role of the youth labour market as a component of the national labour market [3]; Medvid M. M. determines the socio-economic essence, criteria, and principles for distinguishing methodological foundations for the formation of the military personnel labour market [4]; Illych L. M. raises topical issues of interaction between labour and education markets [5]; Teron I. V. systematizes the essential features and types of labour market transformation [6]; Hrynenko A. Yu. traces national and European trends in its formation [7]; Druzhynina V. V., Lutsenko H. P., and Starchyk N. V. define the essential and criterion characteristics of the local labour market [8]; Antokhova O. substantiates the necessity, essence, and significance of transformational changes in the regional labour market [9]; Antokhov A. focuses on the essence of state regulation of the labour market in the information economy [10]; Zub M. Ya. systematizes the stages of forming the paradigm of institutions of a socially oriented labour market [11], and so on.

A separate direction in the development of scientific thought has been research concerning the fundamental concepts upon which the paradigms of labour market functioning are built. For instance, Herchanivska S. V., Petrenko N. I., and Kachmar O. V. generally investigate the essence and characteristics of the main concepts of the labour market in the socio-economic system [12]; Verbytska V. I., Bredikhin V. M., and Horielov D. O. limit themselves to summarizing approaches to understanding the economic essence of wages as the price of a commodity in the labour market [13]; Moroz H. M. comprehensively examines the concept of "specialist's competitiveness" as a condition for their success as a human resource [14]; and Samoliuk N. M. characterizes the components of soft and hard skills in the modern labour market [15].

Within this study, it is expedient to thoroughly analyse publications by scholars such as Minina O. and Shadura-Nykyporets N., who trace the genesis of scientific thought regarding the essence of the labour market [16], and Aloshyna T. V., who comprehensively outlines methodological approaches to specifying this definition [17]. Based on these scientific works, using them as an informational foundation, a modern logical model for understanding the labour market can be constructed, formed within the theoretical and methodological framework under the influence of continuous transformations of labour relations in socio-economic systems.

The purpose of the article is the specification and clarification of the substantive essence of the concept of the labour market in the multidimensionality of existing definitions and taking into account the evolution of economic thought under the influence of continuous scientific and technological progress.

Basic material of research. An analysis of the publications of the founders of classical and modern theories of labour market development [18-24] allows us to conclude which theories, concepts, and approaches shape the current understanding and perception of this definition, and to trace their evolutionary path within the development of economic science. Thus, empirical research on labour economics brought David Card the Nobel Prize in Economics in 2021. The scientist tracked the impact of the minimum wage, immigration, and education on market trends in the demand and supply of labour [21, 22]. Since wages are the quantitative indicator that demonstrates the balance between willingness to sell and buy labour, they are often the main object of scientific research related to changes in the labour market. A generalized and substantiated theory of wage efficiency belongs to George A. Akerlof [19]. Twenty years before David Card, in 2001, the Nobel Prize in Economics was awarded to Joseph E. Stiglitz, who studied the impact of asymmetric information on the dynamics of labour relations indicators, in particular, in the context of the efficiency of the distribution of rewards in the form of wages and the spread of unemployment in the labour market [20], and in 2023, the winner of this prestigious award was Claudia Goldin for "research on the role of women in the labour market" [25-27]. Thus, we have confirmation of the importance of conducting research on the market in which labour is bought and sold for science and practice, primarily due to its ability to bring a large-scale social effect and serve as a catalyst for economic development.

Jacob Mincer, who is called the founder of modern empirical labour economics, demonstrates close links between the level of education of an employee, his professional experience and the amount of salary to which he can claim. In addition, the scientist tracks the gender factor in the functioning of the labour market. One of his most famous and most cited publications is devoted to identifying factors that stimulate married women to offer their labour force on the labour market, as well as calculating the time they are willing to devote to professional employment [18]. In the modern world and in the conditions of a shortage of male labour in Ukraine, the gender aspect of the functioning of the labour market is again gaining relevance, and such parameters as the promised salary, the income of other family members, the level of education and experience, the presence of children and their age, the need to spend a certain amount of time on household maintenance, again become significant stimulants or demotivators for women in the labour market, and the realities of wartime encourage them to actively offer their own labour resources to employers, especially on the terms of flexible employment and part-time work.

To understand the characteristics of the impact that trade union activities, as well as phenomena such as informal or unofficial employment, have on labour market trends, it is advisable to study the

publications of Alan B. Krueger [23], which are devoted to these issues. Their relevance and relevance are emphasized by the fact that the problem of shadow employment has still not been solved, despite innovations in the systems of control, regulation and supervision of the organization and implementation of labour relations. Given the tangible impact of technological progress and Industry 4.0 on market transformations and labour market development trends, the studies of Lawrence F. Katz deserve attention, which focus on the issue of the impact of technologies on the labour market and examine the polarization of jobs using the example of the US labour market [24]. In general, scholars often focus on the specifics of the labour market functioning of the country where they live or come from, as this approach gives them the opportunity to collect empirical data and the ability to express expert opinion based on an understanding of the external and internal factors influencing the state of the local labour market.

Interest in finding opportunities to influence trends in the distribution and redistribution of labour is constant in scientific circles. Fig. 1 demonstrates the segmentation of research by modern scientists related to the labour market in various scientific areas. Their subject study allows us to outline the terminology of the object of research – to identify the main concepts used to define the labour market and its components. In particular, these are such categories as employment, wages, unemployment, labour resources, human resources, personnel, labour force, employees, human capital, intellectual capital, labour supply, labour demand, labour relations, labour productivity, education, experience, personnel shortage, demographic policy and employment policy. Given the consequences of technological progress and the transformation of market processes, such concepts as: digital employment, digital recruiting, online employment, remote work, employer brand, gig economy, outsourcing, outstaffing, platform employment, soft skills, upskilling, reskilling, competencies, knowledge economy, employee welfare, mentoring, coaching, etc. are becoming quite common. Each segment of the labour market has its own terms – for example, the IT sphere is the richest in borrowing foreign words and their use in the professional vocabulary of specialists in this industry. Possession of the thesaurus of the chosen profession is now one of the important qualitative characteristics of the human resource, which is a commodity on the labour market.

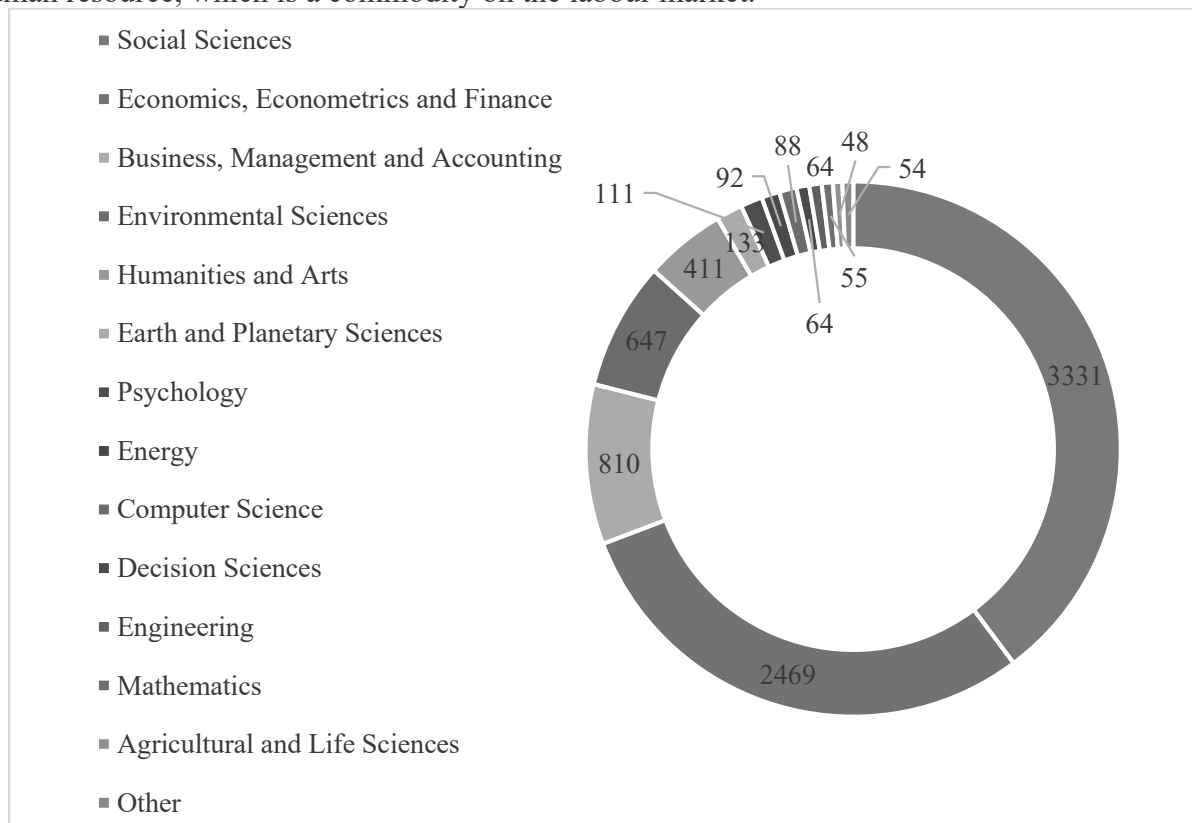


Figure 1. - Research by modern scholars focusing on labour market issues

Source: developed by the author according to the Scopus database, 1979-2025.

Studying Fig. 1, we come to the conclusion about the constant interest of economists in the issue of the functioning and development of the labour market. Modern researchers, using the fundamental foundations of existing classical theories that define the labour market as a symbiosis of two well-known concepts of "market" and "labour", focus on aspects of the spread of digitalization in market mechanisms, on the disappearance of classical professions and the emergence of new, innovative positions, emphasize the attention of employers on the importance of fair wages and paying attention to motivational policies and employee development strategies, as well as on the need to develop their own employer brand, which will make them recognizable and competitive in the labour market.

Numerous definitions of the labour market focus on such features inherent to this concept as the formation of demand for labour, labour force, personnel resources, human capital, etc. – depending on the level of social orientation of the ideologists of each subsequent approach; factors influencing the price of labour – wages or other forms of remuneration, which are also constantly changing, supplemented and transformed in accordance with the realities of the functioning of the national economy; volumes of labour supply, the insufficiency of which can cause a shortage of labour. The shortage of labour resources is especially noticeable in those market segments that are designed to provide narrow-profile and intellectually saturated sectors of the economy with human capital. At the same time, in conditions of economic recession and degradation of business processes, the demand for intellectual labour can rapidly decline.

Note that the first part of the studied concept of "labour market" characterizes the place where the exchange of a resource - labour - takes place for financial or material benefits, and the second - names the object of exchange, which combines physical and psychological characteristics, knowledge, skills, abilities and talents that the employee is ready to use when performing the tasks assigned to him for the benefit of the employer. Therefore, the substantive essence of the labour market has a dual context, and in the scientific plane, the complexity of solving economic and social problems that accompany the functioning of modern labour markets lies in the fact that the labour market is subject to both traditional laws and concepts of the development of any market (for example, the Law of Demand, the Law of Supply, the Law of Market Equilibrium, the Law of Diminishing Marginal Utility/Productivity, the Concept of Elasticity, the Concept of Opportunity Costs, the Concept of Competition, the Concept of Information Asymmetry, the Concept of Externalities), and, meanwhile, feels the influence of paradigms related to labour as a purposeful activity of a person who seeks to create or obtain material goods capable of satisfying his physical and emotional needs. Classical and innovative theories of the labour market are complementary and do not exclude each other from economic science, but on the contrary, clarify and update the fundamental knowledge that scientists have regarding its existence and development in the scientific plane (Table 1).

Table 1 - Fundamental and innovative theories of the existence and functioning of the labour market

Theory name	The essence of the theory	Paradigmatic principles	Authors and supporters
Classical theory	The labour market is designed to ensure full employment - a balance of demand and supply of labour, which will be supported by the average wage	The size of the working class affects the supply of labour; wages should be minimal, job losses should be avoided	A. Smith, D. Ricardo, J. Mill, J. McCulloch, T. Malthus, J.-B. Say, N. Senior, W. Petty, A. Turgot, F. Quesnay
Keynesian theory	The state should actively regulate the labour market to achieve a balance between demand and supply of labour and to maintain a minimum level of unemployment, which can be cyclical due to economic fluctuations	A decrease in wages does not lead to an increase in employment; unemployment can be forced, the labour market is in a state of constant disequilibrium	J. M. Keynes, A. Phillips, R. Skidelsky

Continuation of the table 1

Theory name	The essence of the theory	Paradigmatic principles	Authors and supporters
Human capital theory	An efficient labour market involves investments in the development of human capital, which receives additional value and better meets the needs of employers and the economy as a whole; over time, investments in safety, health, and education of human resources began to be encouraged; for employees, investments in professional development mean higher wages	Investment in education, continuous training and advanced training, the dependence of labour remuneration on skills, abilities, competencies; the qualification of the labour force determines its competitiveness in the labour market	G. Becker, J. Mincer, T. Schultz, E. Denison
Job search theory	The main purpose of the labour market is to become a place where the job seeker finds a job, and the company - a human resource. When the best employees do not find vacancies that satisfy them, and the best employers do not receive the highest quality resource, unemployment occurs.	Search costs (of a job, an employee); information asymmetry when searching for a job or an employee; the importance of broadcasting information about vacancies and working conditions	J. Stigler, D. Mortensen, C. Pissarides
Neoclassical labour market theory	The optimal redistribution of labour resources in the labour market occurs on the basis of supply and demand for it, under the influence of the mobility of the human resource.	The price of labour is the main element of the market; the importance of marginal labour productivity; in the labour market, a person's choice between work and leisure is noticeable	A. Marshall, A. Pigou, J. Perry, J.B. Clark, R. Hall, L. Walras, W. Pareto, N. Feldstein
Employment theory	The object of sale in the labour market is labour with all its qualitative characteristics, and the employer buys not the labour itself, but the ability and desire of a person to work.	Labour is measured in the amount of time spent, and labour is measured by the amount of labour that has formed the value of the produced good or service provided	K. Marx, F. Engels, J. Schumpeter
Institutional labour market theory	All processes and elements of the labour market are regulated and organized by formal and informal institutions - state authorities, trade unions, public organizations, as well as norms of behaviour, rules, traditions.	Labour market trends are determined by social institutions, labour relations, institutional flexibility, corporate culture, legislation, labour agreements and contracts	T. Veblen, J. Galbraith, J. Commons, W. Mitchell
Effective wage theory	Using the motivating role of wages, employers can increase labour productivity, stimulate employees to professional improvement, and maintain their loyalty.	The importance of motivation and selection of motivational factors; the ability of employees to work inefficiently and "evade" work	J. Akerlof, D. Yellen, K. Shapiro, J. Stiglitz
Behavioural economics theory of the labour market	The labour market functions under the influence of the economic behaviour of both potential employees who, using wages and motivational factors, try to satisfy their economic needs, and employers who seek to obtain an economic effect. from the use of the obtained labour force	Rational economic behaviour should contribute to reducing unemployment, emotions can be the reason for making unsuccessful decisions regarding employment or dismissal, the psychological impact on the behaviour of labour market participants is significant.	G. Simon, R. Thaler, D. Kahneman

Ending of the table 1

Theory name	The essence of the theory	Paradigmatic principles	Authors and supporters
Labour market segmentation theory	The labour market is divided into different segments (depending on the type of economic activity, its geographical location, the parameter of primary or secondary labour force), which are characterized by their own peculiarities of determining wages, dynamics of demand and supply.	The primary labour market is characterized by stable employment, high wages; the secondary market is characterized by unstable employment, discrimination, low wages	P. Doeringer, M. J. Piori, J. R. E. Parkinson, D. Gordon, E. S. Sullivan, J. S. Duncan
Gender theory of the labour market	Labour market trends and employers' decisions on hiring employees are influenced by gender stereotypes. There is a division (usually informal) into female and male professions, gender segregation is observed in certain sectors of the economy and gaps in wages are recorded	The market is characterized by wage inequality, gender factor of employment, discrimination; "motherhood penalty", "greedy jobs" and employers who prioritize the potential economic benefit from the employee's actions	K. Goldin, E. Jarvis, E. M. Libanova
Theory of the impact of technology on the labour market	The labour market is affected by technological progress, Industry 4.0 trends, digitalization and digital transformations, which make certain professions irrelevant, and form the demand for new "soft" and "hard" skills	Job automation, digital employment, remote work, manual labour replacement, gig economy, platform employment are spreading	D. Otor, L. Katz, M. Kearney

Source: developed by the author using [16-33]

Minina O. claims that her review of the genesis of the essence of the category of "labour market" within the framework of the main economic schools established that it is a dynamic socio-economic system, which in historical development undergoes significant quantitative and qualitative transformations, evolves, and therefore its development is reflected in the variability of approaches to the definition [16, p.81]. There is still no single universal definition of this concept in modern scientific economic thought. Alyoshina T.V. notes that most often the labour market is interpreted as: a system of socio-economic relations; a mechanism or system of mechanisms, norms and institutions; the sphere of formation of demand and supply; the sphere of use of human resources; a form of organization of the labour movement. In addition, the researcher notes that at the current stage of scientific research, systemic, functional, dialectical, institutional, synergistic and complex approaches are distinguished [17, p.507] to specify the substantive essence of the labour market. The system approach is quite widespread, and according to its postulates, the labour market is a system of multilateral relationships between buyers of labour and human capital (employers) and sellers of labour (persons who are looking for an opportunity to satisfy their own needs by performing work or services for a fee), as well as their own knowledge, skills and abilities, which determine the quality of labour and its final value for the buyer (employer).

Alyoshina T.V., using a system approach, defines the labour market as a system of interacting economic processes, the functioning of which is aimed at satisfying internal and external market counterparties - suppliers and consumers of labour and creating a balance in the labour market, as the needs of the final consumer – the state [17, p.508]. According to the functional approach, the labour market is a set of functions related to the realization of labour as a commodity, the use of which is aimed at satisfying the needs of both the buyer (employer) and the seller (potential employee) of this resource. Adherents of the dialectical approach argue that the labour market is not a fixed phenomenon, but an evolving organism; it is a dynamic process of labour exchange as a commodity, which is realized in conditions of constant changes, transformations and conflicts. The institutional approach comes from the institutional theory of the labour market, and is based on the recognition of the influence of various kinds of institutions on the demand and supply of labour, and on their full satisfaction or the emerging imbalance. The synergistic approach defines the labour market as a complex open system, the elements

of which, during their interaction, create new forms and properties of satisfying the needs of the economy in human resources. An example of such an innovation is online employment. A comprehensive or mixed approach combines conceptual principles, individual assumptions and arguments from all or several of the above approaches, theories, concepts, formalizing definitions of the labour market relevant for performing tasks at the applied level (for example, for developing employment policy or a country's social development strategy).

In modern conditions, Ukraine is forming its own unique model of the labour market, which is under the influence of military operations. Libanova E.M. summarizes the factors that influence the development of labour relations, including: the duration of hostilities; the economic situation in Ukraine and in its individual regions after the end of the war; the material, social, and psychological situation of military migrants in the host countries; people's (labour resource) expectations regarding their own future fate and the fate of their children [34, p.42]. At the same time, traditional problematic aspects generated by the very essence of the labour market, such as the shortage of labour with certain qualifications, the unwillingness of employers to offer fair wages and provide additional social guarantees, the aging population and the lack of young specialists, the constant increase in requirements for education, experience, and competencies of employees, gender bias, difficult and dangerous working conditions, etc., remain relevant and are intensified under the influence of the risks of wartime, migration, and digitalization. A deep understanding of how the labour market functions, how to increase the efficiency of market processes, and how to use self-regulation mechanisms and moderate institutional intervention to balance the interests of all its participants will help economists, public administrators, and managers begin the movement towards sustainable business development and the widespread introduction of human-centered principles on a national scale.

Conclusions and prospects for further research. Tracing the evolution of understanding the substantive essence of the labour market demonstrates how this definition has transformed from the concept of matching supply and demand for human labour through a factor such as its price, i.e. wages, to a complex, multi-element and multifunctional dynamic system that adapts to external risks, forms synergistic effects and creates new properties for a more rational use of human capital with an orientation towards the interests of the human resource and business. The modern labour market is not only a set of market mechanisms governed by the laws of economic relations, it is a significant strategic social, demographic, economic factor of sustainable development of the state, a factor of its competitiveness in global markets, an indicator of the level of its qualitative evolution and human centrism on a national scale. The task of the current labour market in Ukraine is to preserve human capital and personnel potential to create the possibility of post-war economic recovery in the future. For the effective functioning of the domestic labour market, constant adaptive changes in the behaviour of all its participants are necessary. In particular, employers should understand the psychological state of potential employees and try to satisfy their primary needs, while job seekers should initiate themselves with the goals of the company, share its values and interests, and be ready to develop and constantly grow professionally in order to effectively respond to new challenges and opportunities of technological progress. Prospects for further research consist in providing proposals for promising vectors of state employment policy and finding relevant strategic guidelines for the development of the labour market under the influence of digital transformations of the national economy.

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ЖУЧЕНКО Олександр Володимирович,

здобувач освіти ступеня доктора філософії кафедри економіки та міжнародних економічних відносин,
Черкаський національний університет імені Богдана Хмельницького,
м. Черкаси, Україна

БОГУСЛАВСЬКА Світлана Іванівна,

доктор економічних наук, професор,
професор кафедри менеджменту та державної служби,
Черкаський національний університет імені Богдана Хмельницького,

ЗМІСТОВА СУТНІСТЬ РИНКУ ПРАЦІ: БАГАТОВИМІРНІСТЬ ДЕФІНІЦІЙ ТА ЕВОЛЮЦІЯ ЕКОНОМІЧНОЇ ДУМКИ

Вступ. Ринок праці – складна багатфункціональна система, яка керується загальними законами ринкової економіки, однак, оскільки товаром тут є специфічний ресурс – людська праця – який важко виміряти та яким складно керувати, і який, на відміну від інших ресурсів, має власне бачення своєї долі та можливостей застосування споживчих цінностей, то функціонування та еволюція цього ринку мають власні риси. Такі особливості стають постійною причиною трансформацій ринкових механізмів і визначають тип поведінки їх учасників. Однак, розуміння основних концепцій та змістової сутності ринку праці на теоретичному рівні може стати передумовою для використання його переваг і можливостей для перспективних економічних реформ у стратегічній перспективі.

Мета. Конкретизація та уточнення змістової сутності поняття ринку праці у площині багатовимірності існуючих дефініцій та із врахуванням еволюції економічної думки під впливом НТП.

Результати. Проаналізовано фундаментальні та інноваційні теорії існування та функціонування ринку праці, такі як класична теорія, кейнсіанська теорія, теорія людського капіталу, теорія пошуку роботи, неокласична теорія ринку праці, теорія зайнятості, інституційна теорія ринку праці, теорія ефективної заробітної плати, теорія поведінкової економіки на ринку праці, теорія сегментації ринку праці, гендерна теорія ринку праці, теорія впливу технологій на ринок праці. Відстежено галузі знань, у яких знаходяться наукові інтереси сучасних вчених, що фокусуються на проблематиці ринку праці. Запропоновано авторську дефініцію ринку праці, формалізовану із використанням системного підходу.

Оригінальність. Окреслено термінополе поняття ринку праці, до якого увійшли такі категорії, як зайнятість, заробітна плата, безробіття, трудові ресурси, кадровий ресурс, персонал, робоча сила, працівники, людський капітал, інтелектуальний капітал, пропозиція праці, попит на працю, трудові відносини, продуктивність праці, освіта, досвід, дефіцит кадрів, демографічна політика та політика зайнятості. Зважаючи на наслідки технологічного прогресу та трансформації ринкових процесів, до нього було інтегровано такі терміни, як: цифрова зайнятість, цифровий рекрутинг, онлайн зайнятість, дистанційна робота, бренд роботодавця, гіг-економіка, аутсорсинг, аутстафінг, платформенна зайнятість, м'які навички, апскілінг, рескілінг, компетентності, економіка знань, добробут працівників, менторство, коучинг. Запропоновано під ринком праці розуміти систему багатосторонніх взаємовідносин між покупцями робочої сили та людського капіталу (роботодавцями) та продавцями праці (особами, що перебувають у пошуку можливості задовольнити власні потреби шляхом виконання робіт або послуг за винагороду), а також власних, знань, вмінь і навичок, які визначають якість праці і остаточну її цінність для покупця.

Висновок. Простеження еволюції розуміння змістової сутності ринку праці демонструє те, як ця дефініція трансформувалась від поняття узгодження попиту та пропозиції на людську працю за допомогою такого фактора, як її ціна, тобто заробітна плата, до складної, багатоеlementної та багатфункціональної динамічної системи, що адаптується до зовнішніх ризиків, формує синергетичні ефекти та створює нові властивості для більш раціонального використання людського капіталу з орієнтацією на інтереси трудового ресурсу та бізнесу. Сучасний ринок праці – це не лише набір ринкових механізмів, які керуються законами економічних відносин, це значний стратегічний соціальний, демографічний, економічний чинник сталого розвитку держави, фактор її конкурентоспроможності на глобальних ринках, індикатор рівня якісної еволюції та людино центризму у національному масштабі.

Ключові слова: ринок праці, зайнятість, безробіття, трудові ресурси, робоча сила, людський капітал, заробітна плата, кваліфікація, навички, освіта, персонал, працівники, пропозиція праці, попит на працю.

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