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## **QUANTITATIVE ANALYSIS OF PERSONNEL RISKS AT AN INDUSTRIAL ENTERPRISE**

In today's highly competitive world, the personnel management is a major factor in the competitiveness of industrial enterprises. The personnel management is seen in different planes. Among the existing approaches there are psychological, process management, marketing, resource, structural and others. Further development of human resource management is held in terms of risk management.

Currently, there are scientific results in the field of theoretical apparatus of personnel risks management. However, further research in this area is still relevant due to the existence of two major problems. Firstly, there is no consensus in terminology concerning personnel risks, scientifically based methods of detection, classification, analysis, evaluation and management. Secondly, the existing research and developments have not received

sufficient application. In practice of Ukrainian industrial enterprises except absence of developed methods for detection of human risks, there is often no understanding of the need to consider them.

This research conducted at the manufacturing plant, showed no systematic definition, analysis and evaluation of personnel risk parameters at the enterprise. The author has identified and classified personnel risks, the method of quantitative evaluation, based on the need to use existing indicators from the annual reports of the company. It is necessary to note the need for further work to determine causal relationships of existing risks, to develop methods of their evaluation and to organize the system of collection and analyzing the necessary data, to set appropriate responses to changing values of personnel risks in order to minimize them.