

SUMMARY

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THE DEVELOPMENT OF THE HUMAN POTENTIAL IN RUSSIA: ESTABLISHED TRENDS AND NEW CHALLENGES

The article is dedicated to the analysis of the dynamics of indicators characterizing the development of human potential in Russia, such as educational level of the employed population, training and retraining of personnel, the opportunities offered in the field of technological innovation, household incomes and their differentiation, employment and housing in Russia in 2000-2022. A number of problems are identified associated with the discrepancy between personnel training and demand in the labor market, falling interest of the business sector in the field of research and development, a decrease in real incomes of the population and their growing interregional differentiation, an increase in consumer prices and mortgage costs. The need for a comprehensive solution to the problems of personnel training, employment, housing and incomes of the population is substantiated; measures are proposed for the interaction of the state and business in order to solve them.

Keywords: human potential, people's intellectual and creative abilities, educational level of the employed population, personnel training, demand in the labor market, income of the population, wages, consumer prices, mortgage.

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BUDGET DYNAMICS AND ECONOMIC SITUATION: THE RESULTS OF 2022

The past year has radically changed socio-economic trends. There is a serious influence of macroeconomic conditions and internal factors on Russian economy, which, due to its dependence on the oil and gas sector, is relatively vulnerable. At the end of the reporting period, it is important to make a preliminary assessment of the consequences of the impact of sanctions and the withdrawal of foreign businesses on economic development indicators, as well as on the dynamics of budgetary indicators. The systematization and analysis of the available data from economic departments make it possible to assess the prospects for the economic and budgetary policy of Russia.

Keywords: budget, sanctions, economic policy, socio-economic situation, economic growth.

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THE CONTENT OF THE HUMAN RESOURCE MANAGEMENT PROCESS IN THE QUALITY MANAGEMENT SYSTEM

The article reveals the need to highlight the process of human resource management in the process model of the organization's quality management system. A review of the approaches of modern authors to the content of the stages of the human resource management process has been carried out. The author defines the content of the human resource management process in the quality management system as a consistent performance of the functions of strategic management, personnel planning and evaluation, personnel development, motivation and remuneration, the formation and development of corporate culture, as well as personnel risk management. For each stage of the human resource management process, scientific views are summarized and systematized regarding the most relevant approaches to their implementation from the standpoint of improving the efficiency of the quality management system.

Keywords: human resources, human resource management, human resource management process, personnel assessment, human resource development system, human resource quality.

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REDUCING FOREIGN PRESENCE IN THE RUSSIAN MANUFACTURING INDUSTRY: THE RESULTS OF 2022 AND THE IMMEDIATE PROSPECTS

The withdrawal of foreign companies from the Russian market due to a change in the political situation has been a new trend for the Russian economy.

The study shows that the actual scale of closure of foreign legal entities is insignificant, and even smaller than in previous years: the maximum number of legal entities was closed during 2018–2019. With that, until 2021, there were no noticeable differences in behavior between Russian and foreign companies, no intentions to reduce or limit their activities.

Given the time it takes to comply with regulatory requirements for company closures, the decisions announced in 2022 are likely to affect the exit statistics of foreign organizations in 2023–2024. In addition, a possible future change in the behavior of foreign owners, in the form of restrictions or suspension of activities without the formal closure of companies will require a separate study, based on the results of 2022–2023.

Keywords: foreign companies, business demographics, exit from the market.

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THE FUTURE OF THE GLOBAL MARKET FOR NATURAL GAS

The article presents an analysis of the current state of the global market for natural gas and some forecasts for its long-term development. Regional and sectoral aspects of gas production and consumption are considered. Particular attention is paid to the development priorities of the gas industry in the countries of East and South Asia. During the period of economic slowdown, the imbalance of supply and demand in the global hydrocarbon market leads to its destabilization. In order to predict such situations, experts from international and Russian organizations (International Energy Agency, BP plc, Energy Research Institute of the Russian Academy of Sciences, Institute of Energy Economics of Japan) and consulting companies (IHS Markit) periodically publish works on the evolution of world energy markets and the possible consequences for Russia and other countries. Nevertheless, in the foreseeable future none of the authors is likely to predict the period of peak gas demand even for the world's largest economies (with the exception of the European Union and developed countries of Asia), which gives reason to call the twenty hundreds “the century of natural gas”.

Keywords: natural gas; long-term forecast of energy development; import and export of natural gas; LNG.

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HEALTH OF THE WORKING POPULATION OF RUSSIA: THE ROLE OF HAZARDOUS INDUSTRIES

This study provides an empirical assessment of the relationship between health and harmful and hazardous jobs. Based on RLMS-HSE data for 2009–2021 for the employed population aged 18–72 years, models of the relationship between the working conditions of an individual and the probability of good self-assessment of health are considered; absence of health problems in the last 30 days and comorbidities. Empirical models include time lags in health, employment in hazardous industries, and investment in health. Estimates of the model parameters confirmed the existence of an expected statistically significant negative relationship between harmful and (or) hazardous working conditions and workers' health.

Keywords: health, hazardous occupations, Grossman model, RLMS.

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PROSPECTS FOR COOPERATION BETWEEN RUSSIA AND KAZAKHSTAN IN THE CONTEXT OF THE REPUBLIC'S MULTI-VECTOR FOREIGN POLICY

The article highlights the multi-vector economy of Kazakhstan and its relations with partner countries – in particular, with Russia. The flow of investments in this area, support and interest from both the state itself and external partners are being studied. Economic relations with Russia are covered; detailing is carried out according to the nomenclature of goods. The indicators of the previous years and the impact of the pandemic on the industry are studied; the strengths and weaknesses of the chosen model are identified.

Based on the data obtained, conclusions are drawn about the prospects for further development of the republic.

Keywords: Kazakhstan, prospects, cooperation, development, economy, investments, trade turnover, import, export.

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METHODOLOGICAL ASPECTS OF ASSESSING THE ECONOMIC SUSTAINABILITY OF INDUSTRIAL ENTERPRISES

In the article, a theoretical analysis of some aspects of the methodology for assessing the economic sustainability of industrial enterprises is proposed; the approaches of various authors to the subject are analyzed, and a new interpretation of this concept is offered.

The author has developed an innovative model for assessing the economic sustainability of industrial enterprises based on the method of integrated differential equations with the transformation of individual factors in relation to their sum, using coefficient methods for the financial indicators of an industrial enterprise, taking into account the constituent factors that show the level of

influence on the economic sustainability of an industrial enterprise. The model has been tested on the basis of industrial enterprises of the Republic of Uzbekistan and can be used for calculating the economic efficiency of industrial enterprises.

Keywords: economic stability, integrated indicator, financial stability, weight coefficients, industrial enterprise, microenvironment, internal and external factors.