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ОСОБЛИВОСТІ УПРАВЛІННЯ ПРАЦІВНИКАМИ НОВОГО ПОКОЛІННЯ Z НА ПІДПРИЄМСТВІ

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FINANCIAL RESOURCES OF THE ENTERPRISE AND FEATURES OF THEIR FORMATION

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The article considers the concept, importance of financial resources and their characteristics. The components and structure of sources of formation of financial resources are investigated. The expediency of their balance is substantiated. The analysis of dynamics of financial results of the enterprises of Ukraine is carried out. The problems of policy of formation and efficiency of use of financial resources are considered. The model of the mechanism of providing financial resources of enterprises by blocks of formation and use is substantiated.

Key words: financial resources, capital, financial result, efficiency, solvency.

Formulation of the problem. In a changing economy, a necessary condition for the successful functioning of any business structure, regardless of the field of activity, industry orientation and organizational and legal status, is the availability of sufficient financial resources. The problem of determining the socio-economic essence of financial resources of enterprises in the context of sustainable development of the state economy occupies an important place in economics. An important task of financial resources management is to address the issue of the optimal relationship between the formation of equity and debt capital of economic entities, as well as the efficiency of their use, in particular the price of borrowed capital. The efficiency and volume of production of enterprises determine the composition and volume of financial resources, while their size and management depend on the growth of production and economic development. Therefore, in modern conditions, the issue of finding financial sources, managing them and ensuring the efficient use of financial resources is relevant for businesses.

Аналіз останніх досліджень і публікацій. Problems of methodical and practical nature on the formation of financial resources of enterprises, their use have been studied by such well-known scientists as: Vasylyk O., Hudz O., Ziatkovskyi I., Laiko P., Mnykh M., Poddierohin A., Bilyk M., Buriak L., Podolianchuk O., Filimonenkov O. and other.

Selection of previously unsolved parts of the overall problem. In the process of forming the financial resources of enterprises, their balance and determining the optimal structure of their sources play an important role. However, as practice shows, their structure is constantly changing under the influence of various factors, namely the growth of the share of funds raised from external sources, especially the share of accounts payable, which causes a system of defaults and reduces the investment opportunities of business structures.

Formulation of the goals of the article. The purpose of the article is to study the financial resources of enterprises, their formation and efficiency.

Presentation of the main research material. Finance of associations, enterprises and industries is a system of economic relationships related to the circulation of resources, the formation, use of monetary income, control over production, distribution, use of national product. At the present stage, money, finance are gradually becoming an independent and decisive resource of production [2; 7]. In terms of material content, finances are trust funds of monetary resources, which together represent the financial resources of enterprises.

Almost every company has problems with the formation of financial resources. The dynamics of financial results of Ukrainian enterprises indicates a decrease in their profitability, which significantly limits their own sources of financial resources, as well as the ability to repay liabilities on borrowed financial resources [3; 6]. Therefore, companies need to use financial resources efficiently.

In the works of scientists can be found many different approaches to the interpretation of the economic essence of financial resources at the state level and at the enterprise level (Table 1).

 $\it Table \ 1$ - Interpretation of the concept of «financial resources of the enterprise»

Researcher	Interpretation of the essence of the concept of «financial resources of
	the enterprise»
O. Vasylyk, O. Filimonenkov	• Financial resources are monetary savings and income generated in the process of distribution and redistribution of gross domestic product and concentrated in appropriate funds to ensure the continuity of expanded reproduction and meet other social needs.
O. Hudz	• Financial resources - a set of all highly liquid available assets that are at the disposal of the enterprise and are intended for the fulfillment of financial obligations and expanded reproduction, linking their volume and composition with the solvency of the enterprise.
I. Ziatkovskyi	• Financial resources are cash funds of special purpose, formed in the process of distribution and redistribution of gross domestic product created at the enterprise, which it owns and disposes of property rights or full economic management and uses for statutory purposes.
P. Laiko,	• The financial resources of the enterprise - a set of cash in stock, non-fund
M. Mnykh, A. Poddierohin, S. Mishyna	or material form and are intended for the fulfillment of financial obligations, the implementation of current costs and the cost of providing expanded reproduction.
V. Oparin,	
A. Chupis,	• Financial resources are all funds at the disposal of the enterprise and
M. Koretskyi,	directed to the fixed assets and working capital of the enterprise.
V. Borysova	
Yu. Petlenko	• Financial resources are funds that are involved in the economic turnover of the enterprise from various sources, formed under the influence of organizational and legal forms of management, designed to cover its own needs.
P. Stetsiuk	• The financial resources of the enterprise are its most liquid assets, which ensure the continuity of cash flows.

Source: systematized by the author

In economic theory, the definition of financial resources is also given on the basis of financial management on the basis of approaches to cash flows, where financial resources are treated as a set of cash inflows and revenues generated during the creation of the enterprise and its activities, and mobilized in the financial market. for the development of production, fulfillment of financial obligations, financing of current expenses and creation of reserves [1; 4].

- Characteristic features of financial resources as an economic category:
- - limited mobility;
- - source of income;
- - object of economic management;
- - systematic influence of risk factor;
- - specific rules for the formation and use of various organizational and legal forms by business entities;
- - object of sale, ownership and disposal;
- - transformational ability;
- the intended nature of use;
- - seasonality of formation and use;
- - production and investment resources [2; 5].

It should be noted that in economic theory there are different schemes of grouping the financial resources of enterprises. The most common is the classification of financial resources by sources of formation: own and borrowed (borrowed capital and accounts payable or fixed liabilities).

In the process of forming the financial resources of enterprises, the balance and determination of the optimal structure of their sources plays an important role. Practice shows that their structure is constantly changing under the influence of various factors, namely: the growing share of funds raised from external sources, and especially the share of accounts payable, which causes a system of defaults and reduces investment opportunities for business. In general, both uncontrolled accounts payable should be avoided, which leads to a deterioration in the solvency of enterprises, and excess of own financial resources, which can slow down the development of production due to excessive savings and distraction from the production process [2; 4].

The study of trends, timely detection of imbalances in the formation of financial resources allows the company to focus on its own capabilities in order to prevent the deterioration of the financial condition. A characteristic feature of financial resources is that they, in contrast to cash, do not express a change in forms of value, and the financial result of the process of reproduction [1;7]. Financial resources indicate opportunities for economic and social development.

In a market economy and with the adoption of the National UAS, financiers, economists and accountants-practitioners instead of the concept of «financial resources» are increasingly using the concept of «capital» [4; 6]. Some scholars even equate financial resources and capital, and sometimes substitute one concept for another.

The financial resources formed at the enterprise level provide the possibility of production, investment, working capital, creation of economic incentives, fulfillment

of obligations to the budget, financial and credit system, suppliers and employees, inter-farm settlements. Their movement mediates the movement of material and labor resources, the necessary components of the organization of the production process [2; 4].

Depreciation is an important source of replenishment of own financial resources. However, in modern economic conditions, it has lost a real opportunity to influence the economic performance of business structures due to the lack of a clear depreciation policy in the state, which does not contribute to the accumulation of sufficient funds for the full reproduction of fixed assets. Depreciation reflects only the degree of depreciation of fixed assets [3; 6]. Depreciation funds are used for their intended purpose only by state-owned enterprises. Non-state enterprises reproduce fixed assets at the expense of profits that remain at their disposal after payment of mandatory payments.

The dynamics of financial results of Ukrainian enterprises in absolute terms is negative and only as of the end of September 2017 their growth took place. The long-term trend of decreasing profits of enterprises, and in the period 2013-2015 - losses, indicates the irrational use of own funds and the inability to attract loans and repay interest on loans [2; 4]. Such conditions negatively affect the implementation of innovations and investments.

The efficiency of financial resources involves not only the return on each type of resource, but also the optimal structure of the latter. In practice, it is important not only to determine the overall economic results, but also to analyze the factors that caused them. In other words, it is a question of establishing the reasons of increase or decrease of level of efficiency of use of financial resources [1; 7]. There can be many reasons for this, but, first of all, it is the dynamics of change of intermediate indicators, which in their relationship and interdependence form a generalizing indicator. To conduct such an analysis, it is necessary to present a summary indicator as a function of intermediate performance indicators [2; 6]. The model of such an indicator is the average size of intermediate efficiency indicators, weighted by the share of factor financial resources in the total amount of these resources.

An important area of improving the process of forming financial resources is the use of methods for optimizing financial resources. These are, in particular, methods adopted in foreign practice (USA), which can be implemented in domestic enterprises only in the presence of a developed securities market, statistics of its operation and after significant adaptation work related to the implementation of international accounting and reporting standards. [1; 4]. In modern conditions, a great negative impact on the efficiency of financial resources have the factors of economic crisis, which exist independently of the actions of the enterprise. At the same time, enterprises have internal reserves to increase the efficiency of their use. These include: the use of long-term business relationships; improvement of the settlement system; rational organization of sales; systematic control over the turnover of funds in the calculations [2; 5].

The strategic task for the near future is to improve the system of financial support of enterprises by improving its structure, in which the dominant role should be their own sources of financial resources [4; 6].

The financial resources of enterprises are one of the most important types of resources to ensure their activities, but, at the same time, quite difficult to study. The ability of financial resources to be transformed into material, intellectual, technical [2; 7], innovative and other types of resources determines their importance in the financial and economic work of the enterprise.

Conclusion. Thus, a rational approach to the formation and use of financial resources of the enterprise is essential for effective operational, investment and financial activities of the enterprise. This is due to the fact that a sufficient amount of financial resources ensures the continuity of production activities of the enterprise, the optimal structure of their distribution increases the efficiency and competitiveness of products, and stable sources of formation contribute to strengthening the solvency of the enterprise.

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