EVALUATION OF LIQUIDITY RISK BY THE MODEL DYNAMIC INDICATOR
THE EXAMPLE OF JSC «SBERBANK OF RUSSIA»

Summary
The assessment of the liquidity of JSC «Sberbank of Russia» based on a dynamic model. Using simulation conducted risk analysis variables yryzyku liquidity on the results of the Bank in 2012-2013. Based on calculations provided recommendations to reduce liquidity risk.

Keywords: liquidity, dynamic parameter, the loan portfolio, highly liquid assets, liquidity risk.

THE ANALYSIS OF THE CURRENT STATE AND FEATURES
OF THE FORMATION OF THE PERSONNEL COMPONENT
OF THE SCIENTIFIC AND TECHNICAL POTENTIAL OF UKRAINE

Masliukivska A.O.
Taras Shevchenko National University of Kyiv

Essence and structure of scientific and technical potential were characterized. Personnel subsystem of scientific and technical potential of Ukraine was studied in details. Also its basic components were determined. Qualitative and quantitative indexes of this subsystem functioning were analyzed. As well the author suggested possible directions for improving the management system of the formation and development of scientific staff and, in particular, young scientists.

Keywords: potential, scientific and technical potential, personnel component of scientific and technical potential of Ukraine.

General problem statement and its connection with important scientific or practical tasks.
Scientific and technical potential is a significant developmental indicator of economic system of the country, implementation of innovative and scientific and technical solutions in all economic spheres that, in its turn, will provide its strength and competitiveness on the world market and attractiveness for foreign investors. Scientific and technical potential is grounded on scientific and technical progress that is defined as a ongoing and continuous process of fundamental qualitative and quantitative changes in all directions of human labour activity. It is based on science and technique development, expansion of scientific research scales and application of their results in national economic practice.

Analysis of the recent researches and publications. In scientific sphere this range of problems was reflected in works of both native and foreign scientists, in particular, Yu. Bazhal, I. Yehorov, V. Heitz, O. Zhylinska [2], O. Kuzmina; P. Druker, B. Twis, Yu. Yakovets etc. Many scientists devoted their researches to the problems of formation and current development of scientific and technical potential of Ukraine. Thus, problems of activation of innovative and scientific and technical processes in the industry of Ukraine were considered in works of S. Dorohtsov, Yu. Shkvorets etc.

Previously unsolved parts of general problem. Anyway, nowadays scientists pay insufficient attention to the issues of formation and current development of scientific and technical potential of Ukraine. The issue of system management of its separate structure components and the issue of scientific manpower preparation and development as a basic insuring element of formation of powerful base of scientific researches and carrying out scientific activity have been left unattended. Clear mechanism analysis of interaction and mutual influence between subsystem components of scientific and technical potential of Ukraine is absent.

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Formation of article objectives (task setting). Objective of the article consists in characteristics of scientific and technical potential of Ukraine, analysis of its personnel components and specification of its functioning peculiarities.

Presentation of basic research material. Formation and development of scientific and technical potential play a significant role in development of the country’s economic system, its economic might, competitiveness and attractiveness for foreign investments on the global stage.

Potential (from Lat. potentia – strength, power) is available means, stock, sources and opportunities that can be used in achieving specific goal, solving certain task and also capability of separate person, society and state in general; it is a complex of the necessary for system functioning or development of different resource kinds [5].

Scientific and technical potential is a complex of human, material, organizational, financial and information resources, which even and interdependent development provides opportunities and creates preconditions for performing its basic functions by science: social and cultural, cognitive and economic. As scientific term «a scientific potential» (later «scientific and technical potential») was used for the first time at the end of 1960s in works of scientists of Kyiv science of science school, representatives of which defined it as a complex of parameters characterizing ability of scientific system to solve the current and future problems of scientific and technical development [5].

Scientific and technical potential includes [2]:
- Material and technical resources: a total of means of scientific and research work, including scientific organizations, scientific equipment and devices, experimental plants, laboratories etc;
- Scientific manpower of: scientists, researchers, designers, inventors, experimenters, scientific and technical personnel, i.e. national scientific and technical intelligence;
- Information subsystem: provides creation and continuous improvement of scientific knowledge bank;
- Organizational and administrative sub-system: system of administration and planning of research and development (R&D), structures of scientific institutions and their subdivisions;
- Financial constituent.

At the present stage there are objective conditions for development and implementation of active state scientific and technical policy in Ukraine: powerful personnel potential of academic, institutional and sectoral science, technical and manufacturing potential of many leading enterprises, in particular, science-based productions in industrial complex allowing to manufacture and output competitive products owing to conversion, are functioning.

Native statistical data proves high level of development and efficient functioning of personnel constituent. Thus, during 2013 scientific and scientific and technical works were carried out in 1143 enterprises and they were done by almost 123,2 th. of workers (without taking into account ones holding several employments) that is, however 5.2% less in comparison with 2012 [1]. Number of direct executors of scientific and scientific and technical works (researches, technicians and supporting personnel) also 5.1% decreased and amounted to 100.5 th. of persons (table 1). Such, although insignificant but anyway index decrease proves a range of certain problems present in science sector which we will further try to define within our research [3, 4].

<table>
<thead>
<tr>
<th>Table 1</th>
<th>Employee distribution of scientific organizations by personnel categories*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>2012</strong></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>129945</td>
</tr>
<tr>
<td><strong>Total persons</strong></td>
<td>100,0</td>
</tr>
<tr>
<td><strong>researchers</strong></td>
<td>68599</td>
</tr>
<tr>
<td><strong>technicians</strong></td>
<td>13433</td>
</tr>
<tr>
<td><strong>supporting personnel</strong></td>
<td>23866</td>
</tr>
<tr>
<td><strong>others</strong></td>
<td>24047</td>
</tr>
<tr>
<td><strong>including</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Doctors of Science</strong></td>
<td>4489</td>
</tr>
<tr>
<td><strong>Candidates of Science</strong></td>
<td>15963</td>
</tr>
</tbody>
</table>

*The author built it on the basis of data of the State Statistics Service of Ukraine

In comparison with 2012 the number of Doctors of Science who performed scientific and scientific and technical works 1.0% increased, Candidates of Science – 0.2% decreased [3]. Herewith, their share in total number of executors of scientific and scientific and technical works increased and amounted to 20.3% (Fig.1).

In the process of researchers’ gender correlation analysis, women were found to be almost their half.
At present somewhat different situation concerns a number of the Candidates of Science. In 2013, 90113 Candidates of Science were engaged in the economy of Ukraine, which is 2.3% more than in the previous year [3]. Herewith the number of women was up by 5.5%, the number of men was down by 0.7% (fig. 3). The tendency of increase of Candidates of Science number gives evidence of upward trend of development of personnel component of scientific and technical potential of Ukraine, considering that they make a new composition of future scientists and researchers, who will work for the benefit of national science [1, 3].

In 2013, 4633 people obtained Candidate of Science Diploma, of which 29.7% are the teachers of the higher, secondary (vocational) educational institutions and other teachers. The average age of male Candidates of Science at the time of Diploma obtaining amounted to 39 years, of female – 34, the average time of working on Candidate’s dissertation amounted to 6 years [1, 3].

The number of Candidates of Science under the age of 50 years inc. was up by 5.8%, comparing with 2012, aged 50 and older was down by 2.1%, as a result of which the average age of the Candidates decreased a little and amounted to 47.7 years (versus 48.2), which includes male Candidates of Science – 51.3 years (51.7), female – 44.3 years (44.5) [4]. We observe the tendency towards expansion in the number of young Candidates of Science under the age of 40, and reduction in the number of Candidates of Science, aged 50 and older (table 3).

The majority of Candidates of Science were engaged in institutions of the Ministry of Education and Science of Ukraine (16.1% of the total number of Candidates of Science), the National Academy of Sciences of Ukraine (3.2%), the Ministry of Health of Ukraine (3.5%), the Ministry of Agrarian Policy and Food of Ukraine (1.9%) [1,3]. In 2013 the majority of Candidates of Science worked in the area of technical, liberal and medical sciences.

Over the past year, 7024 persons withdrew from Candidates of Science, engaged in economy, for various reasons, of which 27 moved abroad. It should be mentioned that the number of Candidates of Science, who moved abroad for permanent residence over the last five years, amounted to 182 persons, of which 22.0% moved to the USA, 16.5% – to Russia, 14.8% – to Germany, 6.9% – to Canada, 3.9% – to Poland [1, 3]. Having analyzed the foregoing data, it may be concluded that one of the most important problems of provision of the personnel potential of scientific and technical potential in Ukraine is moving of young...
scientists abroad, disinterest in scientific work among youth. These problems are connected with the low level of financing of the region of science, high level of its bureaucratization and information asymmetry in the branch concerning scientific and technical works and elaborations, their duplication, low social status of research worker and scientist in the country, which makes it unattractive for young people.

Table 3

| Distribution of Candidates of Science according to the age, %* |
|-----------------------------|-------------|-------------|-------------|-------------|-------------|
| under the age of 30 | 3,1 | 5,7 | 7,0 | 7,1 | 7,4 | +0,3 |
| 31-40 | 15,8 | 17,9 | 25,9 | 29,3 | 30,3 | +1 |
| 41-50 | 28,4 | 24,4 | 29,2 | 19,9 | 20,4 | +0,5 |
| 51-55 | 13,9 | 13,3 | 11,8 | 10,9 | 10,4 | −0,5 |
| 56-60 | 12,6 | 13,1 | 10,8 | 10,2 | 9,8 | −0,4 |
| 61-70 | 20,8 | 20,7 | 15,5 | 13,8 | 13,5 | −0,3 |
| 70 and older | 3,4 | 4,9 | 6,8 | 8,8 | 8,1 | −0,7 |

*The author built it on the basis of data of the State Statistics Service of Ukraine

As for specific ways to solve this problem, the National Academy of Science of Ukraine, which is the leading institution in the sphere of science and technology development and formation of scientific and technical potential, is deeply involved in search of the ways to solve existing problems. One of the specific steps on this way can be the Council of young scientists, created at the National Academy of Sciences of Ukraine. Such decision was adopted, keeping in mind the necessity of enhancement of the role of young scientists in formation of the scientific policy, restoration of scientific potential of the state, multiplying of work with scientific youth for the solution of issues of social and professional development and involving of young scientific staff in the scientific institutions of the National Academy of Sciences of Ukraine.

According to exposure draft «On the Council of Young Scientists of the National Academy of Sciences of Ukraine» young scientists are research assistants, engineers, candidates and postdoctoral students of scientific institutions of the National Academy of Sciences of Ukraine under the age of 35 [1].

Key tasks of the Council are [1]: association of young scientists, coordination of their activity and protection of their interests; promotion of scientific activities, career advancement, fulfillment of creative potential, informational and administrative support of young scientists of institutions of the National Academy of Sciences of Ukraine; activity coordination and support of young scientists of scientific institutions of the National Academy of Sciences of Ukraine in carrying out of common scientific and administrative events.

The most important areas of activity of the Council are [1]: representation of young scientists in the meetings of Presidium of the National Academy of Sciences of Ukraine, in state authorities, social organizations and messaging of the attitude of young people to their professional activity and promotion in solution of other problems of scientific youth, closer cooperation with scientific institutions of the National Academy of Sciences of Ukraine and higher educational institutions in Ukraine and abroad; information interchange among scientific youth, distribution of scientific and other information; supplying information on job opportunities, bonuses, scholarship, grants, funds, conferences, schools and other measures, concerning scientific youth support, organization of meetings with representatives of foreign scientific institutions for more intensive scientific cooperation, etc.

Summary and prospects for the research in this regard. Personnel component of scientific and technical potential of Ukraine plays very important role in its formation, since it is its basis, its foundation, which provides its effective accumulation and application in order to assure scientific and technical and innovative development of the country. Scientific work in academies and higher educational institutions develops rapidly, within which the training of candidates and postdoctoral students is performed, the representatives of business sector of the economy carry out successfully R&Ds and implement their results in practice, putting up their own funds, number of scientists of young and average age increases.

However, the current business and administrative gear and low level of state financing and state support of scientific institutions slow down essentially their development and formation of personnel potential of science and technology development on their basis. There is no clear strategy for science and technology administration. At this stage, the most important task is to find the balance between centralization and decentralization in scientific and technical potential administration, between state control and market system self-organization, since the primary task is not to create new, but to support and develop the existing sources and to find opportunities for secure future of the science and technology prosperity.

References:
Маслюківська А.О.
Київський національний університет імені Тараса Шевченка

АНАЛІЗ СУЧАСНОГО СТАНУ ТА ОСОБЛИВОСТЕЙ ФОРМУВАННЯ КАДРОВОЇ СКЛАДОВОЇ НАУКОВО-ТЕХНІЧНОГО ПОТЕНЦІАЛУ УКРАЇНИ

Анотація
Охарактеризовано сутність та структуру науково-технічного потенціалу. Детально досліджено кадрову підсистему науково-технічного потенціалу України. Визначено основні складові кадрової підсистеми, проаналізовано якісні та кількісні показники функціонування даної підсистеми. Також обґрунтовано можливі напрями усунення управління формуванням та розвитком наукових кадрів та, зокрема, молодих вчених.

Ключові слова: потенціал, науково-технічний потенціал, кадрова складова науково-технічного потенціалу України.

Маслюковская А.А.
Киевский национальный университет имени Тараса Шевченко

АНАЛИЗ СОВРЕМЕННОГО СОСТОЯНИЯ И ОСОБЕННОСТЕЙ ФОРМИРОВАНИЯ КАДРОВОЙ СОСТАВЛЯЮЩЕЙ НАУЧНО-ТЕХНИЧЕСКОГО ПОТЕНЦИАЛА УКРАИНЫ

Аннотация
Охарактеризованы сущность и структуру научно-технического потенциала. Подробно исследовано кадровую подсистему научно-технического потенциала Украины. Определены основные составляющие кадровой подсистемы, проанализированы качественные и количественные показатели функционирования данной подсистемы. Также обоснованно возможные направления совершенствования управления формированием и развитием научных кадров и, в частности, молодых ученых.

Ключевые слова: потенциал, научно-технический потенциал, кадровая составляющая научно-технического потенциала Украины.

УДК 658.7

СТРАТЕГІЧНІ НАПРЯМИ ВДОСКОНАЛЕННЯ УПРАВЛІННЯ МАТЕРІАЛЬНО-ТЕХНІЧНОЮ БАЗОЮ ПІДПРИЄМСТВА

Мідляр А.К., Батишева В.І.
Вінницький торгово-економічний інститут
Київського національного торговельно-економічного університету

У статті наведено заходи щодо підвищення ефективності управління матеріально-технічною базою (МТБ) підприємства. Розглянуто основні напрями формування стратегії розвитку підприємства. Досліджено складові елементи формування стратегії та вагомі фактори, що впливають на її вибір. Представлено завдання планування МТБ на підприємстві. За- пропоновано створювати стратегію розвитку МТБ на підприємстві у вигляді планів.

Ключові слова: матеріально-технічна база підприємства, стратегія, ефективність управління, елементи матеріально-технічної бази, план матеріально-технічного забезпечення.

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