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## **OUTSTAFFING USE FOR INCREASING EFFICIENCY IN UKRAINIAN ENTERPRISES**

The article is dedicated to the essence and meaning of outstaffing use for expenses decreasing and increasing the efficiency of Ukrainian enterprises. It's defined the comparative characteristics of outsourcing and outstaffing. The special attention is paid to the advantages and disadvantages of outstaffing use. It's given the calculating the cost of outsourcing per employee.

By the modern conditions of slowing the growth tempts in the branches majority of national economy, in particular, building which causes the decreasing of profitability of construction companies, is permanent and thorough analysis of costs and develop ways of reducing them can have maximum impact on profits. The especial attention in crisis and postcrisis conditions is paid to implementing of outsourcing and outstaffing schemes.

Process control construction enterprises is complicated by seasonal work, a lot of positions assortment of building materials, component parts, and the lack of qualified personnel. All of these factors lead to downtime, disruption of timing of orders, poor quality of the finished work.

Today alternatives reduce labor costs and improve the quality of work performed can be staff leasing, outsourcing and outstaffing. These new forms of work with the staffs enable increasing employment, optimizing the number of employees in the company and reduce costs for the employer and staff performance of individual business processes.

It's expected that in the nearest decade, outsourcing will became one of most important factors of economic development. Its blossom is connected with the rapid development of Internet industry, IT technologies and so on. In Ukraine the offshore programming is the fastest growing form of outsourcing. For Ukrainian outsourcing companies it's positive in that Western companies are not only provided jobs but also attracted students to work simultaneously supporting universities.

Because the outsourcing and outstaffing services have the interbranch character, it's necessary to prove and to define the features of outsourcing and outstaffing processes for building branch.