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## **SMART-WORKING IMPLEMENTATION TO THE LABOR MANAGEMENT OF MODERN ENTERPRISES**

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**Abstract.** The article deals with the smart working usage as a form of labor organization by modern enterprises. First of all, the author defines the organizational change prerequisites and drivers and companies' digital transformation; the author classifies them into three groups for convenience: general macro-environment drivers, operational environment drivers, and micro-organizational drivers. The noted drivers lead to a change in the “employee – employer” relationship and the labor market functioning. The author has identified the main differences between the modern labor organization and the traditional one. The article analyzes the development of employment flexible forms in Europe. The evolution of working conditions and relationships from the industrial era up to smart working is also analyzed in the article. Smart work is proposed as one of the tools for companies' adapting to new conditions. The author studied the smart working concept and essence, then revealed the tools and grows that allow the smart working development in companies. In conclusion, the benefits of using smart work for enterprises, municipalities and society as a whole are systematized, as well as the benefits that workers receive from this form of labor organization. For the balance, barriers to this technology application are systematized.

**Keywords:** organizational changes; change drivers; smart working; smart working tools; smart-working benefits and barriers.

**JEL codes:** M 54; J 81.

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