Problem setting. In the early XXI-st century the city acts as a hub of abundant benefits. The conditions available in cities offer opportunities for a more rational labor resource development. At the same time, most of the world nations are facing the major challenge of labor resource management. For those reasons, modern cities are in a permanent search for an effective management concept, implementation of which would “require” an actual result in the labor resource sphere. Indeed, today’s labor resource is a factor of dynamic development. Since 67% of this country’s population are urban dwellers, the problem of altering the principles of labor resource management is deemed urgent for the Ukrainian cities.

Recent research and publications analysis. Urban management problems as well as the theory and practice of labor or human resource management have been a subject of continuous discussion in literature. At present, practically all experts recognize the importance of creation of the appropriate conditions for realization of people’s rightful striving after benefits, which would be comfortable and accessible for everyone living in a territory. However, scientists interpret the process differently. Some of them suggest a concept of urban development, aimed at balanced or sustainable development with an increased significance of human potential. Others insist on a change of traditional models of urban economic growth, strengthening local governments’ capacity for using new management methods, which could meet labor resource demands. Also, an idea is advanced on the need for mobilization of labor resource personal potential as a component of the Ukrainian cities’ gaining stable competitive advantages based on informatization of the society and formation of competitive environment in the labor market. Thus, the problem of progressive principles of labor resource management, which could enlarge the cities’ capacity for local government, is understudied.

Paper objective is a scientific substantiation of the principles of urban labor resource management.

Paper main body. Revaluation of the development driving forces brings human factor to the fore. Thus, one of the paper’s inputs is a suggestion to use the term of ‘human resource’ as a wider notion, and to regard human resource management as a major component of urban management on the whole.

Nowadays the Western models of human resource management are constructed on a system approach, comprehensiveness of management, focus on the maximum use of human resource, and situation management.
The reform of local government in Ukraine and cardinal changes in human resource composition necessitate the synthesis of new requirements to human resource management and establishment of strategic orientation towards further improvement. Result-based management is widely recognized as one of the essential elements of the administrative reform. It provides good results in achieving planned performance and facilitates an efficient joint work of administrative staff. There is no common definition for result-based management, that is why we believe that its most fundamental ties and relations are revealed and grounded adequately in its underlying principles. The guiding principles of result-based human resource management can be referred to as decentralization, planning, adaptability, and control.

**Conclusions of the research.** Apprehension of the fact that the main criterion of the urban social and economic progress is achievements in the human development sphere and satisfaction of people’s needs should become generally accepted. Therefore, considering that the majority of Ukrainian population are urban dwellers, the system of urban management should actively implement modern human resource management concepts, which have already gained ground in the advanced countries.

As a rule, most of urban problems in the human resource sphere show much resemblance, while the guiding principles, methods and solutions may vary due to local specificity. Based on the analysis of foreign practices of the business model adaptation to urban administrative institutions, it is deemed expedient to introduce result-based management on the ground of the following guiding principles: decentralization, planning, adaptability, and control. It should also be noted that urban human resource management can only be effective when special attention is paid to the local government officials’ professional development.

Research of the said problem range has proven the need for further surveys.