

FEATURES AND TYPES OF RISKS IN LIFE AND HEALTH INSURANCE IN UKRAINE

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Summary – The paper analyses the types and features of insurance risks that are covered by life insurance companies in Ukraine. The findings reveal that there are a lot of people who are not accepted for insurance. For example, persons over the age of 75-97 years at the moment of signing the application; persons with disabilities of group I, as well as persons under the age of 18 who have been assigned the category of disabled child; drug users, toxic substances for the purpose of toxic intoxication, suffering from alcoholism and being on dispensary records for any of the following reasons; Persons with persistent nervous or mental disorders who are registered at a psychoneurological dispensary; people diagnosed with AIDS as well as HIV-infected persons; persons under investigation or prisoners; persons suffering from cancer.

Резюме – В статье анализируются виды и особенности страховых рисков, которые покрываются страховыми компаниями в Украине. Результаты показывают, что есть много людей, которые не полагаются на страхование. Например, лица старше 75-97 лет на момент подписания заявки; инвалиды I группы, а также лица в возрасте до 18 лет, которым назначена категория ребенка-инвалида; наркоманы, употребляющие токсичные вещества, страдающие алкоголизмом и находящиеся на диспансерном учете по любой из следующих причин; лица с постоянными нервными или психическими расстройствами, которые зарегистрированы в психоневрологическом диспансере; люди с диагнозом СПИД, а также ВИЧ-инфицированные; лица под следствием или заключенные; лица, страдающие от рака.

Introduction. Today in Ukraine there are 211 insurance companies, including 23 life insurers. Additionally, life insurance market is still continue increasing via the amount of gross total premiums. Life insurance is a long-term cumulative insurance, which provides protection of property interests in case of death or survival of the insured person before the expiration of the contract, as well as under certain conditions in case of loss of the insured person's working capacity. Altogether, life insurance is an important element of the social system of the state, a means of protecting the welfare level of the population and ensuring the stability of economic development, as well as a rather powerful source of internal investment. Besides, there are a lot of features and types of risks in life and health insurance, and that's why this research direction is significant and important as for insurance market as for health care system in Ukraine.

Main article. This research investigates the features and types of risks in life and health insurance in Ukraine. In general, life insurance companies in Ukraine coverages mainly such risks as primary pulmonary arterial hypertension, idiopathic fibrosing alveolitis, coronary atherectomy, apical syndrome, muscular dystrophy, severe granulomatosis, progressive systemic scleroderma, rheumatoid arthritis, liver failure in the terminal stage, systemic lupus erythematosus, lightning viral hepatitis, terminal stage of lung disease, expressed aplastic anemia, HIV infection, severe head trauma, loss of limbs or their functions, severe dementia (including Alzheimer's disease), benign brain tumor, poliomyelitis, Parkinson's disease, diseases of motor neurons, aphasia, hearing loss, severe encephalitis, coma, severe bacterial meningitis, severe burns, blindness (loss of vision), multiple sclerosis, paralysis, renal failure in the terminal stage, transplantation of vital organs, stroke, diseases of the cardiovascular system (myocardial infarction, angina, etc.), cancer, malignant tumors (IV century with metastases), cerebral palsy of severe degree, severe chronic (genetic) diseases of the blood, anemia, chorea, severe form of epilepsy with signs of impaired mental activity, severe genetic chromosomal diseases (Down syndrome), etc.

The specific list of insured events, as well as restrictions on acceptance for insurance and insurance protection, other specifics of insurance conditions are determined by agreement of the insurer and the insured and are specified in the Insurance Contract. An insurance contract at the request of the insured can include, in addition to the basic ones, additional insurance cases.

In addition, the persons are not eligible for insurance if they are:

- 1) disabled people of group I;
- 2) who are cancer patients;
- 3) patients with severe diseases of the cardiovascular system, namely: - diagnosed in the last year before the conclusion of the Treaty myocardial infarction, - cardiomyopathy, - acquired heart defects, - chronic grade III heart failure;
- 4) patients with chronic renal failure;
- 5) which are registered in narcological, psychoneurological, tuberculosis, skin and venereological dispensaries, centers for prevention and fight against AIDS.

In some cases, insurance companies reserve the right to refuse an insurer to conclude an insurance contract in the event that the claimed insured person has certain diseases or conditions, including, but not limited to:

- AIDS or positive HIV antibodies;
- alcohol or drug addiction (at the time of conclusion of the Insurance Contract or up to 2 years of withdrawal);
- malignant tumors (operated) (IV century with metastases);

- severe cerebral palsy (with impaired mental activity);
- chronic renal failure (need for hemodialysis at the time of conclusion of the Insurance Contract);
- multiple sclerosis (severe and progressive);
- severe chronic (genetic) diseases of the blood, anemia;
- chorea (congenital);
- severe form of epilepsy with signs of impaired mental activity;
- severe genetic chromosomal diseases (Down syndrome);
- Parkinson's disease;
- Alzheimer's disease;
- other chronic mental disorders;
- Lateral amyotrophic sclerosis.

Conclusion. Our paper has provided new research results about the features and types of risks in life and health insurance in Ukraine. It was determined that no person is eligible for insurance, who, at the time of the insurance contract, are Group I disabled, cancer patients, patients with severe cardiovascular disease, AIDS-related AIDS or HIV, as well as drug addicts, tuberculosis, psychoneurological, skin and venereological dispensaries, AIDS prevention and prevention centers, unless otherwise provided by the insurance contract. In general, life insurance is a type of personal insurance for which an insurance organization undertakes to pay a firm sum in the event of the insured's life to a certain age or his death during the validity of the insurance contract and has a number of certain features not peculiar to the types of general insurance.

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МОДЕЛИ СТРАТЕГИЧЕСКОГО УПРАВЛЕНИЯ ЧЕЛОВЕЧЕСКИМИ РЕСУРСАМИ НА ПРИМЕРЕ КОМПАНИИ APPLE

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Резюме – В данной статье рассматриваются модели стратегического управления человеческими ресурсами на примере компании Apple.

Summary – This article discusses strategic human resource management models from Apple.

Введение. В настоящее время сложилась объективная ситуация, при которой конкурентные преимущества организации определяются в первую очередь обеспеченностью персоналом требуемого качества. Успешное функционирование организации напрямую зависит от управления трудовым потенциалом, который необходимо грамотно формировать, развивать и направлять.

Система управления персоналом выступает как особый элемент управленческих технологий и должна обеспечивать соединение усилий всех работников предприятия, направленных на максимальную реализацию вовлеченных ресурсов. Кадровые проблемы носят общий характер для всех предприятий Республики Беларусь характер: отсутствие системности работы с персоналом, разобщенность, отсутствие разработанных технологий и четких методик по направлениям работы, отсутствие подготовленных для работы с людьми сотрудников, не-