

## **FEATURES OF ACCOUNTING FOR SETTLEMENTS ON EMPLOYEE PAYMENTS (ОСОБЛИВОСТІ ОБЛІКУ РОЗРАХУНКІВ ЗА ВИПЛАТАМИ ПРАЦІВНИКАМ)**

*Титаренко А.В. – здобувачки вищої освіти групи Б4/1*

*Науковий керівник: Ракова А.Ю., викладач кафедри іноземних мов МНАУ*

*Дана тема розглядає особливості та важливість обліку розрахунків за виплатами працівникам у контексті фінансового управління організації. Розглядаються аспекти точного врахування заробітної плати, дотримання податкових та законодавчих вимог, а також використання програмних засобів для оптимізації процесу.*

**Ключові слова:** *розрахунки; оплата праці; фінансове управління; облік; податкові вимоги; автоматизація.*

*This topic considers the features and importance of accounting for payments to employees in the context of financial management of the organization. Aspects of accurate payroll accounting, compliance with tax and legal requirements, as well as the use of software tools to optimize the process are considered.*

**Key words:** *calculations; pay; financial management; accounting; tax requirements; automation.*

In recent years, there has been significant dynamics in the field of human resource management and financial accounting. One of the key components of this process is the calculations for employee payments. Not only enterprises but also government institutions and non-profit organizations actively study and implement new approaches to accounting for these expenses. This becomes extremely relevant since the impact on the financial indicators of a company or organization can be significant, considering the scale of such expenses.

Therefore, researching the peculiarities of accounting for employee payment calculations is an important step in enhancing management efficiency and optimizing financial processes. In this context, it is important to consider various aspects that influence payroll accounting, including tax nuances, regulatory requirements, and the use of modern software tools for automating this process. Considering this, studying this topic has great practical significance for enterprises and organizations of any type of activity.

The accounting of calculations for employee payments is regulated by a series of normative acts of Ukrainian legislation. In particular, important documents include the Code of Labor Laws of Ukraine, which defines the general principles of work organization and employee salary payments, including the conditions of payment, the order of setting wage sizes, and other aspects that affect the accounting of labor payment expenses. Additionally, the Tax Code of Ukraine contains provisions regarding the accounting of taxes on employee incomes and the calculation of tax deductions from their salaries [1].

Additionally, the legislation on accounting and financial reporting, in particular the Law of Ukraine "On Accounting and Financial Reporting in Ukraine," establishes requirements for the accounting of payroll expenses in accounting and the preparation of financial statements. Such normative acts define the basic principles and requirements that enterprises and organizations must adhere to in accounting and settlements with employees. [2].

Payroll accounting in the accounting system is defined as the determination of compensation, which is typically expressed in monetary terms and paid to employees according to their work. This payment is recorded in the corresponding accounting accounts according to the quantity and quality of work.

General information about calculations for employee payments is stored in account 66 "Calculations for Employee Payments," which covers both the accounted and non-accounted components of the enterprise. This account includes payments related to labor remuneration

(salaries, bonuses, benefits, etc.), as well as other current payments. Account 66 "Calculations for Employee Payments" is divided into the following sub-accounts:

- 661 "Calculations for wages";
- 662 "Calculations with depositors";
- 663 "Calculations for other payments."

The summarizing document that reflects the detailed analytical accounting of wage calculations for each employee is the Employee Payroll and Payment Statement (form N P-6), which was approved by the order of the State Committee of Statistics on 05.12.2008 N 489, or the Book of Payroll Accounting. In the Employee Payroll and Payment Statements, data are presented for individual structural units, including the surname, personnel number, profession, position, days (hours) worked, as well as accrued basic and additional wages, assistance due to temporary disability, pregnancy and childbirth, bonuses, and other accruals in accordance with PSBO (Accounting Standards) 26 "Employee Benefits." [3].

The features of accounting include meticulous consideration of tax requirements, compliance with legislative norms regarding wage payments, and the use of specialized software for process automation. Effective payroll accounting helps avoid mistakes and ensures the accuracy of financial data. Moreover, it is important to consider the individual needs and rights of employees, ensuring their satisfaction and alignment with the chosen human resource management strategy. Such an approach to payroll accounting becomes a key factor in achieving financial stability and successful organization operation.

Thus, "Features of Payroll Accounting" has made it clear that this is a complex and crucial aspect of human resource management and financial accounting for any organization. The main conclusions are that effective payroll accounting requires accurate documentation, consideration of all accruals and obligations, and compliance with legal requirements. An important part of the process is using specialized software for accounting automation, which helps reduce the risk of errors and increase operational efficiency.

Additionally, it is necessary to consider the individual needs of employees and ensure that their calculations comply with legislative norms regarding wage payments. Meticulous accounting of employee payment calculations plays a key role in ensuring financial stability and staff satisfaction, making it an integral part of effective organizational management.

### **Література:**

1. Кодекс законів про працю України: Закон України №322-VII від 10.12.1971 р. Офіційний вебпортал парламенту України URL: <https://zakon.rada.gov.ua/laws/show/322-08#Text>. (дата звернення: 10.03.2024).
2. Закон України «Про бухгалтерський облік та фінансову звітність в Україні». Офіційний вебпортал парламенту України. URL: <https://zakon.rada.gov.ua/laws/show/996-14#Text> (дата звернення: 10.03.2024).
3. П(С)БО 26 «Виплати працівникам»: наказ Міністерства фінансів України від 28.10.2003 р. № 601. Офіційний вебпортал парламенту України URL: <https://zakon.rada.gov.ua/laws/show/z1025-03#Text>. (дата звернення: 10.03.2024).