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STIMULATION OF LABOR AT THE PRESENT STAGE OF ECONOMIC DEVELOPMENT

The aim of this work is to study and promote the effective quality of work and identify opportunities for growth considering their subjective needs based on external stimuli.

The concept «stimulation of labor» is one of the common methods of social control, influence the behavior of activity of individuals, social groups, labor groups.

The problem of incentives for workers to highly efficient, productive work involved many scientists, but primary sources of science considered the works of Smith, Ricardo, A. Marshall [1].

Modern theoretical achievements of foreign scientists in the field of encouraging business staff made D. McClelland, William Ouchi, W. Vroom, J. Atkinson, L. Porter and others.

Ukraine in this issue deal with such scientists as D P G o d d e s s V S Vasil'chenko, A M K o l o t, E E Kuzmin, L. Kirby, O H Miller, A. Sosnin and others [1].

To motivate employees of the organization must use both tangible and intangible methods. Promote in material form involves the introduction of highly efficient systems and forms of wages, improvement of existing and the introduction of a new tariff system, the use of incentive payments and allowances to salaries, cash payments for performance goals, "profit participation", the sale of shares at discounted prices. Intangible methods provide motivation by providing various gifts, discounts on goods produced by it, paid health insurance, improving the safety and the like [3].

But now I want a closer look at the material incentives of employees.

You can select the following types of financial incentives:

1) Salaries, which is a form of mandatory minimum remuneration of staff. It guaranteed basic compensation to which the employee can expect in return for their labor action. There are many different ways of deducting certain size (of wages): hourly, piece, the results of the individual, taking into account factors tariff-qualifying grid. Optimally, it is likely to be wage system that: a) worked closely with the needs of the company and its employees; b) based on accountability at all levels of managers and ordinary employees; c) laying the foundations differentiation in pay; d) developed, introduced and maintained with the participation of the workforce.

2) Allowances (surcharge) cash payments to key employees can be assigned based on: seniority, merit to the company, for night work, holidays, overtime, performance of additional responsibilities, communication professionals, hard working conditions and on other grounds and to the extent caused by the leadership of the organization. Conventionally, they can be seen as an additional element of salary, located between the rates on the current system of remuneration and bonuses.

3) Premiums earned on the basis of employees, usually defined intervals. Prize must be strictly personalized form of reward and be the basic method of differentiation in pay, that depend on the employment indicators, the results of a particular employee. The award should not be assessed, the results of which are mandatory and which are covered under salaries and allowances, on reasons not connected with work. Slight in size but frequent and widespread outreach staff bonuses turns into the usual fee and the stimulating effect is reduced [4].

Thus, today there are many types and forms of stimulation, so managers choose such systems should encourage that effectively encourage employees to work highly. I reviewed their work stimulating material types, because they consider the most effective.

Literature.

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ОРГАНІЗАЦІЯ РОБОТИ ЛОГІСТИЧНИХ ЦЕНТРІВ НА СІЛЬСЬКОГОСПОДАРСЬКИХ ПІДПРИЄМСТВАХ

[1].

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