OPTIMIZATION OF THE STRUCTURE OF THE INCENTIVE FUND OF WORKERS OF THE MOTOR TRANSPORT SHOP OF THE MINING ENTERPRISE

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The article analyses the experience of the motivation of labour in foreign countries and in Ukraine and its legal and regulatory framework. The issue of levers of labour stimulation is considered. The methodology of determining an optimal size and structure of incentive fund is given on the example of technological motor transport shop of the mining enterprise.

Particular attention is paid to large city-forming enterprises in the mining industry, whose economic activity is sensitive to the economy of the state as a whole. Such enterprises are characterized by specific features, the essence of which is the presence of large units, which consists of several separate groups of workers. The expediency of applying to such groups of employees the incentive coefficients on the contribution to the general results of the work of the unit, in particular, the shop of technological vehicles for the transportation of rock mass, is substantiated. The method of determining the optimal values of the incentive coefficients in the distribution of the incentive fund among the groups of workshop employees is proposed. As a generalizing criterion for determining the optimal structure and distribution of the incentive fund of the workshop it is recommended to use conditional profit, expressed through the profitability of the enterprise as a mono-product entity. The mechanism of management of the incentive fund involves the use of correlation-regression analysis in determining the priority of the impact of each group of employees of the production structural unit on the value of the proposed criterion. The expediency of using economical-mathematical modeling with application of dynamic programming method in realization of optimization model is substantiated. This approach allows to objectively and effectively solve the problem of material stimulation of various groups of employees of the production unit of the enterprise in the system of remuneration in general. On the example of the technological vehicle shop Prut "Inguletskyi ore mining and processing plant", the process of optimal distribution of the incentive fund among such groups of employees as driver-technology, dummies and repair team workers was simulated. The results of optimization showed that only organizational and economic levers allow to increase the value of the conditional profit of the shop, as an estimated indicator, by 7.75%.