

## **Analysis of existing technologies for prevention and prevention of labor conflicts in the enterprise**

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This article includes the study of the process of developing a conflict situation in an agricultural enterprise. The diagram shows how the conflict develops in an enterprise, as it decreases and stops.

The article states that the main reason for conflicts in the company are problems with payroll. There is a low wage level that reduces motivation and leads to poor quality of work. It is noted that the enterprise does not have a differentiation of wages depending on the quality of work. The size of employees' wages does not correspond to the economic effect that the company achieves with its help. The article analyzes the share of wages in the structure of enterprise expenses.

Among the most important factors that negatively influence the motivation of work are also defined: lack of responsibility, demographic crisis in the countryside, social injustice, low level of training, lack of social infrastructure in the countryside. The list of these factors provokes conflicting situations in the enterprise. The article

investigates that the company does not comply with the norms of the regulations on remuneration and the establishment of an allowance for the tension of works. It is noted that sometimes the conflict does not occur, even if it has all the prerequisites. Employees do not go to conflict, when the potential benefits of participation in it do not match the cost.

The article provides a table in which the functional orientation of conflicts is investigated. It is noted that any conflict that occurs in the company has both positive and negative consequences. The conflict of situations depends on the characters of the workers and their temperament. These four areas, which will require the work to prevent conflicts in the enterprise.

In general, the article states that the analysis of existing technologies of prevention and prevention of labor conflicts in the enterprise made it possible to find that the applied methodology is not effective and does not have preventive function.