

Organization peculiarities of the enterprise workers remuneration

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The current stage of the economic crisis in Ukraine requires some new approaches to the remuneration organization. It should become one of the main incentives for improving productivity and competitiveness of the enterprises. The current situation with the pay organization shows that the unjustified interregional and inter-industrial wages differentiation increases unstoppably. There are many cases of unbalanced payment structure, which is characterized by a violation of the pay proportions among one enterprise employees. Otherwise, poor remuneration and payment delay, as well as the encouragement absence, negatively affect employees' attitude to work and they are the main motives for the increasing employment abroad, especially for low-skilled positions.

Remuneration payment systems used in Ukrainian enterprises do not meet the requirements of the modern economy. On this basis, it is necessary to improve the organization of the enterprise workers pay, taking into account the

conditions of a new economy type. To address this issue, it is proposed to continue the process of improving remuneration systems that meet the standards of developed countries, taking into account the current economic specifics and general approaches to the pay organization.

The remuneration organization should make employees feel confident and secure including active means of stimulation and motivation. And the main task of the modern pay organization should be better working conditions creation, that will lead to a deserved standard of employees living and enterprise competitiveness increasing.

Thus, in order to improve the organization of labor remuneration at Ukrainian enterprises, we researched the theoretical aspects of employees pay improving, analyzed the influence of peculiarities in the pay organization as well as modern pay systems used in the enterprises of the developed countries, and considered the approaches to the available pay systems improvement in our country.