

Improvement of the system of labour remuneration in the context of motivational personnel management at the industrial enterprise

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Based on the study of foreign experience, the paper proposes a model for the process of building incentive payment systems for industrial enterprises. Formation of an effective bonus system is based on the use of multi-factor methods for assessing the merits of staff and shifting the emphasis from the payment for work to the payment for the employee's contribution to the joint activity. The emphasis is made not on the creation of rules and regulations of conduct, but on encouraging participation and devotion to the case, the reward for effective results.

The model combines traditional and modern methods of stimulating labour. The model of the system of stimulation of workers allows not only to take into account the tariff part of wages but also to put the income of the hired worker in dependence on labour productivity and the final results of the enterprise activity. A new approach to stimulating the diligent performance of the official duties by managers, specialists, and employees of the structural subdivisions of the enterprise is associated with the individual installation of wages to each employee, taking into account his personal qualities and attitude to work. Such a system is based on a point rat-

ing, which then translates into an integral coefficient of estimation of the employee's working results, which allows adjusting the size of incentive payments.

The proposed multi-factor model of service evaluation includes four factors and four steps. The choice of factors of merit evaluation is related to the kind of activity, functional responsibilities, and the nature of the product of the work of employees. The evaluation procedure is determined.

The organizational-economic model of the construction of incentive payment systems is presented. These are the basic principles (provisions, requirements) of ensuring the construction and application of an effective incentive system for the relevant categories of personnel of the enterprise.

The necessity of introducing one-time payment of bonuses and rewards is emphasized, which will allow the employer to encourage and develop at the worker's qualities that directly influence the efficiency of work but not subject to precise quantification.

The results of the research are presented in the form of methodical recommendations.