

Essence of salary and its importance in the process of enterprise economic management

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The article investigates the essence of the analysis of the term "wages", its emergence and development of both foreign and domestic scholars and the formation of this concept in terms of legal-regulatory. Investigated and solved the basic functions of wages and their importance in managing both the macro and micro levels. Reveals the motivational function of wages and its role in the personnel. The structure of wages of European countries and found that they all consist of two parts: the base (unchanged) and additional (variable, depending on various factors), which provides incentives for workers. The role of the tariff system of remuneration and its use in Western countries. The essence of "solidarity wages" and implementation of the principles of solidarity – the foundation of formation of wages in enterprises. Investigated the use of an integrated tariff system used in many industrial charging for all categories of workers in Japan. Studied the experience of countries

in the application of the minimum wage and found that in countries such as the USA, France, Spain, the Netherlands, the minimum wage established by law; Belgium and Greece - on the basis of national agreement government, trade unions and employers; Italy, Germany, the UK established sectoral minimum wages, and the national minimum wage for it. Found that in many foreign countries spread quite unique system of bonuses. In particular, US companies have long used two systems, called by the names of their authors – systems and Skenlona Rucker. Sometimes widely used system of "deferred awards". A characteristic feature of modern systems of incentives the West is a great distribution system of incentives for implementing various innovations. Yes, most Western firms forming bonus fund for the creation, development and production of new products, but their size depending on the growth in sales of new products, its share in total production.