

Summary

Subject matter: Motivation and stimulation of work of the personnel in modern organizations (on the example of “Bohemia RUS”, ltd).

Author: Bagdasaryan A.A.

Supervisor of studies: Mkheidze L.R., candidate of science (sociology), chair of creative-innovative management and law

Customer organization: “Bohemia RUS”, ltd

Topicality of the research: The problem of the development of the effective systems of motivation is one of the most significant theoretical and practical fields of the theory and practice of management. This is conditioned by the fact, that the process of globalization at the modern stage of the development of the society have assumed the irreversible nature. globalization and the rapid development of the productive forces of the society, urged by scientific, and technical progress, are radically changing the economic landscape. National markets merge into a single global market space populated by multitude of social organizations, which results in extremely sharp intensification of competition between them.

Objective of the research: is the search for directions of the improvement in the functioning of the systems of motivation and stimulation in modern organizations.

Tasks:

-to reveal the epistemological foundations of the formulation of a new paradigm of management;

-to examine the socio-economic premises of the origin of a new paradigm of management;

-to characterize the evolutionary approach to the designing of the system of management of a social organization;

-to analyze the process of the modeling of social interrelations in the organizational complex in the conditions of instability;

-to develop the set of tools for the diagnosis of the development of organizational relations;

-to study the opportunities of the improvement in the quality of management by designing the management system on the basis of the informal structure

Theoretical and methodological foundations of the research are based on the ground-breaking principles of the theory of management. In the course of the analysis we used the system method, methods of comparison, generalizations and analogs, and also the dialectical method.

Results of the research show, that the ineffectiveness of the system of motivation in “Bohemia RUS”, ltd is due to the limited nature of the organization’s working capital which prevent from the noticeable encouragement of the personnel.

The system of the reward for the majority of the regular jobs is not correlated with the result of the activity, hence the employees are to a considerable degree demotivated.

The absence of the feedback does not enable the employees to adequately assess their contribution to the common cause, which also reduces the general motivation.

Recommendations: to solve the tasks facing the system of motivation in “Bohemia RUS”, ltd it is required:

1. To bring the compensational package in conformity with the average figures on the labour market;
2. To launch on the regular basis the procedures of the staff evaluation with their differentiation depending on work productivity;
3. To formulate the goals of each business process and monitor the progress through the KPI system;
4. To grant the employees a much wider range of corporate privileges