

Summary

Subject matter: Motivation and stimulation of personnel in modern Russian banks.

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Customer organization: Kabardino-Balkar branch №8631 of the North Caucasus Bank of Sberbank of Russia.

Topicality of the research: The former value orientations of work are destroyed, and the new constructive motivation has not yet been created. For it to appear we need the appropriate mechanism of motivation and stimulation that can impact the structure of values of work activity and, consequently, the social activity of an employee.

Objective of the research: the development of the methodological approaches to the solution of the problem of the improvement of the motivation and stimulation of work and development on this basis of some practical recommendations on the improvement of these functions in the Kabardino-Balkar branch №8631 of Sberbank of Russia.

Tasks:

- to analyze the main classic and modern theories of motivation and stimulation of personnel as regards the possibility of their use in the modern organizations of the bank sector;

-to consider the key methods and forms of the improvement of motivation and employees' work stimulation used in modern organizations;

-to reveal the specific features of the application by banks of traditional and non-traditional systems of compensation;

-to analyze the staff policy and the system of staff management in the Kabardino-Balkar branch №8631 of Sberbank of Russia;

-to examine the system of motivation and stimulation of the staff in the Kabardino-Balkar branch №8631 of Sberbank of Russia;

-to discover the key problems of motivation and stimulation of the staff in the Kabardin-Balkar branch №8631 of Sberbank of Russia;

-to develop a complex of measures on the improvement of the system of motivation and stimulation of the staff in the Kabardino-Balkar branch №8631 of Sberbank of Russia.

Theoretical and practical significance of the research: The application of the developed recommendations will promote the formation and realization of a more effective motivational policy of the given organization. The consumers of the obtained information can be organizations and businesses of different forms of property, in force not only in the banking sphere, but in other spheres.

Results of the research: We have revealed the problems of motivation and stimulation in the branch and proposed some concrete measures on the improvement of the practice of motivation and stimulation of the work of the staff in the Bank.

Recommendations:

- to switch from the authoritarian leadership style to democratic;
- to change the role and place of the HR department in the structure of the organization;
- to introduce the system of KPI and the compensation package into the branch;
- to apply non-economic methods and forms of motivation and stimulation;
- to use a flexible work schedule;
- to use the method of delegation of authorities;
- to conduct career management and pay great attention to personnel training;
- to extend the spheres of the application of the method of payment for knowledge;
- to test the personnel in order to discover the motivational courses of action of the subordinates.