

SUMMARY

Subject matter: Analysis and improvement in the system of staff motivation and stimulation (on the example of “Pyatigorskteploservis” Ltd).

Author: Zemphira Issaevna Dekkusheva.

Supervisor of studies: N/V/ Demina, candidate of sociology, assistant professor, chair of economics, management and finance.

Customer organization: “Pyatigorskteploservis” Ltd.

Topicality of the research: At the modern stage of economic development among the problems connected with the improvement in the mechanism of management and competitiveness of organizations in modern Russia in the sphere of using workforces of great importance is the system of staff motivation and stimulation in an organization. In this connection the problem of building an effective system of staff motivation and stimulation is becoming one of the most topical problems.

Objective of the research is a complex analysis of the system of staff stimulation and motivation in an organization and the development of practical recommendations for its improvement.

Tasks:

- to reveal the essence and content of the process of staff motivation and stimulation;
- to determine the characterization of the methods of staff motivation and stimulation and the factors influencing their effectiveness;
- to give an organizational and managerial characterization of “Pyatigorskteploservis” Ltd;
- to carry out the analysis of the existing system of staff motivation and stimulation in “Pyatigorskteploservis” Ltd;
- to detect the main problems in the system of staff motivation and stimulation;
- to work out recommendations for the improvement in the system of staff motivation and stimulation in “Pyatigorskteploservis” Ltd.

Theoretical significance of the research lies in the supplement to and development of the methodological approaches to the formation of the system of staff motivation and stimulation both in the target organization and some other organizations.

Practical significance of the research consists in the possibility of the application of the developed recommendations for the improvement in the system of staff motivation and stimulation both in the target organization and in many others.

Conclusions: In the course of the research the author studied in great detail the notion of staff motivation and stimulation, examined the organizational and managerial characterization of the organization, the currently existing system of staff motivation and stimulation in “Pyatigorskteploservis” Ltd. On the basis of the received data we identified the problems and ways of their solution submitted in the form of the recommendations for its improvement.

Recommendations:

- as the first recommendation we suggest that the developed program of the employees' healthy way of life should be used;
- the second recommendation is the correction of the shifts;
- the third recommendation for the improvement in the system of staff motivation and stimulation is the improvement of the poor work conditions;
- as the fourth recommendation we suggest that the measures to improve the work of the trade union be adopted.