

PM-PREPAREDNESS OPERATIONS AND USE OF MATERIAL MOTIVATION OF STAFF INVOLVED IN PROJECT

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The rapid development of information technology and software has created a demand in the recording features of this area in project management (PM) and created a need for the learning process for the preparation of specialists in information technology design, disciplinary, management-related IT projects. Such projects are aimed at automating business processes throughout the enterprise and their distinguishing feature is the need for full or partial re-engineering of the organizational structure of the company.

While preparing the work program of the discipline, it was determined that there is a need to examine the rules of effective work organization in a team project. The analysis of literary and the Internet sources showed that the introduction of PM ideology in enterprises can be structured by PM-ready companies by providing three levels of commitment: leadership, organizational structure and personnel.

The concept of PM-readiness leader we offer is considered as its ability either to learn the basics of most project management, or use the services of certified professionals. Then the head of the company or the same visiting scholars are also engaged in optimizing the organizational structure of the enterprise. The basic principle of constructing the project structure is the concept of the project, defined as any purposeful change in the system. The restructuring is considered as a process of institutional, structural and financial changes that are necessary at the enterprise to realize the goal, which means bringing the organizational structure according to the priorities of innovation development and technology foresight; developing a systematic mechanism of interaction between state and corporate sector of the economy.

Speaking of the PM-readiness of personnel, we mean the attachment of time and physical resources. Top managers have to be ready to financial costs.

PM-readiness of personnel also implies the willingness of the project team which is a fundamental element of success of the project. Therefore, the creation and selection of staff should be paid particular attention to, as to the process of the team formation the competence and knowledge of each project participant should be taken into account for correctly distribution of jobs and responsibilities in the project.

The concept of the project team includes the **planning, formation and team building, team development, transformation or dissolution of command.**

When we have implemented the proposed levels of PM-readiness of the enterprise we can assume that it is possible to prepare certified managers of their own staff. They will be engaged in project management of the enterprise which further saves on the invited experts.

When implemented all proposed levels of PM-readiness at the enterprise, you can raise for certified managers of their own staff, who will be engaged in project management of the enterprise, saving further on the invited experts.

Project organization of work differs from other methods of organization. Methods of motivation of staff applicable throughout the world:

1. wages. It is effective but the most expensive way of motivation. The disadvantage of this method is the effect of addiction;
2. award. In project management effective prize can only be called when it is issued on the basis of concrete work. However, sometimes in the form of premium is considered part of wages using it as a tool of manipulation;
3. payments to assess the types of work. For example, the factors are the knowledge and skills, responsibility, decision complexity, lobbying;
4. social package. Effect of savings is achieved through the acquisition of various benefits for employees on corporate costs. Also, it could be economically interesting social package, providing financial compensation in the course of any event;
5. bonus. This is a remuneration as a percentage of profits. It is used to promote project management;
6. contracts. The main plus of this type of payment is that the person knows the essence of work and agrees on proposed conditions;
7. encourage participation in the property. For example, premiums in the form of shares, loans or savings system for the acquisition of shares.

The existing project experience suggests the conclusion that a crucial element of a successful project is a good team. Team building is very laborious and responsible process which is guaranty for the successful implementation of the project's success.

We believe that the term PM-readiness we proposed has already gained the right to exist and its study will allow to identify three levels of PM-readiness of the enterprise: the willingness of leadership, organizational structure and personnel. It will also help to determine the extent of the RM-readiness of the enterprise more accurately. Further refinement of these levels with the use of CASE-tools will determine the weighty value of these levels and their components.

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