

МІНІСТЕРСТВО ОСВІТИ І НАУКИ УКРАЇНИ
Сумський державний університет

Економічні проблеми сталого розвитку

Экономические проблемы устойчивого развития

Economical Problems of Sustainable Development



Матеріали

Всеукраїнської науково-технічної конференції студентів,
аспірантів і молодих учених, присвяченої 80-річчю
від дня народження професора Олега Балацького
(Україна, Суми, 21 – 25 квітня 2017р.)

Суми
Сумський державний університет
2017

Therefore culture can be major factor that influence on the management and leadership style, it has been evidence that different countries has different types of management some democratic, liberal or even mix of all.

PROBLEMS OF STAFF MOTIVATION

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The problem of personnel management is widely examined on modern enterprises. Modern technologies, innovative ideas never will be effective, to be of the maximal use without highefficiency work, proper preparation and qualification of human capitals. A management of personnel is a complicated process, because everybody is provided with an intellect, and ability to think. Nowadays, the basic problems of management of personnel is selection, forming of shots with the modern economic thinking, providing of efficiency of employees labor, maintenance of favorable climate in the company.

Staff is a basic staffing employees of the organization that perform various production and economic functions. Staff is determined by the nature, scope, complexity of production processes, their degree of mechanization and automation.

Personnel Management - a set of principles, methods, means and forms on interests, behavior and activities of employees in order to maximize the use of their intellectual and physical abilities during labor function.

In today's strong market competition, the success of the enterprise depends on the creativity of workers. Therefore, one of the main tasks of the manager is the motivation of staff. Most scientists believe that the mechanisms of stimulation of workers are complex systems impact management organization of workers that directly involves the interaction between manager and employee. Today motivation mechanism in Ukraine is outdated and ineffective; it does not meet the needs of today, the strategic objective of social and economic development.

Experts distinguish five main ways for staff motivation:

- 1) Give your employees feel that they are involved in company;
- 2) Do not motivate, but make workers happy;
- 3) Stand-alone mode also motivates;
- 4) Encourage employees to ensure that they have expressed their complaints about the work;
- 5) Hire leaders and motivate them.

System of staff motivation should be based on thorough study and consideration of the needs of workers. Motivation is used to provide some orientation activities and operations. Building an effective mechanism of motivation is very difficult, because there are so many human needs and the means

to meet them. Methods of motivation that give effect to certain conditions concerning some people may not be suitable for others. Therefore, it is clear that there is a universal system of motivation. Each entity and enterprise should develop a system of incentives or make changes to accept.

Internal factors of motivation:

- Dream, self-realization;
- Ideas, creativity;
- Self-affirmation;
- Conviction;
- Curiosity;
- Health;
- Personal growth;
- Need for communication;

External factors of motivation:

- Money;
- Career;
- Status;
- Prestige things;
- Aesthetics of life;
- The ability to travel.

Knowledge of the factors motivating the employee is fundamental for the manager, since it is the ratio of internal and external factors of motivation that is the basis for coordinating the interests of the employee and the company, developing a system of motivation for him. You can identify a set of motivational factors for an employee in different ways. This can be a candidate's interview, testing, and questioning. The choice of a specific instrument always depends on the situation in the company, on the planned results, on the skills of the manager himself or of the personnel management specialist.

Thus, the problems in personnel management system, organizational communication is not properly understood yet. Personnel management as a scientific field and scope of practice in the country now passes only through the stage of its development.