

Summary

Subject matter: Problems of the formation of the system of motivation and stimulation of personnel in modern organizations and perspectives of their solution (on the example of “Center-Invent” №4 “Pyatigorsky”, plc.)

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Customer organization: Commercial bank “Center-Invent”, additional office №4 “Pyatigorsky”.

Topicality of the research: is conditioned by a number of reasons. The theoretical approaches to personnel management have outlived their usefulness; secondly, the recruitment of practice conditions the need for scientific substantiation and development of new ways of personnel management; thirdly, the specific nature of a bank’s activity puts great demands on the competitiveness and skills of the personnel.

Objective of the research: is the determination of the key directions of the improvement of the systems of motivation and stimulation of the personnel in the additional office №4 “Pyatigorsky”.

- to conduct a structural analysis of the systems of motivation and stimulation of personnel;
- to conduct the retrospective analysis of the theories of motivation and stimulation of personnel, reveal their opportunities for the use in modern organizations;
- to consider the complex systems of motivation and stimulation of personnel;
- to analyze the staff policy in the organization in question and determine the main tasks of personnel management in the bank;
- to assess the established practice of the realization of the system of motivation and stimulation of the personnel in the bank;
- to identify the problems of building an effective system of personnel motivation in the bank.

Theoretical and practical significance of the research: is that its main results and conclusions can be used in the further improvement in the strategy of motivation and stimulation of the personnel.

Results of the research: we have identified the following problems:

- personnel turnover;
- drawbacks in the existing system of compensation;
- lack of personnel manager on the staff of the bank.

Recommendations:

- to use the methods of socio-psychological character;
- participation of employees in the bank's profits;
- to introduce the job of a personnel manager.