

Summary

Subject matter: The improvement of the system of situation and motivation of personnel in public organizations (on the example of the Pension Fund Administration with Pyatigorsk).

Author: Avanesyan M.A.

Supervisor of studies: Alfiorova L.A., candidate of political sciences, associate professor, chair of innovatics, management and law.

Customer organization: the Pension Fund Administration with Pyatigorsk.

Topicality of the research: is conditioned by the fact that today in order to provide the high pace of the state's economic development of great significance is the search for the effective methods of personnel management and new approaches to work stimulation. The low effectiveness of the work of the state structures is one of key obstacles on the way of the development of the Russian community and economy.

Objective of the research: is the determination of the directions of the improvement of the system of stimulation and motivation of personnel in public organizations.

Tasks:

- to verify the meaning of the notions "motivation" and "stimulation";
- to characterize the main motivation theories;
- to reveal the peculiarities of the systems of motivation and stimulation in public organizations;
- to give a general description of the work of the Pension Fund Administration of the RF with Pyatigorsk;
- to analyze the methods and instruments of the system of stimulation and motivation of the Fund's personnel;
- to determine the ways of the improvement of the effectiveness of the system of stimulation and motivation of the personnel.

Theoretical and practical significance of the research is the verification of the notions "stimulation" and "motivation" and also the revelation of the theoretical

foundations of the systems of stimulation in the organs of state power. Practical significance of the work is that it proposed the recommendations on the improvement of the mechanism of stimulation in the Pension Fund Administration of the RF with Pyatigorsk.

Results of the research:

-the organizational and economic mechanism of the system of motivation and stimulation of the personnel consists of personnel planning, a flexible system of work payment, orientation towards professional development, career development, provision of social guarantees, formation of moral and psychological stimuli, provision of the work transparency, constant monitoring and work motivation management.

-the most important stimuli to improve the staff motivation are: flexible work hours, variety of the work done, cut in the volume of “paper” work; provision of the opportunities for showing initiative and original work, creation of the favorable moral and psychological climate.

Recommendations: we have developed and described the mechanism of the improvement of the effectiveness of the work of the employees through the system of stimulation and motivation. The basis of this mechanism is the pursuing of the effective staff policy including:

- the conduct of successful adaptation;
- the conduct of the systematic evaluation of the staff;
- the development of the individual career strategies;
- the introduction of the foreign experience of training state servants in order to improve motivation towards the development of professional knowledge and skills;
- the provision of greater openness of the career development of each employee.

The proposed mechanism will enable the organization to improve the staff motivation, to create a positive image of the Administration of the Pension Fund and improve the effectiveness of its work.