

Summary

Subject matter: Modern state and ways of improvement of motivation and stimulation of work of an organization's employees (on the example of "Tander", ltd.)

Author: Vanieva Albina Ruslanovna.

Customer organization: "Tander", ltd.

Topicality of the research: Motivation of an organization's personnel is a key means of the optimal use of labor resources, mobilization of the staff potential. The main objective of the process of motivation is to receive a maximal return on the use of the available labor resources, which enables one to increase the general efficiency and profitability of the organization's performance. Successful management of people is the most essential task of modern management whose solution impacts the efficiency of the work of the organizations they are at the head of.

Objective of the research: the study of the system of motivation and stimulation of "Pyatigorsk branch of "Tander", ltd. to develop recommendations directed at the improvement of moral and material methods of stimulation of the organization's employees.

Tasks:

- To consider the essence and content of the notions "motivation" and "stimulation" and their role in modern organizations;
- To characterize the main theories of motivation, and also methods of stimulation of work of the personnel in modern organizations;
- To study the principles of building the system of motivation and stimulation of work of the personnel in modern organizations;
- To reveal the specific features of the formation and functioning of home and foreign motivational systems;
- To carry out the practical analysis of the system of motivation of the personnel of "Tander" (Pyatigorsk), ltd. And develop recommendations and proposals for its improvement.

Theoretical and practical significance of the research: is that the materials used in the work and also the conclusions and recommendations formulated in the work can be

used to design plans, programs and projects, related to the improvement of the system of motivation and stimulation in the organization under study.

Results of the research:

-motivation in personnel management is understood as a process of activation of the motives of employees to stimulate their effective work.

-the process of motivation can be roughly divided into the following stages: identification of needs, formation and development of motives, their management in order to change the behavior of the people needed to realize the goals, correction of the motivational process depending on the degree of the results achievement.

Recommendations:

-Apart from the labor agreement it is essential to sign a collective agreement/which specifies whether an employee agrees/or disagrees to work overtime for additional pay;

-To install in the supermarket “Tander” an electronic article surveillance to rid the employees from the unjust deductions from their wages;

-To pay wages in the sums initially indicated in the vacancy advertisements.

-To make a video of an employee’s achievements and show it to the entire office during the dinner break;

-To pay the best employee for an interesting event, for example dancing lessons or parachute jump.

-To find out an employee’s hobby and contribute to it in some way or another.