

Summary

The topic of the graduate work: Conditions, regime and discipline improvement in an organization (based on the example of limited liability company «Bora-Maisa», Informational service «What? Where? How much does it cost? », Nalchik)

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Information about the organization-customer: limited liability company «Bora-Maisa», Informational service «What? Where? How much does it cost? », Nalchik

Topicality: Economic and social development of a state is highly determined by successful functioning of all the organizations and economic units. The effectiveness of the personnel management depends upon the professional efficiency of the employees. That proves the necessity of studying the ways of improving conditions and regime in an organization.

The purpose: analysis of conditions discipline and regime in an organization and further elaboration of the improvement recommendations.

Aims:

- To study the main characteristics of conditions, regime and discipline in an organization;
- To define legal basis of the regime and discipline regulation in an organization;
- To study the structure of the managing processes in a limited liability organization «Bora Maisa» Informational service «What? Where? How much does it cost? », Nalchik
- To carry out a complex analysis of the of the discipline regulation in a limited liability organization «Bora Maisa» Informational service «What? Where? How much does it cost? », Nalchik;

- To detect the problems and main ways for improving regime and discipline control in a limited liability organization «Bora Maisa» Informational service «What? Where? How much does it cost? », Nalchik

Theoretical and practical significance: the given recommendations concerning the improvement of regime and discipline control in an organization can be used in further scientific development and elaboration of the named issue. The practical significance of the work is proved by the possibility of using its results in daily work by organizations for improving controlling processes.

The results of the research and recommendations:

- 1) The strategy for discipline improving should include a complex approach that embraces human needs and psychological features. It is important to combine motivation and realization of employees' commercial interests.
- 2) The personnel must clearly understand the goals and main tasks of the organization that promote bilateral responsibility of employees and direction.
- 3) It is necessary to combine exactingness and concern about the employee's competitive skills. The taken measures should include moral and financial reward
- 4) Personnel discipline must be build around the strategies of persuasion and motivation. The major key for excellent discipline is social partnership as an effective way for regulating employer- employee relations.