ABSTRACT

The subject of graduate qualification work: Current state and ways of improvement of organisation personnel motivation (through the example of health resort "Iskra").

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Details of the contracting authority: health resort "Iskra".

Topicality of the research: is in fact that for today, the success of the market operation and its life cycle depends on the effectiveness of motivation and incentives. Therefore, the questions of motivation and incentives are the cornerstone of personnel management.

The purpose of work is the study of experience in the area motivation and incentives and in it basis the development of recommendations for improving the system of motivation, through the example of health resort "Iskra".

Objectives: 1) to prove the role of motivation and incentives in the organization; 2) to analyze the state motivation and incentives in organizations; 3) to study the international practice and national characteristics in the area labor stimulation and staff motivation; 4) to receive and analyze common characteristic of the health resort "Iskra" activities, its internal environment and existing at the moment the system of motivation in the organization; 5) to describe the existing incentive system in the world's and Russian largest corporations, to study their features and possible applications in other organizations; 6) to suggest methods and ways of motivation and incentives system improving in health resort "Iskra".

The theoretical significance of work consists of proving the importance of motivation and incentives in an organization, basic principles characteristics on which to build a system of motivation in the organization should be built.

The practical significance in the fact that the proposed methods aimed at improving the system of motivation of health resort "Iskra", will bring a positive
effect for organisation, which will benefit both the economic indicators, and the staff of the health resort.

**The results of the study:** The motivation system of the personnel in the health resort "Iskra" was offered for use.

**Recommendation:** Within the work of incentive system for the health resort "Iskra" has been proposed, which is able to increase the level of motivation of employees and meets all the requirements of the motivation system. In a system of incentives such methods as the creation of the health resort newspaper and specialized testing system designed to identify the strengths and weaknesses of the current system of motivation were included. For health resort "Iskra" it was also recommended to pay more attention to personal motivation of employees and non-financial methods of stimulation. To create an internal system, which promote personal and career growth. To harmonise the existing system of material bonuses. Pay attention to staff life outside the organization (cultural events). To return to corporate trips on weekends and holidays, and pay more attention to the health and of their employees, because in medical resorts healthy staff is as important as healthy vacationers. The managers of health resort was offered to give more initiative to staff in decision making, to consult with staff and admit to organizational and managerial work.