

Subject matter of the dissertation: Analysis and improvement of employee incentive scheme in Arseniy LLC.

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Customer organisation: Arseniy LLC

Topicality of the research: One of the most important steps for an effective business in the times of modern crisis is the improvement of human capital usage through the efficiency of human resources management which includes incentive scheme as the base component. Today this part of resources may become a determinative for achieving a sustainable competitive advantage.

Objective: to analyze the employee incentive scheme and make the practical recommendations on its improvement.

Tasks:

- to define a substance and content of an employee incentive scheme;
- specify the incentive scheme as the part of the company's total strategy
- to reveal the specific factors of Russian companies' employee incentive programme including motivation through developing of motivating organizational culture;
- to describe Arseniy LLC and its business;
- to propose the ways of improving the employee incentive scheme on Arseniy LLC;
- to estimate an economic efficiency of the elaborated recommendations.

Theoretical and practical significance of the research: The results of this investigation provide an opportunity to develop and enhance the abstract concepts of the researches on employee incentivization. Practical implications are in the possibility of using the elaborated recommendations in Russian companies' employee incentive programmes.

Results of the research: Forming up an effective employee incentive scheme goes beyond the financial incentives. The scheme of non-financial incentives, effective teamwork, psychological management tools and, in particular, the organizational culture as the part of strategic management play a critical part. Arseniy LLC lacks the most of organizational culture's components and this fact has an adverse effect on employee incentivization.

Recommendations: The main resources for employee incentivization growth at Arseniy LLC are the system of non-financial incentives and moral encouragement, improvement of social climate, development of motivating organizational culture and of employee adaptation system.