Summary

Subject matter: Modern state and ways of improvement of staff motivation.

Author: Yagyaeva Yana Muratovna.

Supervisor of studies: Spiridonidi Tatiana Vladimirovna, associate professor, chair of special management and economics.


Topicality of the research: In conditions of the formation of new market oriented economic mechanism emerges the need to work in a new way taking into consideration the demands of the market, the need for mastering a new type of economic behavior, and adapting all the sides of the organization’s activity to the changes situation.

The improvement of management of the work of Russian organizations is impossible without the active mobilization of the research of human factor. It is just people, their working activity and aspiration to achieve the goals set enables one to provide the effective work of any organization.

Objective of the research is: the study of the improvement of the system of staff motivation on the example of “Malysh”.

Tasks:
- to familiarize ourselves with the evolution of the theoretical approaches to staff motivation;
- to examine modern theories of motivation;
- to study the ways of improvement of work motivation in an organization;
- to conduct the study of the practice of the staff motivation in “Malysh, ltd.”;
- to highlight the directions of the improvement of the system of effective staff motivation in “Malysh, ltd.”

Theoretical significance of the research: is that its theoretical principles and findings are brought to the level of concrete proposals and can be widely used for the creation of effective motivation systems of staff management in different organizations.
**Practical significance of the research:** is that its recommendations are of scientific and practical value for the formation of the optimal system of staff motivation in Russian organizations.

**Results of the research:**
- the organization does not take any effective measures on the improvement of the situation and search for intra organizational reserves of stimulation;
- old ineffective methods of management hindering the economic stimulation and the interest of the staff in the results of their work are still in use;
- low efficiency of intraindustrial relations.

**Recommendations:** 1. It is essential to improve work payment; 2. Increase in the stimulation impact of the tariff payment; 3. Increase in the stimulating impact of the beyond the tariff payments (bonuses, over fulfillment payments, rise in wages); 4. Increase in the stimulating role of the mechanisms of formation and distribution of the find of work payment of the submits; 5. Pension accumulation, participation in profits, payment for education, interest – free loans to buy a house or a car, payment of meals and travelling expenses, payment for recreation.