Summary

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Subject matter: The improvement of the system of personnel motivation and stimulation in government agencies (based on the example of the Ministry of Economic development of the Kabardian-Balkar Republic).

Customer organization: the Ministry of Economic development of the Kabardian-Balkar Republic.

Topicality of the research: currently much attention is paid to the problems of public service, the consequences of the changes in the legal basis of public service are studied. This interest is conditioned by the importance of public service in the functioning of the state. One of the conditions of the successful development of the state is the effective work of government employees, who implement the political course, developed by the representative agencies of the state. A lot of papers study the necessity of improving the work of the machinery of the government and the professionalism of government employees, other aspects and problems of public service in general. The important condition of the effective work is high motivation. In this connection the knowledge of the theoretical developments of motivation and the ability to accurately use them in practice is of great importance.

The knowledge of human motivation and the ability to influence it is one of the ways to change the professional activities of people, improve the quality of the job done. The knowledge of what motivates a person, inspires him to do the job, gives an opportunity to create the efficient system of the forms and methods of managing him. To do it, it's necessary to understand the nature of motivation, to be able to stimulate people in different ways. Nowadays there are a lot of theoretical developments on how to influence professional motivation correctly, which allows, depending on the situation, to choose the best way of changing the motivation of a group of workers or an individual.
**Objective of the research:** to identify the peculiarities of the system of motivation and stimulation of government employees and draw up the practical guidelines on its improvement in Russia.

**Tasks:**
- to study the theoretical approaches to the notions "motivation" and "stimulation";
- to study the meaning and essence of the fundamental differences of motivation and stimulation;
- to analyze the methodology of stimulating professional activities;
- to identify the peculiarities of the modern trends of government employees' motivation;
- to analyze the system of government employees' motivation and stimulation in the Ministry of Economic development of the Kabardian-Balkar Republic;
- to identify the ways of improving the efficiency of the system of government employees' motivation and stimulation on the example of the Ministry of Economic development of the Kabardian-Balkar Republic.

**The object of the research:** the system of government employees' motivation and stimulation.

**The subject of the research:** the ways of improving the efficiency of the system of government employees' motivation and stimulation on the example of the Ministry of Economic development of the Kabardian-Balkar Republic.

**Results of the research:** It's obvious, that the expertly planned, steadily operating at all personal levels system of motivation is one of the main factors, which guarantee the efficiency of operations of any organization. The dependence of the success, steady development and functioning of any structure from the optimization of the very mechanism of management and from improving the efficiency of the activity of individual subjects, who carry out the managerial functions – government employees and public sector workers – becomes more obvious. That's why building the "new", innovative system of public
administration, which focuses not only on the global questions, but also on the work inside every single structure, is the most important and vital constituent of the enormous and complicated mechanism of public administration.

**Recommendations:**

1. The creation in the structure of a government body of a new department, responsible for the training, professional development, selection of personnel and work with them.

2. Apart from the creation of this body, it's necessary to form and constantly upgrade the information and educating bases inside the organization.

3. To introduce the motivation based on performance. The introduction of the flexible remuneration system will increase the employees' interest in their responsibilities, as their salary will depend on it, therefore, this system will promptly, without delays, lead to good performance of the whole Ministry's personnel.

4. The creation of the most attractive working conditions. Studying working conditions plays an important role in enhancing the image of the institution and, correspondingly, it's attractiveness for the personnel. Financial interest is not always a priority, an employee, who feels uncomfortable in the place of employment, will try to change jobs.

5. Giving a government employee an opportunity for professional development will give him a certain confidence in keeping his job. The salary should be increased together with the professional training, new opportunities for climbing the career ladder should be provided.