SUMMARY

Subject matter: The analysis and the improvement in the staff motivation and stimulation system in a small business organization (on the example of “Irbis”, ltd.)

Author: Zeusheva Adalina Zamirovna

Supervisor of studies: Kolyadin Alexander Petrovich, doctor of economics, professor, chair of economics, management and finance

Customer organization: “Irbis”, ltd., 357538, RF, Stavropol territory, Pyatigorsk, Admiralskogo 33, apt. 69

Topicality of the research: at present the increasing number of managers are striving to create the atmosphere of the constructive collaboration in the company to ensure their personnel’s effective work. The solution of this task implies not only the availability of the technological conditions but also the use of various forms of work motivation and stimulation.

The objective of the research: is the analysis of the state and the development of practical recommendations for the improvement in the staff motivation system in “Irbis”, ltd.

The objective set determined the need for the solution of the following tasks:

-to reveal the essence and interconnection between motivation and stimulation;
-to explore the specific features of motivation and stimulation in small business;
-to describe the “Irbis”, ltd’s management structure and types of activity;
-to analyze the “Irbis”, ltd’s staff motivation and stimulation system;
-to spot the possibility and directions of the improvement in the “Irbis”, ltd’s staff motivation and stimulation system;
-to develop recommendations for the optimization of the “Irbais”, ltd’s staff motivation and stimulation system;
Theoretical significance of the research: is the extension of the scientific ideas in the field of the problems in the staff motivation and stimulation system, summarization of different approaches to the understanding of the essence and interaction between motivation and stimulation, substantiation of the distinctive characteristics of this management process in the subjects of small business.

Practical significance of the research: is the development of recommendations for the improvement in the “Irbis”, ltd’s staff motivation and stimulation system and their practical inculcation.

Results of the research: The analysis of the performance of the small organization “Irbis”, ltd. shows that from the moment of its creation and up to the present time the organization has failed to take proper measures to seek the intra-industrial reserves of work motivation and stimulation. The organization does not apply the most perfect methods of management, distribution of work functions and economic stimulation.

Recommendations: To boost the effectiveness of the “Irbis”, ltd’s staff motivation and stimulation system, we recommend the use of the material and non-material forms of rewarding responsibility.

Besides, the company is recommended to use the program of the optimization of the staff non-material stimulation including the following actions:

- Provision of the career-growth opportunities and professional development for the best employees;
- Presentation of honary diplomas and letters of gratitude from the organization’s manager;
- Organization of joint corporate events, team competitions.