Summary

Subject matter: System of motivation and stimulation of personnel in modern organizations (on the example of “Stavropol stud-farm № 170”, ltd.)

Author: Tkach E.S.

Supervisor of studies: Korgova M.A., doctor of science (sociology), professor.


Topicality of the research: is that the most important and acute problem is motivation and stimulation of work of an organization’s personnel under which respondents understand not only work payment but also forms of non-material reward, socio-psychological stimuli.

Objective of the research: is the development of the recommendations on the delivery and improvement of the system of motivation and stimulation of the work of the personnel in “Stavropol stud-farm № 170”, ltd.

Tasks: 1. analysis of the notion “motivation”, “work stimulation”, “system of motivation and work stimulation”; 2. examination of the theories of motivation and stimulation of personnel regarding their – application in modern organization; 3. analysis of the methods and forms of motivation and stimulation of work in modern organizations; 4. study of the traditional and non-traditional systems of motivation and stimulation of personnel in modern organizations; 5. study of the system of motivation and stimulation of personnel used in foreign companies; 6. development of recommendations on the improvement of the system of motivation and work stimulation in “SSF № 170”.

Practical significance of the research: is the possibility of the use by the organization of the recommendations on the optimization of the system of motivation and work stimulation acceptable for the modern socio-economic conditions of Russia.
Results of the research: The system of motivation and personnel stimulation in this organization has strongly developed characteristics of the traditional system of compensation.

We propose to use not only traditional but also non-traditional ways of motivation and stimulation which will promote the team spirit in the organizational outline as a whole.

Recommendations:
- to use the group payment for the quality of the work done;
- to use additional payment in the form of business for the increase in the agricultural cultures productivity;
- to upgrade personnel’s qualifications;
- to build the sense of self-respect job satisfaction, satisfaction with the results achieved, pithiness and importance of one’s work, responsibility.