

## DEMOGRACY, LABOR ECONOMICS, SOCIAL ECONOMICS AND POLITICS

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### **THE INTRODUCTION OF TARIFF-FREE WAGE SYSTEM AT THE ENTERPRISE**

The article is devoted to the introduction of tariff-free wage system in the enterprise. The remuneration system is important in encouraging employees and maintain its interest in the outcome of labour. In case of inefficient operation of the system of remuneration of labour, there is a necessity of its optimization, i.e. the development and introduction to the work of the ways, paths and recommendations for improvement of this system. Forming an efficient system of remuneration for enterprises must be based on effective organizational-economic mechanism of remuneration, which reflects the relationship of the level of remuneration with the results of the company, the contribution of specific employee with regard to the public regulatory policies and distribution of wealth. Organization salary based on the use of its traditional elements in the form of tariff rates and salaries for different kinds of premiums, bonuses and allowances, non-responsive to the requirements of scientific and technological progress, improving product quality, saving resources.

Forming a highly efficient system of remuneration for the company should be

based on effective organizational and economic mechanism of remuneration that would reflect the relationship of remuneration to the results of business, labour input in their particular employee with the State policy of regulation and distribution of wealth. Company wages based on the use of traditional elements in the form of tariff rates and salaries, different kind prizes, extra allowances Mr. weakly sensitive to the requirements of scientific and technological progress, improving product quality, saving resources. What to do, abandoning the use of guaranteed rates and salaries in the practice of remuneration? Implement a system of tariff-free salary.

Remuneration system plays an important role in driving the company's employees and maintain its interest in the outcome of labour. In case of ineffective functioning of the system of remuneration is necessary to optimize, i.e. the development and implementation of the work methods, ways and recommendations of improvement of the system. During the optimization, features should be considered employees (their training and employment incentives) analysis features work.

Improving wage today can give us growth in the interest of workers effective work. Recently there was a need for such a pay system that has formed strong incentives to enhance efficiency. Since the existing tariff system of remuneration for employees not interested in even a small increase efficiency of their work, as most of its funds are formed based on the rules

and regulations on labour, providing predictable results.

Development of tariff-free pay systems is very troublesome and responsible job. However, through their competent implementation can achieve a significant increase in labour efficiency of employees, which will lead to increase productivity and efficiency of the enterprise as a whole.