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THE USE OF THE MOTIVATIONAL MONITORING ON THE INDUSTRIAL ENTERPRISE

The article shows the scheme of motivational monitoring organization on the industrial enterprise. The average indexes of satisfaction by its workers employment and of satisfaction by the evaluation and the reward for the work are estimated. The possibility of the use in monitoring motivational process on PJSC “TKShZ” such tool as motivational profile is considered. The motivational potential of the analyzed enterprise is reviewed. Key directions for the further researches with the usage of the bulletin incentives for the effective motivation mechanism creation in the corporate management of PJSC “TKShZ” are determined.

People are the ground of any enterprise: they make its product, form its culture, inner climate; they determine what the enterprise is. Therefore people in the process of enterprise management are the “object number one”. In the process of enterprise management personnel are formed, their relationships system is established, they join into creative process of team-work, which promote development of personnel, their training and career development.

Forming of system of organization of labor activity motivation monitoring of industrial enterprise is a real and efficient

instrument to activate working process and create the ground of efficient stimulation on the basis of correlation between work results and its compensation.

On the example of PJSC “TKShZ” analyzed possibilities of application of motivational mechanism model, which foresees consideration of requirements and results of work of each worker; remuneration of labour that based on this model and stimulation according to individual results of each worker.

Practical solution of the task to create in corporate management of PJSC “TKShZ” an efficient motivational mechanism allows active use for these purposes creative and applied developments of foreign and native scientists, and also experience of leading enterprises that achieve great success in this business line. An actual way to reduce fluctuation, increase personnel competitiveness and develop enterprise as a whole is a transition from motivational surroundings feeling to its systematic measuring, researching and improvement based on this stimulation system. All of it requires motivational monitoring that allows taking relations between employer and employee to a new, more qualitative level.