

THE SYSTEM OF REMUNERATION OF LABOUR IS AFTER GRADES

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Organization of remuneration of labour - one of key problems in the modern economy of Ukraine. On all stages of development of economy a salary was one of main factors that provide the effective system of material stimulation of workers and that form the motivational mechanism of labour activity. Stability, development and efficiency of personnel, directly depends on his motivation - as material, so not material. Exactly motivation is the primary purpose of the system of grades. Systems the remunerations of labour, that is used in our time on most domestic enterprises, morally became antiquated. It appears in that they take into account neither the specific of work of enterprise in a market economy nor different responsibility and results of labour of workers that hold identical positions. Therefore introduction of remuneration of labour after grades is actual enough.

A research object is a process of motivation, thus, as a system of grades (position positions) is the family the corporate “table of ranks”, in that every cluster(grades) of positions is answered by the wage level, it will influence on the desire of workers, improve the labour. Grades is the method of creation of universal hierarchy of positions for all personnel of company; system of estimation, that allows to define the even indemnifications accepted for all workers on the basis of comparison of relative value for the company of different areas of work. On the basis of the system of grades social politics of company, motivational programs and programs of quarry development, is also developed. Mainly - a company gets possibility to pick up on the key trends of activity of necessary people and reasonably to pay a powerful lot of money to the best employees. It was educed after realization of theoretical analyses, that introduction of the system of grades on domestic enterprises envisages next advantages: optimizes placing of labour resources; will help to manage the fund of remuneration of labour and do the system of extra charge of salary flexible; will facilitate the process of codeindexing of salaries; will put in order the disbalance of salary on an enterprise; will allow to define, position of any level treats in what sum to the enterprise; will allow to remove substantial unefficiency of work; will decide the problem of extra charge of additional charges for the work, executed on standards that are below or higher post; will allow, if necessary, quickly to conduct the analysis of structure of both post salaries and permanent part of salaries, and also from to watch their dynamics.

Thus, as a conclusion can be said, that exactly the system of grades allows to “link” the remuneration of labour and business logic, and also untie the knot of the problems related to motivation of personnel.