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WAYS TO IMPROVE THE SYSTEM OF ORGANIZING PERSONNEL REMUNERATION

In this article, the theoretical and methodological foundations of personnel remuneration are summarized. Elements of remuneration's system are dedicated and characterized. It is noted that the implementation of the business strategy of an enterprise largely depends on staff loyalty and degree of motivation for effective work. The most active element of personnel management to achieve strategic goals is remuneration. Building an effective enterprise management system always involves the formation of an effective system of personnel remuneration. It is emphasized that the staff is the main economic resource, and improving the system of remuneration is necessary to keep a competitive position of the company. The enterprise creates only the conditions under which an employee could get inside job satisfaction, enhance productive activities, identify the loyalty of the organization. Loyalty means not only assimilation of relevant employee ethical behaviour, but also the number of years of hard work, dedicated to this company. Worthy working conditions can activate phenomenon of self-motivation – enthusiasm among workers who have creative inclinations.

The right choice of distribution's criteria of remuneration should be confirmed by socio-economic indicators of the company, namely the dynamics of productivity, employee's satisfaction by the remuneration system, staff turnover etc. are indicated. The main place among the methods for studying the effectiveness of the remuneration in order to detect how much transparent and fair are remuneration system and social services at the enterprise is occupied by the sociological method.

The author has composed the algorithm for improving the remuneration system. A classification of remuneration's types is presented. The article highlighted ways to improve the system of organizing personnel remuneration such as introducing factors

of flexibility; accelerating a response to changes in the environment, coordinating personnel evaluation process with the remuneration for achieving strategic goals. The innovations in the system of remuneration should be weighed, previously tested and they are a test for employers of their social responsibility. The worthy wage, social guarantees, justice and transparency remuneration are measuring of such a responsibility, which is recognized by a majority of employees.

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