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ORGANIZATIONAL AND ECONOMIC MECHANISM OF ENSURING DEFECT-FREE PRODUCTION AT MACHINE-BUILDING ENTERPRISES

The article is devoted to the improvement of organizational and economic mechanism to ensure defect-free production at the machine-building enterprises.

The necessity of differentiating the concepts of "losses due to spoilage before compensation" and "losses due to spoilage after compensation" is substantiated. It is determined that in order to develop the scientific basis for the improvement of organizational and economic mechanism to ensure defect-free production and specify losses due to spoilage according to their types and units employees of which are perpetrators of inappropriate quality of production, it is expedient to amend and clarify the classification of spoilages as follows: by objects spoilages are divided into the spoilage of raw materials and the spoilage of products (semi-finished products, details, components or works), which is determined by differences in their economic essence and cost components; understanding of such characteristics of spoilage of production as "the possibility of correction" and "technical and technological features of production" is improved; types of spoilage on the basis of "technical and technological features of production" are specified; classification of spoilages is complemented by such features as "nature of cause of a spoilage", "place of spoilage" and "type of product".

Theoretical and methodological basis for improving the organizational and economic mechanism to ensure defect-free production through the formation of administrative procedures preventing spoilages and the use of results of control over process operations performed by each worker to motivate him for defect-free production is determined. It is suggested to conduct formation and organization of management procedures to prevent losses due to spoilages by determination of composition of management operations according to the subjects of management within the administrative procedures formed by those operations, as well as provision of communication and information regarding product quality and cases of losses due to spoilages during the performance of these operations.

The necessity of motivating employees of machine-building enterprise for defect-free production according to results of each type of control, focusing on operational control is proved. In particular, it is proposed to motivate workers for defect-free production by imposing compensations for losses due to spoilages caused by each worker while manufacturing details, components and products, according to results of the operational control aimed to ensure defect-free production process at each stage of production. Motivation of personnel for defect-free production provides reduction of the amount of gross salary of each employee within the main production staff in the amount of punitive damages from spoilages occurred through his fault. This allows creating the conditions for the effective functioning of the organizational and economic mechanism to ensure defect-free production in the machine-building enterprises.

This approach allows motivating employees of machine-building enterprise for the production of defect-free details, components and products and increases the thoroughness of quality control, thus reducing the number of spoilages and production costs and therefore increasing profits.

As a result of the use of improved organizational and economic mechanism to ensure defect-free production at a specific machine-building enterprise, decrease of spoilages by an average of 5% without changing other organizational and production conditions is observed. Thus, expenditures decrease by an average of 6.21% due to reduction of the salaries.

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