

Dorofeyeva A.A.

Ph.D.

Institute of Industrial Economics of NAS of Ukraine

Samuylov V.O.

Ph.D.

Institute of Industrial Economics of NAS of Ukraine

MAXIMIZATION MODEL MOTIVATED STAFF IN THE PLANNING AND ORGANIZATION OF THE DISTRIBUTED OPERATION OF THE ENTERPRISE

The motivation for the process of labor in the broad sense arises as a result of the complex impact of all management functions related to the planning process, and the organization, control, etc. Quality and outcome data management functions can directly contribute to the involvement of employees in the labor process, and become a serious demotivator. Identify communication process control functions work with motivation, as well as a definition of the characteristics of the control functions that can be the basis for analyzing the motivation of staff, will identify the main directions of the management of its organizational behavior.

The purpose of this paper is to develop a model of maximizing motivation of employees of industrial enterprises in the planning and organization of work-sharing.

Review of the functions of management, the implementation of which depends on the organizational behavior of employees, should begin with planning. Planning is an activity related to the definition of objectives and the optimal allocation of resources to achieve them. In the most general form of planning means to perform the following stages: setting goals and objectives, drawing up the program of action, identifying the necessary resources and their sources, the determination of the immediate perpetrators.

To the implementation of the planning function has a positive impact on

motivation and organizational behavior of employees, it is necessary to:

1) the objectives of the enterprise as much as possible is achieved through the implementation of such works, to which the performers have a high level of intrinsic motivation;

2) to work with potentially low intrinsic motivation objectives of the enterprise must be consistent with the goals of employees, which are determined in accordance with the external motivation of the perpetrator;

3) the objectives to be achieved through staff solution of the problem (and not simply correlated with the objectives of the enterprise), and their achievement needs to be controlled by the artist, that is directly dependent on it. Otherwise, ensure that the objectives will only be a hygienic factor.

Talking about managing staff motivation, you need to determine which parameters and processes associated with each of these aspects are manageable. Management in this case means in the broadest sense: as a direct administrative and reflexive. This requires the development of an appropriate scientific and methodological tools for the implementation of these types of controls.

In this regard, there is a possibility of solving the problem of increasing the motivation of employees in the organization of the distribution of work between them, which will increase the efficiency of the organization of labor and employment in general. The solution to this problem is divided into several sub-tasks:

1. Formation of a quantitative criterion of motivation of each employee to fulfill each of the individual works. Moreover, since the final goal is to increase the motivation of employees as a whole (and not only increase intrinsic motivation), the criteria taken into account in addition to intrinsic motivation should all be true motivators.

2. Formation of a quantitative criterion of motivation of each employee to carry out the whole complex of works assigned to him.

3. Formation of the objective function, which would connect the quantitative criteria of motivation of individual employees with the economic indicators of

performance (quality) of labor.

4. The formulation and solution of the problem of the appointment, which allows to find such an option assigned to each employee of the current personnel types of work (subject to any necessary restrictions), which would improve the quality of the workplace.

Solution to the problem is to determine the distribution of work between the employees of the company, which reaches a maximum at the quality of work by maximizing staff motivation.

References

1. Aronson, E., Wilson, T., and Akert, R. (2002), *Sotsyalnaia psikhologiya: Psikhologicheskie zakony povedeniya cheloveka v sotsiume* [Social psychology], Translated by L. Ordanovskaia, Praym-Evroznak, St.-Peterburg, Russia, 558 p.
2. Bas, V.N. (2010), *Upravleniye organizatsionnym povedeniyem* [Management of organizational behavior], monograph, Yzd-vo Mosk. humanyt. un-ta, Moscow, Russia, 200 p.
3. Bohdanova, N.V. (2012), "Motivational aspects of work organization's employees (for example, representation of Togliatti State University in Syzran)", *Vektor nauky THU*, no 1(8), pp. 63-67.
4. Voitko, V.V. (2004), "Management of organization behaviour (on an example of the industrial enterprises)", Dys. of Cand. Sc. (Econ.), 08.06.01, Kharkiv National Economic University, Kharkiv, Ukraine, 219 p.
5. Dubovoi, V.M. and Kovaliuk, O.O. (2008), *Modeli pryiniattia rishen v upravlinni rozpodilenymy dynamichnymy systemamy* [Models of decision making in the management of distributed dynamic systems], monograph, UNIVERSUM – Vinnytsya, Vinnitsa, Ukraine, 185 p.
6. Katrenko, A.V. and Savka, I.V. (2008), "Coordination mechanisms in complex hierarchical systems", Visnyk Natsionalnoho universytetu «Lvivska politekhnika», Seriya: Informatsiini systemy ta merezhi, Vydavnytstvo Natsionalnoho universytetu «Lvivska politekhnika», Lviv, no 631, pp. 156-166.
7. Dmytrychenko, L.I., Chunikhina, T.S., Dmytrychenko, L.A. and Khimchenko, A.N. (2010), *Korporatsiya v sisteme obshchestvennoho proizvodstva* [Corporation in the system of social production], monograph, ООО «Skhidnyi vydavnychiy dim», Donetsk, Ukraine, 220 p.
8. Mesarovich, M., Mako, D. and Takahara, I. (1973), *Teoriya iyerarkhicheskikh mnogourovnevnykh sistem* [The theory of hierarchical multilevel systems], Translated by Y.F. Shakhnova, Myr, Moscow, Russia, 344 p.