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INTRODUCTION OF GRADING PAYMENT SYSTEM AT MANUFACTURING ENTERPRISE

Summary

The work investigates the grading system of wages as an alternative to salaries at manufacturing enterprises. The theoretical and methodological fundamentals of the study were the rational provisions and scientific researches of national and foreign scientists on staff management. The purpose of the article is to develop an effective project for the introduction of a wage grading system at a modern production enterprise. The paper reveals that the wage system in the form of positional rate, which is currently used in many national production enterprises, became obsolete. Meanwhile the desire of the employee to improve his financial situation encourages labor activity, and hence improves his work efficiency. For these purposes, it is proposed to use a grading system - a scale of job rates, which would take into account the peculiarities of the production enterprise, the value of each employee and his contribution to the overall result. The project implementation of the seven-stage grading system at the production enterprise is presented, namely: determination of factors, giving them weight and their characteristics, distribution of grade weights by factors, determination of position relative value and their ranking, calculation of salary «forks». According to Hay's method, the following groups of factors are distinguished: professional knowledge, required skills; responsibility, as well as the complexity and novelty of the tasks to be solved by the employee. As a result of the proposed project was received a summary chart with a description of all in-house positions, indicating the salary fork, job titles, grade number, integrated index of each position value, belonging to the grade level. According to the results, it is formulated that grades are positions collected in intervals (score and rate) based on certain analogies - similarity in the content of work performed and equivalence of positions. It is concluded that a number of advantages, including, characterizes the grading system, comparing to the positional rate,: simplicity, transparency, competitiveness and additional motivation of the employee, since grading provides a close link between the employee efficiency and the salary.

Keywords: production enterprise, grading system, grading, salary, motivation, staff, positional rate.

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