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## **SOCIAL AND PSYCHOLOGICAL CLIMATE OF THE COMPANY: ESSENCE AND EVALUATION INDICATORS**

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**Abstract.** The article is devoted to the study of the socio-psychological climate in the collective of the organization. The concept and nature of the socio-psychological climate has been studied, and the relevance of its analysis has been substantiated. The employee's predisposition to a positive collective production result, the spirit of comradeship, high self-discipline, responsibility and exactingness to himself and others contribute to the formation of a favorable or negative social and psychological climate in the team and, thereby, affect directly the growth of individual and collective labor productivity or vice versa lead to a deterioration in the economic position of the organization and the disintegration of the work collective. Attention is paid to confidence as a component of the climate; the factors that form it are listed. The article provides an overview of a number of economic and expert indicators that reflect the current level of the employees' socio-psychological climate in organizations. Such economic indicators are studied: turnover of staff, turnover in admission and dismissal, labor productivity. Expert indicators are the degree of satisfaction with work based on the questioning, testing.

**Keywords:** socio-psychological climate; confidence; staff; management; evaluation criteria.

**JEL codes:** M14; M12.

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