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THE MOTIVATION SYSTEM INFLUENCE ON THE EMPLOYEES' JOB SATISFACTION: THE SURVEY RESULTS IN TRUST URALTRANSPETSSTROY JSC

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Abstract. The article describes a case study of the author's study of the motivation system impact on employee' work satisfaction in a company. The study was conducted using a questionnaire method, the author developed an original questionnaire and interviewed 293 employees, which is representative for the continuous array method, since it is 55 percent of the staff. To understand the results, at the first stage, we systematized all incentives offered by the company into three groups: monetary material incentives, non-monetary and intangible. At the second stage, a survey was conducted, which showed that over 60 percent of employees are satisfied with the existing monetary motivation system. Slightly more employees are satisfied with the non-monetary material motivation system. At the same time, the average job satisfaction ratings for various parameters, except for material incentives, range in the company from 2.9 points out of 5 (career growth prospects) to 3.9 (teamwork relationships). As a result, slightly more than a third of the surveyed employees would like to connect their future with this company in the next five years. Information on the employee satisfaction level is necessary for the manager to identify personnel risks.

Keywords: employee satisfaction; motivation system; sociological survey; material incentives; non-material motivation.

JEL codes: J28; M12.

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