

FACTORIAL ANALYSIS OF ADAPTATION AND MOTIVATION OF EMPLOYEES SBERBANK OF RUSSIA OJSC

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Abstract. The article contains the results of a sociological study of employees' adaptation in the Sberbank of Russia Ural Bank under current market conditions in the factors. Independently developed by the author questionnaire includes questions about the validity of salary, job satisfaction and the organization of work, planning their working career by employees, identifying the internal and external turnover. Targeted research allowed the author to determine not only the adaptation and motivational levels of the Ural Bank of Sberbank of Russian workers, but also the distribution of responses for the gender aspect. The study allows not only determine the state of study objects, but also to clearly identify ways to solve existing problems. Conducted factorial analysis is illustrated in the form of analytical tables and charts. The article may be interesting not only for the management of Sberbank of Russia, but also for all specialists studying questions of motivation and adaptation in the modern Russian enterprises for comparing conclusions.

Keywords: adaption; level of adaption; program psychological analysis; desadaptation; level of desadaptation; health age; length of employment; will power; market; economic crisis.

JEL codes: J16; J26; J29; J31.

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