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WAYS OF IMPROVING THE SYSTEM OF PAYMENT IN THE CONSTRUCTION ORGANIZATION

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Abstract. The article is devoted to the urgent issue of increasing the enterprise employees wages in the Russian Federation, including in construction industry. And the measures proposed in the article link wage growth with the growth of labor productivity. The article is written on the example of a really existing organization data, which the author does not name because of trade secrets. The subject of the study is ways of improving the wages in a construction company. The purpose of this research work is to determine ways of improving the wage system in a construction company. Applied research methods are literature analysis, comparison, modeling, calculation. The author suggests the introduction of the system "ROST", proposed by prof. V.N. Belkin, which assumes that the wage size is calculated depending on the work outcome of each individual employee and the organization as a whole. Comparison is made of the labor evaluation indicators of the "ROST" system and existing in the studied construction company. In addition, it was proposed to carry out mechanization and automation of production processes, to implement and develop a program for improving the workers' skills and professional retraining, to improve the regulatory support of the material remuneration system. The expected economic and social effect of the proposed activities is determined. The scope of the results is the personnel management in the construction companies.

Keywords: "ROST" system; wages system; improvement of labor remuneration; the effectiveness of wages system improving; Construction Company.

JEL codes: J 03; J 30.

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