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THE COMPANY'S COLLECTIVE AGREEMENT IMPROVEMENT IN PART OF SOCIAL PACKAGE FORMING FOR EMPLOYEES

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Abstract. The article reveals the composition and organization issues of the social package offered to employees in the organization and regulated by the collective agreement. The purpose of the article is to analyze the expenditures volume on social policy and the composition of additional payments provided by the collective agreement in a large machine-building plant. The study revealed a wide range of additional benefits and payments provided in accordance with the collective agreement to the company's employees as a social package. The company maintains also social facilities on its balance sheet. The maintenance costs for the medical and sanitary unit and the recreational and household complex were analyzed, the analysis showed an increase in costs over three years, especially aimed at maintaining the staff health. It was found that the composition of the company's social package makes it possible to attract and retain qualified staff at the present stage, however, in order to maintain the employer's competitiveness in the labor market in the face of a further struggle for staff tightening in conditions of its shortage, it is necessary to improve the organizational social policy. It is proposed to change social policy, making it more flexible, by using the "cafeteria" method to select an individual package of social policy measures.

Keywords: collective agreement; social package; company's social policy of the organization; benefits; cafeteria method.

JEL Code: J5; M14.

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