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Approaches to the formation of a compensation mechanism to increase the level of labor efficiency of personnel of enterprises for the production of building materials

The article outlines the scientific and methodological approaches to improving the labor efficiency of enterprise personnel. Theoretical principles are substantiated and methodological tools for ensuring the organizational and economic foundations of the functioning of the compensation mechanism for improving the labor efficiency of personnel of enterprises producing construction materials are developed, which, unlike defragmented impact methods, combines goals, indicators, criteria, and vectors of the influence of factors on the regulatory object. A regulated system is proposed to increase the labor efficiency of enterprise personnel, including a set of managerial functions, tools and resources directed by the subject of management to improve quantitative and qualitative characteristics of labor.

Compensation mechanism as a regulated system for increasing the labor efficiency of personnel of manufacturing companies, including a set of management functions, tools and resources allocated by the management subject to improve quantitative and qualitative characteristics of labor (complexity, quality, tension, intensity) in order to increase the level of economic, social and organizational labor efficiency. Its individual elements provide the possibility of a comprehensive assessment of labor, forecasting the economic benefits of implementation, ensuring the most complete satisfaction of the needs of personnel, and a general increase in the socio-economic efficiency of activities. The mechanism is based on the implementation of the principles of optimality, economy, complexity, continuity, orderliness, rhythm, scientificness, consistency and transparency.

Prospects for further research in the direction outlined in this article are to study the practice of using motivational factors in the functioning of the compensation mechanism to increase the level of labor efficiency of personnel of enterprises producing construction materials.