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MOTIVATION OF EMPLOYEES OF HIGH-TECH ENTERPRISES TO PROFESSIONAL DEVELOPMENT

The efficiency of the company depends on the personnel efficiency. The using of high-technologies in the company creates the need to attract highly qualified professionals to generation and implementation developments in practice. As this problem is related to intellectual potential, it is necessary to mark the payment and valuation work of employees.

System of grades is the system of salaries calculation based on the point-factor matrix method and mathematical models. It associates salaries and logic of business activities, and also solves problems with personnel motivation. Grade system was invented by economist Edward Hay. The essence of grading is simple: all companies' positions evaluated a number of criteria, such as responsibility, qualification requirements, the impact on financial results, etc. As a result creates a system of functional-positions levels, where positions built in a hierarchy according to their business value. To the grade attached "fork" of payment and the amount of social guarantees and benefits. Thus, payment of employees becomes transparent and fair, and manageable.

The current grading system of companies' payments by positions aims to increase its

productivity, but ignores the motivation of each employee to self-development and new knowledge. We offer to enterprises involved in the use and implementation of new technologies, using a modified grading system, where the award is made dependent not only on the quantity and quality of workers, but also on their ability, level of education, ability to generate new ideas and implement them, training, contribution to the overall results and the outcome of the enterprise. Implementation of the modified system should cause a grading efficiency of high-tech enterprises.

Grade system allows build a payment scheme personified taking into consideration not only qualifications and experience, but also other important factors: the level of education, level of managerial and financial responsibility, the complexity of the decisions, the ability to generate new ideas, development of new knowledge, etc. During using the proposed system can be that expert can have a higher grade than the head of department. This will provide to employees not only management, but also professional career, encourage them to self-development, development of new technologies, especially, for employers in the high-tech business with IT-technologies.