

При реализации всего комплекса проектных мероприятий совокупные капитальные вложения составляют 1496,9 млн. руб. Для реализации проектных мероприятий рекомендуется привлечение кредитных средств под ставку 22% годовых. Показатели эффективности: чистый дисконтированный доход составит 582,8 млн. руб., простой срок окупаемости 3,6 года, динамический срок окупаемости 4,9 года, ВНД – 38% и индекс доходности – 1,26.

Таким образом, по результатам проведенных расчетов можно сделать вывод о том, что мероприятия являются экономически обоснованными и целесообразными для реализации в условиях ОАО «Поставымебель».

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### **WORK MOTIVATION**

Every person has different motivations for working. The reasons for working are as individual as the person. But, we all work because we obtain something that we need from work. The something we obtain from work impacts our morale and motivation and the quality of our lives. Here is the most recent thinking about motivation, what people want from work. Some people work for love; others work for personal fulfillment. Others like to accomplish goals and feel as if they are contributing to something larger than themselves, something important. Some people have personal missions they accomplish through meaningful work. Others truly love what they do or the clients they serve. Some like the camaraderie and interaction with customers and coworkers. Other people like to fill their time with activity. Some workers like change, challenge, and diverse problems to solve. Motivation is individual and diverse.

Whatever your personal reasons for working, the bottom line, however, is that almost everyone works for money. Whatever you call it: compensation, salary, bonuses, benefits or remuneration, money pays the bills. To underplay the importance of money and benefits as motivation for people who work is a mistake.

Fair benefits and pay are the cornerstones of a successful company that recruits and retains committed workers. If you provide a living wage for your employees, you can then work on additional motivation issues. Without the fair, living wage, however, you risk losing your best people to

a better-paying employer. Money provides basic motivation.

In a *Workforce* article, "The Ten Ironies of Motivation," reward and recognition guru, Bob Nelson, says, "More than anything else, employees want to be valued for a job well done by those they hold in high esteem." He adds that people want to be treated as if they are adult human beings.

While what people want from work is situational, depending on the person, his needs and the rewards that are meaningful to him, giving people what they want from work is really quite straight forward.

People want:

– **Control of their work inspires motivation:** including such components as the ability to impact decisions; setting clear and measurable goals; clear responsibility for a complete, or at least defined, task; job enrichment; tasks performed in the work itself; and recognition for achievement.

– **To belong to the in-crowd creates motivation:** including items such as receiving timely information and communication; understanding management's formulas for decision making; team and meeting participation opportunities; and visual documentation and posting of work progress and accomplishments.

– **The opportunity for growth and development is motivational:** and includes education and training; career paths; team participation; succession planning; cross-training; and field trips to successful workplaces.

– **Leadership is key in motivation.** People want clear expectations that provide a picture of the outcomes desired with goal setting and feedback and an appropriate structure or framework.

In *The Human Capital Edge*, authors Bruce Pfau and Ira Kay say that people want recognition for their individual performance with pay tied to their performance.

Employees want people who don't perform fired; in fact, failure to discipline and fire non-performers is one of the most demotivating actions an organization can take - or fail to take. It ranks on the top of the list next to paying poor performers the same wage as non-performers in deflating motivation.

Additionally, the authors found that a disconnect continues to exist between what employers think people want at work and what people say they want for motivation. "Employers far underrate the importance to employees of such things as flexible work schedules or opportunities for advancement in their decision to join or leave a company.

"That means that many companies are working very hard (and using

scarce resources) on the wrong tools," say Pfau and Kay. People want employers to pay them above market rates. They seek flexible work schedules. They want stock options, a chance to learn, and the increased sharing of the rationale behind management decisions and direction.

Workers like to know that what they do has a positive impact on the people and world around them. This may be as simple as bringing a smile to a customer by selling them a fashionable shirt or fixing a plumbing problem in a customer's house. Center your business around providing topnotch customer service. Happy customers help to make employees happy and keep them motivated. The reward of customer appreciation can go a long way to keeping employees interested in their work on a day-by-day basis.

Business owners need to understand what the motivations of workers are in order to effectively manage and grow a business that has the full support of its employees. Money is often the first factor to come to mind, but successful entrepreneurs will see that as just one part of a larger picture of incentives that drives employees to excel at their jobs.

#### REFERENCES

1. Internet resource: [ftp://ftp.repec.org/opt/ReDIF/RePEc/rse/wpaper/R5\\_5\\_DobreOvidiulliuta\\_p53\\_60.pdf](ftp://ftp.repec.org/opt/ReDIF/RePEc/rse/wpaper/R5_5_DobreOvidiulliuta_p53_60.pdf)

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### **ЭФФЕКТИВНОСТЬ ПРИРОДООХРАННОЙ ДЕЯТЕЛЬНОСТИ В ОАО «БОБРУЙСКИЙ ЗАВОД ТРАКТОРНЫХ ДЕТАЛЕЙ И АГРЕГАТОВ»**

Любая человеческая деятельность оказывает воздействия на окружающую природную среду и не зависимо от того как влияют эти воздействия, положительно или отрицательно, в природной среде происходят изменения. Так как природные процессы характеризуются замкнутым циклом, то изменения одного какого-либо звена приведет к изменению всей системы.

ОАО «БЗТДиА» как и любое предприятие, оказывает воздействие на следующие природные объекты: атмосферный воздух, землю (почву), водные объекты, животный и растительный мир.

Целью работы являлось оценка эффективности природоохранной деятельности в ОАО «БЗТДиА».

Для достижения поставленной цели решены следующие задачи: