

THE LEVEL OF SATISFACTION OF MANAGEMENT STAFF WITH WORKING CONDITIONS

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Introductions. A study of global trends in entrepreneurship development shows that in order to ensure the growth of enterprises and organizations, special attention should be paid to the motivation issues of managerial staff. At the same time, the practice of functioning of modern enterprises and organizations reveals that the timely identification and diagnosis of problematic situations, arising in the way of development and growth of many enterprises and organizations, depends on the level of qualification and professionalism of the administrator (manager). Whereas, the success of the manager's activity is shaped under the pretext of his ability to combine personal qualities and implement them into the decision-making process of management.

Aim. Therefore, in the context of ensuring the effective functioning and long-term growth of enterprises and organizations, it is necessary first of all to solve the problematic issues of motivation of the administrator.

Results and discussion. According to the results of the analysis, scientists have come to the conclusion that managers, including administrators, are more

careful about the values, including the costs of the enterprise, in contradistinction from the shareholders of the enterprise, despite the fact that their salaries are significantly lower than shareholders' ones (Gillan, S. L., Hartzell, J. C., Koch, A., Starks, L. T., 2010) [2].

However, Maslen S. and Hopkins A. (2014) have investigated the motivation features of managers, working in hazardous areas of activity. Therefore, scientists have identified the role of incentives that are designed to manage a number of high-risk accidents occurrence in hazardous areas of activity. It has been established that managers need to be motivated not only to obtain business and financial results of the enterprise, but also to ensure the safety of this activity in the context of preventing the occurrence of various kinds of accidents (Maslen, S., Hopkins, A., 2014) [3].

In the framework of the mentioned above, Li Q. (2015) believes that the incentive for the head of the enterprise should be carried out on the basis of the theory of emergency situations. In turn, the use of one or another incentive for the head should first of all depend on the level of education of the administrator and whether the manager is a high-qualified employee. At the same time, the research of Li Q. has shown that generally the manager wants to see the independence of his own capabilities as an incentive, while the demand for financial incentives is not so important (Li, Q., 2015) [4].

The dynamics analysis of job satisfaction of employed persons shows that the population of Great Britain, Spain, Germany, Poland and France is very satisfied (Figure 1). At the same time, the proportion of people satisfied with job, including the position of managers (administrators), out of the total number of contented persons is high in Great Britain, Germany and France.

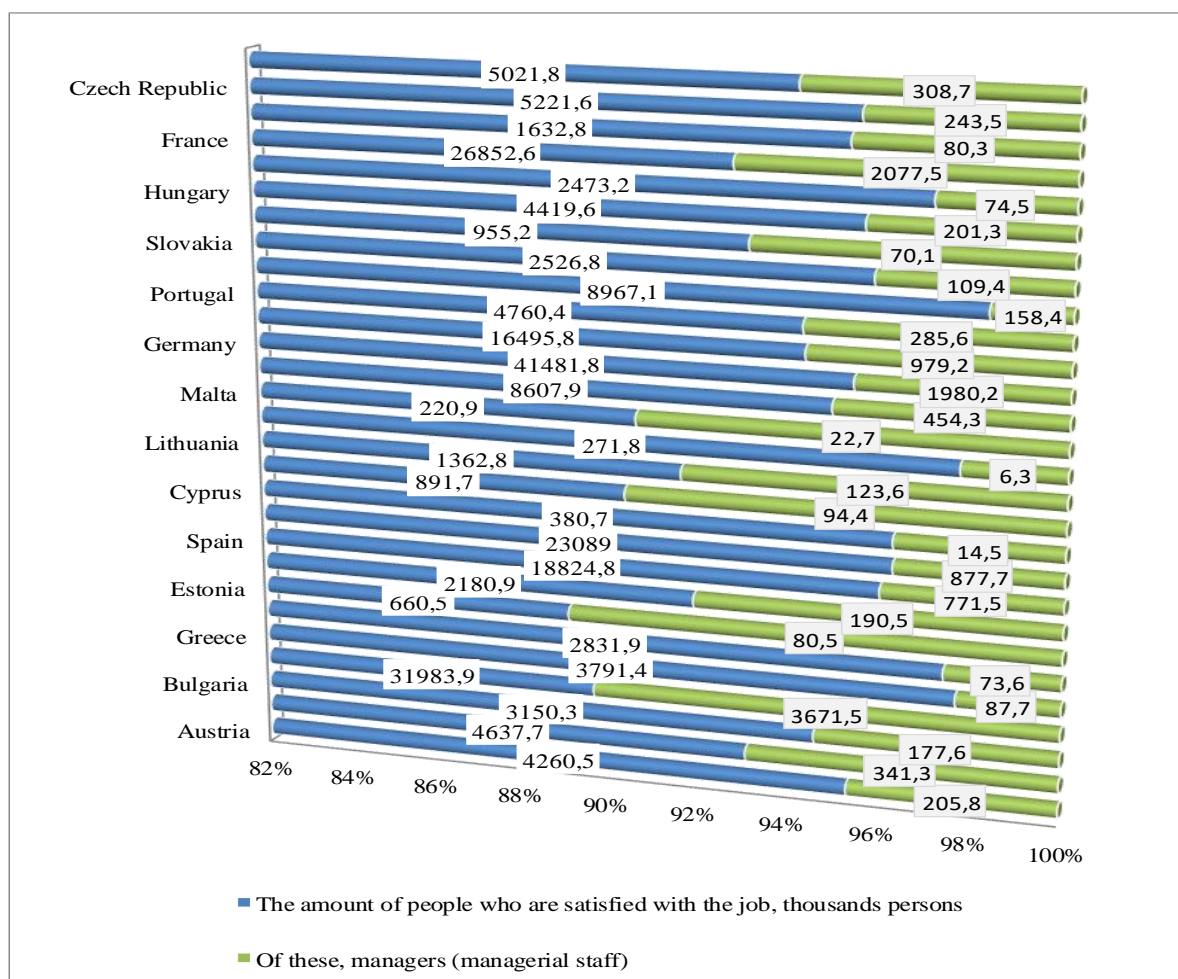


Figure 1. Dynamics of the number of employed workers, satisfied with the job in 2019, thousand people[1].

Thus, it is advisable to note that the positive trends of these indicators take place in many countries of European Union.

It becomes clear that one of the ways to improve the above mentioned indicators is precisely the motivation evinced at the enterprises and organizations for employees and managers. The review and analysis of statistical data has showed that motivation is one of the elements for ensuring the success of enterprises and organizations in many countries of European Union. This is also evidenced by the high level of job satisfaction of employed persons, including managers (administrators).

Conclusions. According to the results of the review conducted and analysis of the theoretical and practical aspects of applying motivation to employees, including to managerial staff at the enterprises and organizations of the countries of

European Union, it has been established that in Great Britain, Spain, Germany, Poland and France, there is an acceptable, in particular high level of job satisfaction of employed persons, including managers (administrators).

Studies prove that the timely identification and diagnosis of problematic issues that arise on the path of development and growth of enterprises and organizations, significantly depends on the level of qualification and professionalism of the head, that is, the manager.

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