

THE DEVELOPMENT OF RUSSIAN ECONOMICAL ORGANIZATION MANAGEMENT MODEL

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Keywords: economic systems, social organizations, competitiveness, corporative patriotism, labour code, union contract, social benefits, shareholders, staff motivation.

The article examines the organization governance model by comparing Japanese, American and German models. The economic models are used mainly for the perfection of motivation structure of the company, developing the mechanisms of stimulating the employees on the basis of modern approaches.

Corporate enterprises, advanced in organization, while forming their own innovative approaches to the economic system management, nowadays are eager to have more or less suitable combination of the positive aspects either Japanese (loyalty to the enterprise), or American (rationalism and high informational technologies) or German (expressed social orientation) management models.

Let's analyze this problem by the example of The Open Stock Company "Surgutneftegas". In this case in order to create in company the atmosphere of competitiveness, corporative patriotism, motivation and personal concernment of employees not only in achieving their personal success, but in team work, a well-developed and flexible system of material and nonfinancial incentives has been worked out, which motivates the employees to the effective high-productive work and discipline. This system of incentives has been developed in accordance with the labour and tax law of Russian Federation and is reflected in the union contract, signed between the company's management team and employees for the period 2007-2009.

The payment for the work of the employees is carried out every month for the actual hours worked in the reference period in accordance with the amount and quality of work done based on the tariff system for the particular functional-qualification groups of workers and employees according to the company's occupational classification of the employees in accordance with their salary levels and wage categories. Monthly salary is paid to the employee, if the particular standard working time has been worked by him for this time. For the employees having high proficiency and having reached the best working results, personal rates are established.

In company's unit contract the whole range of non-financial awards, motivating the employees to work effectively and corporative patriotism, is defined.

In the union contract of the Open Stock Company "Surgutneftegas" the system of social allowances and benefits is also presented, set out into the special section, consisting of 40 paragraphs,

obligatory to perform not only for the trade union organizations but also for all levels of company management under their competence. For the employees awarded with the badge of honor "For labour merits" free medical and tourist vouchers are allowed annually, the expenses for health facilities are fully awarded. Company's employees having the title "Labor veteran" - working and retired - also have the right for advantages and entitlement payments.

The families of "Surgutneftegas" employees married for the first time and living in rental apartments, in the first three years after marriage quarterly receive 5100 rubles for each member of the family. The employees, who have been ordered to the on-site and distance professional educational institutions by the organization departments, have the right for educational allowance.

Free tickets and vouchers to holiday centers, spa centers and other health resorts are offered to the children of the company's employees. The retired employees are provided with one-time material assistance depending on their career pattern in the company in the amount of 10 000 - 200 000 roubles. A great variety of measures concerning material assistance to women having children, disabled children, orphans, non-working retirees, participants of the Great Patriotic War (II World War), young professionals ...etc is defined.

Leading Russian companies analyze worldwide trends in this regard and insert their own creative input to the formation and development of the Russian model of management organization.

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