

## CONCLUSION

In the monograph, on the basis of general methodological principles of cognition of social phenomena, first of all, the principles of consistency, historicity, on the basis of an analysis of domestic and foreign scientific literature, materials of empirical sociological research, the mechanism of labor stimulation and its influence on the perception of workers of the labor process is studied.

In general, it has been established that it is the design of high-quality labor incentive systems based on the principles of differentiation, complexity and efficiency that ensures the motivation of workers for productive and high-quality work.

The work revealed that labor stimulation is a basic element of personnel management, since it is able to harmonize the individual goals and values of personnel with the goals and values of the organization, which is a powerful tool for using the labor potential of an employee.

Based on the analysis of sociological approaches and existing concepts, the content of the concept and the essence of the labor stimulation process has been systematized and deepened, and the purpose of stimulation has been determined as the achievement of harmonization of methods and forms of labor management with the main goals and directions of development of the personnel management system and the organization as a whole.

*Labor incentives* is an influence on the motivational structure of the employee's personality through directed managerial influence, in order to obtain a certain result, which in modern conditions becomes the employee's ability to accumulate and effectively use the existing labor potential in accordance with the goals and values of the organization. The incentive system is a set of measures of managerial influence on personnel, aimed at agreeing and harmonizing the goals and directions of development of the personnel management system with the directions of development of the organization.

The monograph formulates indicators of the quality of incentive systems:

- the importance of organizational incentives;
- optimal ratio of organizational incentives of direct and indirect impact;
- optimal balance of organizational incentives of long and short term impact;
- unambiguous perception of organizational incentives;
- purposefulness of the influence of organizational incentives.

With the help of a systematic approach, it becomes possible to combine disparate management influences, which should be stimulating in nature, into a set of targeted, consistent measures, which will be the basis for building and designing a high-quality incentive system. A systematic approach will provide an opportunity to ensure a reasonable choice by management of effective forms of incentives, the correct determination of the degree, nature and speed of the impact of incentives on employees.

The main provisions of the concept of social exchange made it possible to single out the basic elements that determine the efficiency of labor activity and determine the possibility of creating an equivalent exchange. These include:

- *the system of expectations of the employee* in relation to the benefits received from the organization, based on ideas about the quality of life, the level of social relationships, on the one hand, and the system of expectations of the organization in relation to the performance and nature of the employee's work, on the other;
- *a system of criteria for assessing* the immediate result and the labor process by the employee and the organization;
- *the motivational structure of the personality*, which is formed on the basis of the psychophysiological characteristics of the employee, situational factors, which is realized at a particular moment in time.

The parameters for assessing the level of equivalence of social exchange between participants in labor relations are:

- the level of consistency of the elements of the system of expectations of the employee and the organization;
- the level of validity of the criteria for assessing the results of labor activity;
- the level of comparability of the characteristics of the motivational complex of personnel with the characteristics of the stimulating effect.

In the course of sociological research, the following correlations were identified and it was proved that:

- the system of labor expectations of the employee is determined by the system of motives;
- the type of employee behavior depends on the nature of the interaction of labor participants and their perception of the organization of the production process.

The revealed dependencies made it possible to construct a typology of personnel behavior in an organization and to determine that an indicator of the quality of the labor incentive system in an organization is the equivalence of social exchange between participants in labor relations.

At the same time, it was found that through managerial influences it is possible to adjust the motivational guidelines of employees, contributing to their high productivity and quality of work.

The provisions developed in the monograph can be used as a theoretical basis for the development of motivational programs for organizations, as well as in drawing up plans for the social development of enterprises and personnel programs.