

Пособие по простому составляет 330–1000 евро за календарный месяц. Оно не облагается обязательными взносами государственного социального страхования и подоходным налогом с населения и выплачивается в течение пяти рабочих дней после принятия решения СГД о назначении пособия.

Работнику также назначается доплата в размере 50 евро за каждого находящегося на иждивении ребенка младше 24 лет (зарегистрированного в СГД в качестве иждивенца). Работодатель вправе выплачивать работнику разницу между пособием по простому и зарплатой, чтобы работник получил вознаграждение в стопроцентном объеме.

В результате изложенного материала можно сделать следующий вывод: Латвийское правительство и учреждения здравоохранения в течение года ведут всестороннюю борьбу с короновирусной инфекцией COVID–19, но впереди предстоит сделать еще многое.

#### *Список использованных источников*

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## **AN ECONOMIC STIMULATION SYSTEM AS A STRATEGIC GOAL OF A MODERN INNOVATIVE ORGANIZATION**

### **СИСТЕМА ЭКОНОМИЧЕСКОГО СТИМУЛИРОВАНИЯ КАК СТРАТЕГИЧЕСКАЯ ЦЕЛЬ СОВРЕМЕННОЙ ИННОВАЦИОННОЙ ОРГАНИЗАЦИИ**

Представленная статья основана на теоретических и эмпирических исследованиях. Используются такие методы как анализ, синтез, обобщение и абстракция, индукция, дедукция и др. Теоретической и методологической основой исследования являются работы, монографии, статьи классиков экономической науки, исследователей отечественных и зарубежных наук, а также статьи различных научно-исследовательских институтов, ежегодных специальных журналов и печатных изданий, соответствующие материалы, интернет-публикации, в которых отражен анализ и оценка практического опыта развитых и постсоветских стран.

In 21st century, the leaders of modern organizations no longer perceive personnel as an only resource that should make a profit. They realize that the sustainable development of the company depends on the staff. It can be said that HR managers have become business partners from yesterday's chief of staff, who, of course, are responsible for shaping the strategy of successful staff, at the same time, they are the main advisors to the leaders of an organization. An overall success of an organization depends on their professionalism. In many cases, it is difficult for HR managers to perceive the full range of tasks assigned to them in the course of their current activities.

This article is based on the theoretical and an empirical research. Such methods as are used here analysis, synthesis, generalization and abstraction, induction, deduction, etc. The theoretical and methodological basis of the research is the works, monographs, articles of economic science classics, researchers of national and foreign sciences, as well as papers of various scientific research institutes, annual special journals and print media, relevant materials, online publications, which reflects an analysis and evaluation of practical experience of developed and post-Soviet countries.

An aim of the work is to analyze an innovative competences studied the author.

The paper identifies contemporary examples of the current tasks of 21st century human resource manager, finds positive and negative aspects, and sets out key directions in the form of a conclusion.

The most important element of business is human capital. Personnel management is a key and at the same time, highly interesting field in an activities of innovative companies. That is why an organizations of XXI century pay special attention to this very leading factor of production. Staff turnover seems like a natural process at first glance, however if it is given an intensive character, staff turnover can become a serious problem for each firm. Although there are plenty of job seekers in today's job market, companies still find it difficult to select the right employees. They need a lot of time or money in this process. But the costs are much higher when hired staff only stay in the company for a short period of time and leave it soon after. Consequently, the most successful are organizations that feel their mission, respect their staff, invest their personal time, energy and capital in creating a pleasant and highly professional environment. (Grdzlishvili N.: 20-25).

Today the management system of an organization is based on the theory of personnel, which implies that for most individuals work brings satisfaction. They try to contribute to the realization of the set goals. Most people have an ability to act independently, creatively, and self-controlled. In such a case, the role of the head of each company, along with the creation of other conditions, includes constant improvement of personnel management.

An individual who has an idea of his own capabilities and who possesses relevant knowledge about the company at the time, has a desire to interact with it, engages with an organization to occupy a certain place, perform a certain type of work, see the prospects of his activity in a particular organization and receive appropriate remuneration. Given the general postulate, our research objects, innovative organizations, in accordance with their own goals, the content and specifics of the work, try to employ a staff that has an appropriate qualified and personal characteristics to perform the specific type of work assigned to it, which it must do effectively receive specific labor remuneration.

The main expectations of an individual are:

- > An importance and content of the work;
- > Originality and creative nature of the work;
- > Attractiveness and intensity of labor;
- > The degree and authority of independence in a given workplace;

- > The degree of risk and responsibility;
- > Ability to engage in wider work processes;
- > The prestige and status of the job;
- > Recognizing and encouraging good work;
- > Salaries and bonuses;
- > The degree of protection of social conditions and other social welfare;
- > Career growth and continuous professional development;
- > The discipline and other normative aspects through which work behavior is regulated;
- > Communication between team members.

An Economic stimulation implies a motivational system that motivates the staff to be active and efficient, which ensures an encouragement of its labor activities. The system of economic incentives should be related to the strategic goals of an organization. This primarily means focusing an incentive system on the priorities of such long-term goals as: strengthening the strategic potential of the company through the formation of additional financial resources; As well as strengthening management flexibility; Implementation of training and retraining program. Orientation to the goals set by an economic incentive system means that employees' income should depend on the results of their activities.

The managerial literature indicates several essential conditions for material incentives for staff. These are:

- Simplicity of an incentive system for each employee and its easy perception;
- Promptness of positive results of incentives;
- Relate the volume of stimulation to economic, organizational and psychological factors;
- Form a sense of fair stimulation;
- Raising interest in an overall results of an organization;
- Longing for activities, for improving the results of an individual.

If an employee reward system is built inefficiently, it can become a destabilizing factor, lead to staff indifference to their work, reduced quality of work, conflicts and even other extreme events. The problem of remuneration requires a systemic approach, which implies that, in addition to wages, other factors must be taken into account, in particular, insurance savings, costly policies, and so on. Incentives related to a person's self-esteem, recognition of the value of personality or of individuals labor, are subject to unfair correction.

In our opinion, modern trends in the field of HR should be an object of special attention and study for human resources managers of Georgian commercial and non-commercial organizations. The cycle of working meetings with the representatives of Georgian business sector held in April 2019 with the support of an Institute for Economic Research and Development served this purpose.

During the meeting, practicing managers got acquainted with the first results of the research conducted to reveal the shortcomings in the basic systems of human resource management. The final results were published in the winter issue of the scientific journal «Economics and Finance» in 2020.

In modern conditions, due to the requirements of the market economy, among the problems of organizational development, special importance is attached to an issues of proper definition and evaluation of staff potential and rational use. A key component of this potential is staff, whose proper formation, relevance to a specific market segment, and optimal use should contribute to an effective operation of companies. Due to an above, an introduction and development of modern methods of staff motivation in the company there is gaining special urgency today.

Staff is the main creative force, as every idea or invention is born in the minds of individuals. Human activity, his creative approach to labor is an important factor in an innovative development of an organization. Increasing labor potential has a serious impact on innovation processes and serves to develop employee opportunities or initiative. It appears at the same time as a factor of production, as well as a direct creator of material and spiritual goods (Shamugia a.: 27-33).

The key to the success of each organization is harmonious combination of different systems of personnel values, mentality, types of behavior, unity of goals, professional and human solidarity, the belief that a common cause there is being done. Based on such an approach, it there is possible to further interpersonal relationships, create a benevolent moral climate, achieve an effectiveness of the creative activities of innovators, and realize that the success of an organization is the success of each employee.

**Conclusion:** Modern HR manager takes care of people on a daily basis, creates a favorable climate in the company, develops teaching directions and reward systems that include elements of material and intangible motivation. By such actions he develops business processes in the company and controls their functioning.

In order for business processes to be effective in Georgia, administrations of innovative organizations must understand that training these people is one of their main tasks. There are large companies in the business sector that have set up their own training centers. We think that this direction should become a trend. Managers need to understand that the use of modern management systems will completely change the labor market and make it, of course, more efficient.

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## **ОБРАЗОВАТЕЛЬНАЯ УСЛУГА КАК ОБЪЕКТ ФИНАНСИРОВАНИЯ СРЕДНЕГО СПЕЦИАЛЬНОГО ОБРАЗОВАНИЯ**

В настоящее время образование стало одним из основных ресурсов социально-экономического развития Республики Беларусь. Целями образования являются формирование знаний, умений, навыков и интеллектуальное, нравственное, творческое и