

Reasons for Work Motivation in the Interpretation of 21 ST Century Russian Scientists

Xusanov Samariddin Maxmadaminovich

Doctoral student of the scientific research institute "Family and Women"

Abstract: This article is about the research work and scientific innovation of modern Russian scientists on labor motivation. In addition, the article contains the recommendations of scientists on the application of these innovations to life.

Keywords: motivation, work motivation, exigency, comfortable life, future, social status.

Introduction. Today, changes in the socio-economic situation in Russia, large-scale changes in the field of labor are accompanied by a high intensity of manifestation of competitive relations and an equalization of the role of the state as a guarantee of stability. The shift of attention in socio-economic processes to the individual-personal level imposes a certain responsibility on Russian citizens in choosing their behavior model, because, firstly, professional status remains one of the main criteria of stratification in modern society, and it is determined by the socio-economic success of its owner, and secondly, the position in the field of labor (in particular, the motivational component) largely determines the possibilities of personal self-realization. Often, society's development prospects are realized more and more depending not on how developed are the mechanisms of subordinating the individual to the needs of society, but on how active are the mechanisms of harmonizing the abilities and needs of the individual with the interests and needs of society.

In countries with a developed market economy, motivational aspects of labor management are widely used. In Russia, the concept of labor motivation in the economic sense appeared relatively recently in connection with the democratization of production. Previously, it was mainly used in industrial economic sociology, pedagogy and psychology. There were several reasons for this. Firstly, economic sciences did not seek to analyze the relationship of their subjects with the named sciences, and secondly, in a purely economic sense, the concept was until recently. "motivation" was replaced by the concept of "encouragement". Such a reduced understanding of the motivational process led to an orientation towards short-term economic goals, momentary profit. This had a devastating effect on the need-motivational personality of the employee, did not arouse interest in his own development, self-improvement, and this system is today the most important reserve for increasing production efficiency. Considering the above reasons, modern Russian scientists are conducting various researches. In this article, we will analyze several scientific studies.

Main part. Today, one of the scholars who conducted research on work motivation is Zimina Ekaterina Viktorovna, who focused her scientific work on the work motivation of social work professionals and its impact on professional self-concept. dedicated to learning. To achieve this goal, the scientist determined the following tasks and conducted research:

1. Reveal the meaning of the concept of work motivation and show its characteristics in social work;

2. Description of the components of professional self-awareness of social work specialists;
3. To reveal the relationship between the motivational factors of a social work specialist and his professional self-awareness;
4. Determining the social foundations of the formation of the specialist's motivation (educational institute, vocational institute);
5. Analysis of the characteristics of work motivation among social work specialists at the stage of professional training and at the stage of professional activity [1].

Nesteruk Vladimir Valentinovich is one of the scientists who conducted scientific research on the skills of ownership of private property in the 21st century in Russia, where private ownership did not exist for a long time. He has a theoretical and methodological approach to this problem in his research work called "Sociological problems of formation of economic interests and labor motivation in modern conditions". At the same time, the desire to humanize social life, adhere to the most advanced examples of social and production practice, forces us to pay special attention to the sociological aspects of the formation of economic interests and work motivation of workers in modern conditions. The emergence of new forms of ownership, their institutionalization, justification and adaptation to the conditions of the Russian labor market, material, spiritual production and service sector prompted the scientist, including sociologists, to search for new ways of forming the labor and production culture[2] . Research scientist another noteworthy innovation of ot work is the fact that it also researches the motivation of migrants in the Russian labor market.

Another Russian scientist, candidate of economic sciences, Trusova Lyubov Nikolaevna, covered the following topics in her doctoral work:

1. Determined the composition of labor motivation at the current stage of market economy development.
2. Provided a labor motivation management system that combines the economic interests of the enterprise and its employees.
3. Developed a system of employee motivation and labor incentive evaluation methods.
4. Methods of assessing the level of influence of motivational factors on labor productivity were proposed based on a combination of economic and statistical analysis methods and experiment planning theory [3]. Among his recommendations, in our opinion, the recommendation that the enterprise and employees should have common goals is extremely relevant, because when the personal interest of the employee is satisfied, he feels a higher sense of responsibility in his work.

Lyudmila Gaynutdinova, Doctor of Science of the Russian Academy of Public Administration under the President of the Russian Federation Traditional concepts and theories of motivation consider the mechanism of motivation and motivation mainly from a socio-psychological point of view. And in his scientific work:

Specific features of the motivation system are identified, employees as a catalyst of the processes of development of the activity of socio-economic systems, including: mediation. organizational and economic factors, social, socio-psychological, psychological characteristics of the team and employee; internal, meaningful, and the effect of both external, formal aspects of the system of motivating employees to work, the behavior of employees and their relations in the organization; addition the efficiency of the employee incentive system according to its level, compliance with the business and organization development strategy, as well as the adopted incentive policy; the connection of the selected forms provided an analysis of the incentive and motivational profile of the company and others.

Another Russian scientist Irina Klyuchevskaya, who conducted scientific research on the topic of "Development of a motivational mechanism for managing the work behavior of specialists", achieved results and drew conclusions that contained several scientific innovations. These include[4]:

1. Based on the analysis of the existing concepts of labor motivation, the thesis revealed the essence of labor motivation and the importance of determining the motivational types of employees in the formation of the organization's motivational climate in a modern organization.
2. The motivational climate of the organization was defined by the author as factors that describe the state (interest of employees in their work, satisfaction with relations with the team and managers, satisfaction with conditions, organization and salary, career opportunities).
3. Directing labor relations in the team to achieve the goals of the organization. The concept of labor incentives consists in establishing a direct relationship between paying employees and fulfilling the requirements set by them for the results of work in a particular organization. determined that it is characterized as a process of labor promotion. The effectiveness of this process, according to the author, can be significantly affected by determining the motivational types of employees working in a particular organization. Based on the analysis of the main concepts of labor motivation, the author's position was developed, and he recommended starting from the concepts of creating a motivational profile to determine the motivational types of employees in modern, including advertising, organizations. The number of employees and the immutability of the main values that determine their motivational type may have been clarified.

Doctor of Economics Tatyana Ozernikova, who tried to prove in her scientific work that it is impossible to successfully operate with the old motivational mechanisms characteristic of the administrative-command system, developed the following scientific conclusions and recommendations[5]:

1. A review of research approaches to determining work motivation made it possible to distinguish two main meanings (meanings) of this concept: meaningful and functional. The connection between motivation as a subjective process and as a process of influencing the formation of motives is carried out by stimulation: stimulation is a means of motivation (in the functional sense), and at the subjective level, the process of forming a motive includes perception takes from external stimuli.
2. The internal content and two main meanings of the concept of "work motivation" are medium the need to use a systematic approach in revealing the relationship between The labor incentive system is a subsystem of society, the purpose (result) of which is to form a certain, historically determined attitude to labor as a result of the interaction of the subject's mind and a set of external influences. (work promotion). The internal structure of the work motivation system was determined: the personal subsystem describing the mind of the subject and the work motivation subsystem describing the complex of external motivational influences on the subject. The type of attitude to work is the main feature that determines the structure of the work incentive system and the nature of incentives applied to work. Types of incentives and types of attitude to work are inextricably linked and characterized by different economic and social efficiency.
3. When considering the internal structure of the personal subsystem of work motivation, the importance and interdependence of its components are based: needs, interests, values and motives. The understanding of labor motivation as a whole system of external motives for actions in the field of labor is based, which is reflected in the classification of motivation on three bases, including the level of action (institutional and operational). Work motivation is an internal motivational force for work that is formed under the influence of external factors (incentives) and the internal structure of a person.

In conclusion, we must say that modern Russian economists, psychologists, and sociologists, in their research work, are implementing a real scientific approach to clarifying the work

motivation necessary for today, without being influenced by political influences, as in previous times. In addition, they are significantly different from the previous scientific works in terms of positive and realistic indicators, as they are empirically based in their research work.

References:

1. Зими́на.Е.В Трудовая мотивация как условие профессиональной самореализации специалистов социальной работы. Автореферат. Иркутск, 2009.
2. Нестерук, В.В. Социологические проблемы формирования экономических интересов и трудовой мотивации в современных условиях. Автореферат. Ставрополь, 2001.
3. Трусова Л.Н. Управление мотивацией труда. Автореферат. Киров, 2004.
4. Ключевская.И.С.Развитие мотивационного механизма управления трудовым поведением специалистов.Автореферат. Москва, 2013.
5. Озерникова.Т.Г.Формирование и развитие системы трудовой мотивации. Автореферат. Иркутск, 2002.