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MOTIVATION AND STAFF INCENTIVES IN MANAGEMENT

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Motivation and staff incentives are a necessity in the business world. Managers must be able to not only manage business processes, but also manage people. In this research paper, we will explore the tools that managers can use to create motivation and mechanisms for incentivizing employees that can lead to the success of the company. To achieve success in a company, economic growth is necessary. This requires motivated and efficient employees. [1]

Motivation is the process by which managers encourage employees to work more successfully, using various incentives. Motivation and staff incentives are key aspects of management that impact the effectiveness and productivity of an organization. Motivated employees work more efficiently and productively, and also feel a greater attachment to the company and its goals. Research confirms that motivated employees work more efficiently and productively. However, to create and maintain motivation, it is important to consider many factors, including personal values, organizational culture, and other important aspects that can influence employee motivation. [2]

First and foremost, managers should have a high level of social responsibility. They should give employees an understanding that work is not only about income, but also an important element of life. Managers should show employees that they are valuable to the company and their work is necessary. Employee motivation can be achieved through the provision of rewards, both tangible and intangible. To be effective, they should be provided for real achievements, extra time spent on work, participation in conferences and seminars, as well as for advancing in

improving business processes. Working in a team can also be a powerful motivator for employees, especially if they work in harmony and support each other. Teams can work towards a common goal, and each team member can feel like a part of something bigger. In addition, managers should provide their employees with all necessary tools that enable them to perform tasks effectively. Managers should ensure the availability of all necessary resources for employees to increase their productivity. This may also include investing in new technologies, equipment, and software that enhance work performance. There are numerous theories that explain how to motivate employees in an organization. One of the most well-known theories is Herzberg's theory, which suggests that intrinsic motivation is the most effective form of motivation. According to this theory, intrinsic motivation comes from within the employee and includes factors such as a sense of satisfaction from the work, a sense of achievement, opportunities for growth and development, as well as a sense of control over their work. Another motivational theory that has gained widespread recognition is Maslow's theory, which suggests that there is a hierarchy of needs, starting with physiological needs and ending with the need for self-actualization. According to this theory, companies should provide their employees with conditions to satisfy their needs at each level of the hierarchy. [3]

In conclusion, motivation and incentivizing employees are essential elements for achieving success in business. Managers who can effectively use tools to create motivation can ensure high-quality work, increase productivity in work processes, and create a more efficient work environment. Companies that create an attractive and stimulating atmosphere for their employees gain highly skilled professionals who can guarantee the success and growth of the company for many years to come. It is also important to understand that employee motivation is a multidimensional process that depends on many factors, including personal values and beliefs, job satisfaction, organizational culture, and so on. Motivating and stimulating staff are important aspects of successful organizational management. While financial incentives can be a powerful motivator for employees, non-monetary incentives also play a significant role in creating motivation. Teamwork and regular feedback can also help improve employee performance and motivation.

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UNIFIED AUTOMATED INFORMATION SYSTEM OF CUSTOMS AUTHORITIES OF THE REPUBLIC OF BELARUS

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Customs authorities around the world face a complex task of promoting trade and international economic activity while maintaining high levels of customs control. Solving this dual task is impossible without the use of modern technologies, as the volume of international trade is rapidly growing and becoming more complex, while customs authorities face limited staffing resources. All participants in international trade seek to minimize time and material losses during customs control.

The Unified Automated Information System of Customs Authorities of the Republic of Belarus is a complex of technical means, software, and databases designed to automate the work of customs authorities in the areas of customs declarations, control of the movement of goods across the customs border, interaction with other government agencies, and customs payments accounting.

The Unified Automated System of Customs Authorities was created in the Republic of Belarus to ensure more efficient and transparent functioning of customs authorities. This system allows for the automation of processes related to customs procedures, management of information about crossing goods and vehicles, as well as exchange of information between different customs and other government agencies. As a result of the creation of the EAIS, the level of control over the movement of goods across the border has increased, the time for customs document processing has reduced, and errors in the customs declaration process are minimized.

The Unified Automated Information System of Customs Authorities of the Republic of Belarus combines the automated systems of central and territorial units of customs authorities into a single distributed corporate computing and information-telecommunication network.