КЛАСИЧНИЙ ПРИВАТНИЙ УНІВЕРСИТЕТ

VYTAUTAS MAGNUS
UNIVERSITY
Faculty of Economics and Management

УНІВЕРСИТЕТ ІМ. ВІТАУТАСА ВЕЛИКОГО (ЛИТВА)

МАТЕРІАЛИ ДОПОВІДЕЙ МІЖНАРОДНОЇ НАУКОВО-ПРАКТИЧНОЇ КОНФЕРЕНЦІЇ

«РЕАЛІЗАЦІЯ ПОЛІТИКИ МОДЕРНІЗАЦІЇ ЕКОНОМІКИ В УМОВАХ ДЕРЖАВНО-ПРИВАТНОГО ПАРТНЕРСТВА»

3 листопада 2017 року

УДК 338.23(063)
Р 31

Реалізація політики модернізації економіки в умовах державно-приватного
Р 31 **партнерства**: матеріали доповідей Міжнародної науково-практичної конференції (м. Запоріжжя, 3 листопада 2017 р.). – Запоріжжя : Класичний приватний університет, 2017. – 164 с.

ISBN 978-966-916-401-8

У збірнику викладено матеріали доповідей учасників Міжнародної науково-практичної конференції «Реалізація політики модернізації економіки в умовах державно-приватного партнерства» (3 листопада 2017 року, м. Запоріжжя), у яких розглядаються проблеми економічної теорії та історії економічної думки, економіки та управління національним господарством, економіки та управління підприємством та інші питання.

УДК338.23(063)

Pistunov Igor Mykolayovych,
Dr. of Sci., Professor of the Department
of Electronic Economics and economic cybernetics
State Higher Educational Institution
«National Mining University»

METHOD OF OPTIMIZATION OF THE STRUCTURE OF THE STATE BY THE BANK BY THE WAY SOCIOLOGICAL EXAMINATION

In the very idea of such an optimization, the idea was that they work most effectively, those who have motives for raising their status in this bank, and who are loyal to that bank. The work was carried out within one of the branches of bank CONCORD.

For the study of motivation, a questionnaire was developed that was proposed to fill employees, contains 15 questions. During the survey, 30 employees of the bank branch were interviewed.

The questionnaire was conducted in the form of anonymous polling, in which all staff were interviewed. The answers of the employees to the questions put in the questionnaire allowed to establish the most important motivational factors and the degree of their ranking to meet the needs.

The questions were as follows: 1. Your gender; 2. Work experience, full years; 3. Are you satisfied with your work? 4. Does your level of education correspond to the level of your work? 5. Is it enough for your knowledge to carry out the assigned work? 6. Do you need an advanced level of qualification? 7. Are you satisfied with the relationships in the team? 8. Do you have an opportunity to make a career at our company? 9. Are you satisfied with the conditions of organization of work at our enterprise? 10. Are you satisfied with the salary you receive? 11. Are you informed of what you are getting a salary? 12. Type of your work: (Auditor, Accountant, Cashier Operator, Economist, Leader, Credit Expert, Crisis Manager, Customer Service Manager, Technical Officer, Financial Analyst, Financial Manager) 13. Would you like to change the type of your work to: Auditor, Accountant, Cashier Operations Officer, Economist, Leader, Credit Expert, Crisis Manager, Customer Service Manager, Technical Worker, Financial Analyst, Financial Manager?

To determine the level of their own aspirations, for answering question number 13, the expert group determined the ratings. The cost of answering question number 13 in the questionnaire of the employee: Financial Analyst – 24; Financial manager – 24; Economist – 18; Auditor – 18; Accountant – 12; Crisis Manager – 12; Credit Expert – 12; Customer Service Manager – 6; Cashier-Operations Officer – 6; Technical worker – 6.

In the course of the study, 30 people were interviewed, of which 8 were men and 22 women.

The survey found that 88% of the employees were satisfied with their work and chosen profession. However, 12% or not satisfied with their work in general, in the analyzed bank. The results of the survey show that 33% of employees believe that the level of education does not correspond to the level of their work.

According to survey data, 75% of employees are sure that preparation corresponds to their work, 25% – are not sure. But at the same time, 5% of workers

think that they do not have enough knowledge and 33% would like to improve their qualifications.

As can be seen from the survey, most employees – 72% – rate the current climate in the team as a favorable one, while 28% note the existence of conflicts, that is, the team has some social tension.

Number of employees who want to change the type of work to another: Head – 6; Financial analyst – 2; Financial Manager – 2; Economist – 4; Auditor – 4; Accountant – 2; Crisis Manager – 3; Credit Expert – 2; Customer Service Manager – 1; Cashier-Operations Officer – 1; Technical worker – 3.

Summing up the preliminary results we can say that the management of the bank needs to review the social situation in the team of the analyzed department.

One of the ways of such a reorganization was to choose the principle according to which those employees who scored more points for their questionnaire should be promoted to positions, and those who are less – lowered.

Experts were given the appropriate points for each question from the questionnaire. Moreover, this amount of whitewashed also depended on the total sum of scores for each test was calculated using the «IF» function of MS Excel.

The calculation of the amount of points for the employee's questionnaire was calculated using the following formula

$$S = 3B_7 + 5B_8 + \begin{cases} 5, if\ B_9 = 1 \\ 1, if\ B_9 = 0 \end{cases} + \begin{cases} 4, if\ B_{10} = 1 \\ 1, if\ B_{10} = 0 \end{cases} + \begin{cases} 5, if\ B_{11} = 1 \\ 1, if\ B_{11} = 0 \end{cases} +$$

$$+ \begin{cases} 4, if\ B_{12} = 1 \\ 6, if\ B_{12} = 0 \end{cases} + \begin{cases} 3, if\ B_{13} = 1 \\ 1, if\ B_{13} = 0 \end{cases} + \begin{cases} 3, if\ B_{14} = 1 \\ 1, if\ B_{14} = 0 \end{cases} + \begin{cases} 4, if\ B_{15} = 1 \\ 1, if\ B_{15} = 0 \end{cases} +$$

$$+ \begin{cases} 6, if\ B_{16} = 1 \\ 1, if\ B_{16} = 0 \end{cases} + \begin{cases} 2, if\ B_{17} = 1 \\ 1, if\ B_{17} = 0 \end{cases} + \begin{cases} 6, if\ B_{42} = 1 \\ 1, if\ B_{42} = 0| \end{cases} + \begin{cases} 1, if\ B_{43} = 1 \\ 7, if\ B_{43} = 0 \end{cases} + 24$$

where is B_i – the number of the answer to the questionnaire ($1 < i < 43$).

The results of the questionnaire were processed using:

– The AVERAGE function of MS Excel has been calculated the average score questionnaire

$$M_S = 106,96666$$

– The STANDARD function of MS Excel calculates the mean square deviation

$$\sigma_S = 35,35971147$$

– Using the «NORMAL» function of MS Excel for confidence probability $\beta = 0,75$, the inverse of the standard normal distribution is found, $\Phi^{-1}(\beta) = 0,67448975$.

This allowed to determine the confidence interval for the average

$$\Phi^{-1}(\beta)\sigma_s = 23,84976296$$

Algorithm for moving employees within one bank:

– If the ball is in the questionnaire of the employee above the confidence interval, the employee should be promoted to the position.

– If the ball of the questionnaire is within the confidence interval – the employee remains on the old post.

– If the ball of the questionnaire is below the confidence interval, the employee must be transferred to the lower position.

This algorithm is explained by the following formula

$$R = \begin{cases} \text{"to raise"}, if\ S > M_S + \Phi^{-1}(\beta)\sigma_S \\ \text{"keep"}, if\ M_S - \Phi^{-1}(\beta)\sigma_S \leq S \leq M_S + \Phi^{-1}(\beta)\sigma_S \\ \text{"to lower"}, if\ S < M_S - \Phi^{-1}(\beta)\sigma_S \end{cases}$$

Due to the application of the proposed methodology, a number of employees who were lowered in their posts were released from work. To recruit the necessary staff, a methodology based on the preliminary results of the survey of employees of the bank branch was developed. The basis of the methodology is the idea that the staffing level should not decrease. Therefore, for those who wish to work in the bank, they were questioned by the same questionnaire. Refused to hire those who had a smaller amount of money, for a confidence interval. Accepted those whose score of points fell into the confidence interval, and those who had the sum of the points higher, for this indicator – offered a higher position than the one they claimed.

This algorithm is explained by the following formula

$$R = \begin{cases} \text{"senior position"}, if\ S > M_S + \Phi^{-1}(\beta)\sigma_S \\ \text{"to take"}, if\ M_S - \Phi^{-1}(\beta)\sigma_S \leq S \leq M_S + \Phi^{-1}(\beta)\sigma_S \\ \text{"refuse"}, if\ S < M_S - \Phi^{-1}(\beta)\sigma_S \end{cases}$$

The introduction of the proposed methodology, based on which the automated information system «Optimization of the salary structure of bank CONCORD was developed, allowed:

− Minimize the relative share of personnel costs up to 18% of total bank revenues, with an average value of this indicator in the banking system of Ukraine – 30%.

− Improve the efficiency of work.

− To simplify the system of acceptance of employees for work in the bank.