

Короткострокова мотивація направлена на якість праці у певний короткий проміжок часу та не задовольняє великі цілі організації та робітника в цілому.

Так звані довгострокові і короткострокові «пласти» стимулювання і мотивації формуються залежно від цілей роботодавця. Таким чином, не виникає дисонансу між співробітником і керівником. Робітник потрібен роботодавцю, а роботодавець робітнику. Правильно сформована мотивація і стимулювання між працівником і роботодавцем не йде в супереч між сторонами з приводу праці.

Література.

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MANAGEMENT OF LABOR RESOURCES IN LEBANON

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Management is seen as a separate process of planning, organization and control. This process involves working with people. All other resources move freely, but people with knowledge, experience and skills need to be involved in the organization because they are an invaluable asset. They are in great demand. Knowledge is the main component of a person's personality, which determines his competence and effectiveness, puts him among others or outperforms others [1]. It is the possession of knowledge that has made human resources crucial and important.

Research and implementation in practice of human resources management methods as key elements of public goods production contributes to optimization of procedures for their effective use in practice.

The need to solve the problems of improving the efficiency of human resources use has determined the purpose of the study.

The purpose of the study is to study the problems of human resources management in Lebanese organizations and develop directions for their solution.

Looking at the specifics of human resources development in Lebanon [2], we will analyze a number of macroeconomic indicators.

The average share of employment in the economy over this period was 45.3 %, with a minimum of 43.59 % in 1996 and a maximum of 47.19 % in 2019. There is a distribution of the labor force by sex and ownership of work in table 1.

Table 1 – Percentage of distributing the labor force

Sectors	Men	Women
Government sector	13.7	16.2
Private industry	84.8	83.0
Family business	0.9	0.2
Others	0.6	0.6
Total	100	100

The majority of Lebanese workers are salaried workers (50.4 %). The majority of female workers (79 %) are salaried workers, with only a small proportion being self-employed or employers. However, more than 40 % of men are employers or self-employed (42 %) and 55 % are employees.

The majority of Lebanese workers (50 %) are employed in the service sector, and 28 % work in the commercial sector. Lebanon is characterized by a loss of jobs, both in agriculture and industry, and an increase in the proportion of trade and service workers.

Labor productivity in the period 2000–2010 was significantly higher than in 2019. This is due to a decrease in the rate of economic development in Lebanon (2010 – 8.4 %; 2019 – 1.53 %) and a decrease in the share of industry in the economy (2010 – 7.61 %; 2019 – 6.45 %).

Salaries in Lebanon range from 325.5 US dollars per month (minimum wage) to 10,648 US dollars per month (maximum salary). The median salary is 2332.6 in 2019. According to wage distribution data, 25 % of the population earns less than \$1196 per month, and 75 % more than that. 75 % of the population earns less than \$ 6101. In addition, while 25 % earns more than this amount [3].

The sectors absorbing the majority of Syrian workers in Lebanon are services (43 %), agriculture (27 %) commerce (17 %) and construction

(13 %). With the exception of manufacturing, these sectors are associated with low skills and low productivity in the Lebanese context, involving a high degree of informality that contributes to downward pressures on wages and poor labor conditions [4, 5].

The current economic system in Lebanon aims to create a real social background that will allow a new type of society to emerge, based on science and innovation. In this regard, the creation of economic prerequisites for the development of human resources on a permanent and manageable basis is seen as a promising direction. First of all it is important to improve working conditions, the level of salaries, to enforce the self-study, to organize international training and business programs, to involve women to the economy more than now.

Unfortunately, Lebanese human resources and the tools to ensure their effectiveness are not currently at an adequate level. This impedes the high level of human self-organization. In addition the Syrian refugee workforce competes severely with the national workforce and affects negatively the wages and labor conditions.

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ДО ПИТАННЯ ПРО БАЗОВІ ЗАСАДИ ВИКОРИСТАННЯ МОТИВАЦІЇ У СФЕРІ СОЦІАЛЬНО-ТРУДОВИХ ВІДНОСИН ТА ОХОРОНИ ПРАЦІ

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Мотивацією у загальному розумінні є сукупність рушійних сил, що спонукають людину до виконання певних дій. Зміст системи