

## INNOVATIVE APPROACH TO WAGES IN MINING INDUSTRY OF UKRAINE

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**Research methodology.** The presented findings are obtained through the use of the following methods: analysis and synthesis – while allocating the disadvantages of the remuneration tariff system in mining enterprises; comparative analysis - while establishing the differences between the remuneration tariff system and grades; ranking - while grouping the grade system according to the complexity of its implementation in the mining enterprises' activity.

**Results.** The main limitations of the tariff system, which until recently was the basis of the remuneration in mining enterprises organization, are demonstrated. It is shown that the lack of differentiation of the work complexity and working conditions, which is a feature of the mining industry, is inherent to such a form of the labor remuneration organization, because the unfavorable working conditions in mines and quarries are mainly accounted by the overall increase (relatively to other industries) of tariff rates and salaries on the basis of the industry-wide working conditions. However, these conditions may vary considerably not only in neighboring mines, but also in the same enterprise, because layers of varying thickness are developed at different depths and with different strength and stability of rock wall.

In order to create a more appropriate remuneration of mining industry employees in modern managing conditions, remuneration which can at the same time be an effective method to increase the efficiency of enterprises activity, the transition to grading system is offered. On the basis of the example of companies that have become pioneers on the way of implementation of this innovative approach to remuneration in Ukraine (Northern and Ingulets MCC, DTEK mines), the higher efficiency in comparison with the tariff system is proved.

**Novelty.** Grading system is ranked according to the complexity of its implementation in the mining enterprises' activity, namely: system of the position ranking according to the difficulty is assigned to the first degree of difficulty; to the second - modified point and factor method of Hay, based on a simplified system of grades; to the third and fourth - the original grade systems based on the combination of the point and factor method with mathematical calculations of significance of each profession.

**Practical value.** The developed classification of grading system by the complexity of its implementation at the mining enterprises would allow the enterprises to implement the innovative approaches in management more successfully.

**Keywords:** innovation, remuneration of labour, grade, mining int.

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