

TARIF-FREE PAYMENT SYSTEM

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Wages have always been the main source of income for hired workers, stimulating the proper fulfillment of workers' obligations and controlling the measure of labour and consumption. The tariff-free system of remuneration is based on determining the level of wages depending on the level of employees' qualifications, on the work and functions complexity, as well as on the assessment of the contribution to the overall team performance.

The tariff-free wage system is radically different from the tariff system in the following indicators: 1) close dependence of the employee's salary level on the final performance indicators; 2) each employee is assigned permanent coefficients to characterize employee's qualifications and to determine his labor contribution to the overall results of the team effectiveness; 3) coefficient determination of the of labor participation in current efficiency decisions for each employee, supplementing the assessment of his qualification level [1].

In general, the application of this payment system closely links the labour remuneration level of each employee individually and of the team as a whole with the specific activity result. As soon as the tariff-free system implies the full dependence of earnings on the final efficiency results of the team, its use is advisable only in the teams where each employee is responsible for the results of the work performed. The practical analysis of the system application reveals its effectiveness in relatively stable working groups.

References

1. Бестарифная система оплаты труда [Электронный ресурс]. – Режим доступа: <https://myfin.by/wiki/term/bestarifnaya-sistema-oplaty-truda>. – Дата доступа: 03.02.2022