

необхідність чіткого визначення суб'єктів, які мають право на отримання премій, зокрема, на рівні колективних договорів. Відсутність такого розмежування може призвести до проблем при визначенні розміру премії за виняткові досягнення чи творчість. Індивідуалізація виплати премій дозволить кожному працівнику отримувати винагороду, відповідну до його внеску у виконання певного завдання [3, с. 132].

У висновку до статті про преміювання можна зазначити, що система преміювання є важливим елементом оплати праці, який може стимулювати працівників до більш ефективної праці та покращення результатів роботи організації. Однак, для ефективної роботи системи преміювання необхідно мати чітке нормативне регулювання та локальні підзаконні нормативні акти, які регулюють дані питання. Крім того, важливо індивідуалізувати премії для кожного працівника залежно від його внеску у виконання завдань організації. Для досягнення цих цілей можуть використовуватися економічні, психологічні та соціальні засоби, а також різні доктринальні дослідження та практики в цій галузі.

Література

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PRINCIPLES OF CONSIDERATION OF LABOUR DISPUTES

Labour relations and disputes between the employees and the employers are an integral part of our society. But, do we know exactly how they have arised and developed historically? Certainly, labour relations have their roots in antiquity, when people stopped living by hunting and gathering food and began to engage in agriculture and crafts. From that moment, the process of forming

the class society began, when some people began to own land, property and other resources, while others worked for them. With the advent of capitalism and industrialization, labour relations became more complex and conflictual. The employers sought to maximize profits by reducing wage costs and working conditions, which led to labour disputes between them and the employees. Over time, thanks to many years of the employees' struggle for their rights, trade unions were formed, as well as legislation regulating labour relations and labour disputes. However, despite this, labour relations problems and conflicts between the employees and the employers continue to exist today.

Labour disputes may arise between the employers and the employees in any organization. If such a dispute cannot be resolved through dialogue, it can be resolved through the legal process. The labour dispute resolution process has its own principles that help ensure a fair and effective resolution. The principles of labour disputes are a set of basic principles that govern the relationship between employers and employees in the process of resolving labour conflicts.

Analyzing the various sources of information, one of these resources states that "Based on the analysis of legislation and activities of bodies that resolve or participate in the resolution of labour disputes, the following principles of labour disputes can be formulated: ensuring the protection of the labour rights of the employees; selection of a body to resolve the labour disputes; speed of consideration of the labour disputes and enforcement of decisions; free of charge; ensuring the legality in the resolution of labour disputes; ensuring the objectivity and completeness of consideration; voluntary execution of the decision on dispute" [1].

We distinguish the following order of principles: a) objectivity – the labour dispute resolution should be objective and independent. This means that the judge or arbitrator should focus on facts and evidence, avoiding factors that lead to a subjective assessment; b) lawfulness – decisions on labour disputes should be based on a clear understanding the law and its application to the particular situation. Decisions should be consistent with legal norms and principles; c) fairness – the principle of fairness means that all parties are entitled to a fair and reasonable process. Decisions should be based on evidence and ensure fairness and equality before the law; d) confidentiality – the labour dispute resolution should be confidential to protect the confidential information of the parties and avoid unnecessary publicity; speed – the labour dispute resolution should be fast and efficient. This means that the process should be completed as soon as possible.

It is important to note that there are some principles of labour disputes that are not always respected or applied in full. However, there are also some principles that are lacking in labour disputes. Some possible principles that could be added or made more effective include the following: a) the principle of transparency – the parties to a labour dispute should have access to all

necessary information related to the conflict. This may include documentation related to salaries, working conditions, company reports, etc. Transparency helps to reduce cases of false information and deception; b) the principle of fairness – the parties to a labour dispute must adhere to fairness, especially when resolving conflicts related to discrimination and violation of rights. Fairness can be ensured by establishing an independent and objective commission that considers the case and makes a decision; c) the principle of mutual benefit – in resolving labour disputes, the parties should seek a solution that is mutually beneficial to both parties. This may mean finding a compromise that meets the needs of both parties; d) the principle of mutual respect – the parties to a labour dispute should respect each other and observe a culture of communication. Cultural peculiarities and customs of different nationalities should be taken into account.

Developing the principles of labour disputes is very important in ensuring the effective protection of the employees' rights and maintaining a balance of interests between the employees and the employers.

To summarize, the principles of labour disputes are very important for ensuring the protection of the employees' rights and maintaining the balance of interests between the employees and the employers. The development of these principles helps to increase the efficiency of interaction between the parties to labour relations, reduce social tensions and ensure the effective resolution of labour disputes. Overall, the development of labour dispute principles plays an important role in ensuring the stability of labour relations and strengthening the principles of social justice.

References

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A SYSTEM OF BODIES CONSIDERING THE LABOUR DISPUTES

The problem of protecting the rights and freedoms of a person and a citizen, including in the field of labour, has always been one of the most important and at the same time difficult for any state. Everyone has the right to work, during the implementation of which labour relations arise. Constant