

## SCIENTIFIC AND METHODOLOGICAL SUPPORT OF MATERIAL STIMULATION OF WORK OF SCIENTIFIC AND PEDAGOGICAL STAFF

The decisive role of scientific and pedagogical staff in ensuring the competitiveness of higher education institutions is considered in the article. Scientific and pedagogical staff should be provided with a perfect system of work motivation, a clear understanding of the volume of work, and the amount of remuneration for the work done. The purpose of the article is to study the scientific and methodological support for the application of labor standards with the system of material incentives for scientific and teaching staff. Since the main purpose of improving the competitiveness of higher education institutions is to increase the dedication and intellectual interest of scientific and pedagogical workers in their work, which depends on improving the socio-economic efficiency of labor processes, which is manifested primarily in the reduction of working hours of scientific and educational work, it is proposed to improve the system of motivation of the work of scientific and pedagogical workers at the expense of a premium for high achievements of scientific and pedagogical workers in right. It is determined that the factors that affect productivity are: 1) the nature of the works that make up the content of work; 2) qualification of scientific and teaching staff and ability to apply knowledge and competencies in the work process; 3) the level of ownership and use of computer equipment; 4) work experience; 5) individual labor intensity; 6) the level of mental activity of the staff. The method of calculating the allowance "for high achievements of scientific and pedagogical staff in the work" is proposed.

**Keywords:** higher education institutions; scientific and pedagogical staff; motivation of staff; rationing of work; allowance.

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