

THE INCREASE OF MOTIVATION TO SUCCESS OF EMPLOYEES FROM PRODUCTION COLLECTIVES IN PSYCHOLOGICAL TRAINING

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The article shows the general strategy of study, the content and the structure of a training program. The main forms, active methods and exercises of the training have been disclosed. The conclusions about the effectiveness of training with employees from production collectives have been substantiated on the basis of the data from the experimental and control groups.

The training program aimed at increasing the motivation to success of employees from production collectives has been developed and tested. The training program "Development of entrepreneurial skills and organizational-professional characteristics" has been designed to test the possibility of increasing the level of motivation to success of employees from production collectives through the development of entrepreneurial skills, organizational and communication inclinations. The training program has been developed according to the author's model of motivation for success of employees of production teams.

The experimental trial of the training program "Development of entrepreneurial skills and organizational-professional characteristics" has been implemented. The connection between increasing the level of motivation to success and increasing the level of entrepreneurial skills, communication and organizational inclinations of employees from production collectives has been proved. A set of methods was used for diagnostics of the motivation to success and motivation to avoidance. A set of interactive forms of work was used in the training: mini-lectures, presentations, brainstorming, open-ended discussions, the analysis of professional situations, analysis of mini-cases, practical exercises and creative tasks.

The effectiveness of the implementation of training with employees from production collectives has been determined. It was established that the method of psychological training can influence the formation of communicative and organizational inclinations, the increase of employee's confidence in communication, the expression of their opinions to a group of people, the development of the ability to independently plan and organize their own time. The training stimulated the development of employees' entrepreneurial skills, such as the ability to take reasonable risks, determination in action, purposefulness in performing tasks, creative inclinations. The result of the training is the increase in entrepreneurial skills development, communicational and organizational inclinations, the increase in the motivation to success of employees from production collectives. The developed training program ensured the implementation of psychological conditions to increase the level of motivation to success of employees from production collectives. The implementation of the training program confirmed the connection between the motivation to success of employees from production collectives with the entrepreneurial skills, communicational and organizational inclinations.

The effectiveness of the training program was proved, which allows it to be used in working with employees from production collectives, with specific working conditions: difficult and harmful factors of production. The program of this training can be the basis for a longer study, which can add theoretical materials and practical exercises to prepare professionals for work in organizations with various activities.

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