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BELARUSIAN STATE UNIVERSITY  
FACULTY OF PHILOSOPHY AND SOCIAL SCIENCES  
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**METHODS OF STAFF MOTIVATION IN A STATE INSTITUTION**

Diploma work  
ANNOTATION

Speciality: 1-23 01 15 Social Communications

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## ANNOTATION

The diploma work consists of an introduction, two chapters and a conclusion. The first chapter is devoted to the theoretical aspects of personnel motivation, including the main theories of motivation, types, methods and tools of stimulation, as well as the causes of demotivation. The second chapter contains an analysis of the motivation system in the State Scientific Institution "JIPNR - Sosny" of the NAS of Belarus, including a study of employee satisfaction, material and non-material methods of stimulation, factors of demotivation and the influence of work experience and academic degree on personnel motivation. The volume of work is 51 pages, includes 2 appendices and 23 references.

Key words: personnel motivation, material incentives, non-material incentives, demotivation, government agency, Maslow's theory, Herzberg's theory, corporate culture, professional growth.

The object of the diploma work research is the personnel motivation system in a state scientific institution.

The subject of the diploma work research is the methods and tools of motivation used in the State Scientific Institution "JIPNR - Sosny" of the NAS of Belarus.

The purpose of the diploma work is to analyze the existing personnel motivation system at the JIPNR-Sosny State Scientific Institution and to develop recommendations for its improvement taking into account modern approaches to human resource management.

The research methodology includes the analysis of scientific literature, a questionnaire survey of the institution's employees, and a study of local regulations at the JIPNR-Sosny State Scientific Institution.

The following results were obtained in the process of writing the diploma work: an analysis of the evolution of motivation theories was conducted; key motivation methods were identified: material and non-material; the motivation system at the JIPNR-Sosny State Scientific Institution was studied, including material payments, social guarantees, and moral encouragement; the causes of personnel demotivation were identified and ways to eliminate them were proposed; recommendations were developed for optimizing the motivation system taking into account the specifics of a state institution.

The novelty lies in a comprehensive analysis of motivational practices of a state scientific institution, combining a theoretical review with applied recommendations. The results can be used to improve the efficiency of personnel management in budgetary organizations.

The materials and results of the diploma work were obtained on the basis of reliable sources and independently conducted theoretical and practical research.