

Methods of Economic Incentives of Staff as a Factor of the QMS Performance

A.S. Gimadeeva¹, Krasnodar Branch of Academy for Standardization, Metrology and Certification (Training), gimadeeva.as@asms.ru

¹ Director, Krasnodar, Russia

Citation: Gimadeeva A.S. Methods of Economic Incentives of Staff as a Factor of the QMS Performance, *Kompetentnost' / Competency (Russia)*, 2025, no. 10, pp. 16–22.
DOI: 10.24412/1993-8780-2025-10-16-22

key words

quality management system,
integrated motivation model

The relationship between methods of economic stimulation of personnel and the effectiveness of quality management systems at Russian enterprises is investigated. The evolution of approaches to motivation in the context of quality management is considered. A model of economic incentives has been developed that focuses on the key processes of the quality management system.

The main scientific problem of the study is the need for theoretical justification and methodological development of tools for economic incentives for personnel integrated with the quality management system and ensuring an increase in its effectiveness.

The results of the study are of practical importance for Russian enterprises seeking to improve the effectiveness of quality management systems through more efficient use of economic mechanisms for motivating personnel. The proposed approach to integrating economic incentives into the process structure of the QMS ensures a systemic relationship between the individual economic interests of employees and the strategic goals of the organization in the field of quality.

References

1. Kirov A.V. Assessment of product quality at life cycle stages by the customer, *Kompetentnost'*, 2025, no. 2, pp. 29–34. DOI: 10.24412/1993-8780-2025-2-29-34. EDN WNMZJE.
2. Training of specialists for the quality infrastructure of the region: practice of a systems approach / M.G. Barinova, V.E. Il'zit, Yu.M. Sapego, A.I. Solyanik, *Kompetentnost'*, 2025, no. 4, pp. 4–10. DOI: 10.24412/1993-8780-2025-4-04-10. EDN BPVPSF.
3. Aleksandrov S.L., Volkov V.A., Timofeeva N.B., *Kompetentnost'*, 2025, no. 5, pp. 42–49. DOI: 10.24412/1993-8780-2025-5-42-49. EDN MDXZHV.
4. Balashova I.V., Gabrielyan V.A. Principles of personnel management, IV National (All-Russian) sc. and pract. conf.: Modern economy: adaptation mechanism, Krasnodar, *Krasnodarskiy filial REU im. G.V. Plekhanova*, 2022, pp. 80–89. EDN IMVRGB.
5. Balashova I.V., Tereshchenko T.A. Decision Support Systems, *The Scientific Heritage*, 2021, no. 79-4(79), pp. 3–7. DOI: 10.24412/9215-0365-2021-79-4-3-7. EDN VBGSEN.
6. Orlova Yu.A., Griбанov G.A., Repina I.B. Formation of the Trajectory of Digital Transformation, *Kompetentnost'*, 2024, no. 3, pp. 49–55. DOI: 10.24412/1993-8780-2024-3-49-55. EDN QOBQPB.
7. Change Management: A Necessity for Maintaining High Levels of Internal Efficiency in Production Processes / A.V. Yashchenko, S.I. Mezhev, V.P. Kuznecova, *International Journal of Ecosystems and Ecology Science*, 2022, vol. 12, no. 4, pp. 389–394. DOI: 10.31407/ijees12.449. EDN UZZLOL.

Как подготовить рекламу для журнала «Компетентность»



Рекламные статьи редакция оформляет в соответствии с макетом, принятым в журнале для статей этой категории.
Допустимые форматы текстовых файлов: TXT, RTF, DOC

Допустимые форматы графических файлов и готовых модулей: логотипы, графики, диаграммы, схемы — **AI 8-й версии** (EPS, текст переведен в кривые);
фотографии — **TIFF, JPEG** (Grayscale, RGB, CMYK) с разрешением **300 dpi**