

**PROBLEM NON PAY MOTIVATION OF PRODUCTION WORKERS IN FOUNDRY**

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**Abstract:**

The work in the foundry is connected with a row dangers of the appearance injuries and occupational diseases. Specificity the production casts, requires great commitment, the professionalism and experience from employees. In this situation apart from technical infrastructure and the organizational back suitable motivation for performing everyday tied tasks is very important with the preparation and completion of individual production treatments. In article chosen factors, affecting for employing production workers at the unit were described. Diverse systems and factors of motivation have task among others of increasing effectiveness of applied technology with simultaneous keeping safety rules.

**Key words:** *man, work, motivation, foundry*

**INTRODUCTION**

The founding constitutes a field of technology, of knowledge, as well as art so old, as our civilization, on which it had a development significant influence. It is one of high order methods of production, once applied mainly to production of weapon, structural members and the works of art, at present whereas above all filed of metal-work for majority a branch of industry.

Complicated production processes, cause that the founding is marked by a very high amount of injuries. Exceptionally a largest group harmful factors is appearing in the workplace. We can rank moving materials and products, highest temperatures and noise, vibrations, radiation and electromagnetic fields, gasses and industrial dusts among them, which are a source both processes conducted on the own position, as well as on neighbouring work-stations. Considerable risks are creating materials with considerable carbon content, in it carbonisers, reducers, protective coatings to forms, greasing powder, binders to mass. Under the influence of contact with molten metal about the temperature of row 1350°C processes pyrolysis are occurring, what to surroundings organic compounds are secreted, like the, aromatic and polycyclic aliphatic hydro-carbon as a result of aromatic hydrocarbons (WWA), moreover organic connections oxygen, sulphur and nitrogen.

At the chill casting activity particularly troublesome it: stretching medullae out, opening half litre chills and removing the cast from form. In result of a calculation of powers associated with contraction performing these works requires using significant powers what is posing a threat of physical overload to the employee.

Employees are exposed to injuries among others through:

- connecting to sharp tools being in motion (with cuts, traumatic amputations and the like),

- hitting through tools and through moving casts (e.g. injuries to limbs),
- chips of metal and shavings (injuries to eyes),
- connecting to objects and materials about the high temperature, as: hot casts, working parts of tools, chips heated up of metal and shavings and like.

Above problems can indeed affect fall in the commitment employees into production action.

Therefore applying motivating adequate means among others is important.

Concepts presented and brought up in article, they aren't directly associated with production treatments in foundry but constitute the crucial factor in a comprehensive production process. Influence motivation employees is a matter of major importance being able to seriously support general activity to foundry extremely, however from other side discontinuing them can seriously harm her.

**NON PAY MOTIVATORS**

Amongst methods motivation of employees we can distinguish payroll methods, like e.g. annual bonuses, quarterly bonuses, incentive bonuses, financial awards, the increase in basic pay and non pay motivations e.g. recognizing the superior, promotion, praise at meeting, flexible working time, additional leave, recognition among employees.

In article they concentrated on non pay methods of motivation employees.

In heavy industry domain motivations non pay developed along with development of an industrial plants [1].

Adapting him to changing conditioning and employee expectations and following changes in this respect are one of conditions effective motivating. In motivating he doesn't walk exclusively for allocating very big cash for this purpose, but about attractive exploiting them in order to prompt employees. A belief that the little rise in the remuneration, within the limits of 2%, can be get back by em-

ployees as inappropriate for employing them and evoke even a dissatisfaction exists. However the same centres given in other form, more expected by employees, can evoke satisfaction [3].

With majority view of employers, polish companies cannot at present provide with pays on the level of richer EU countries, but can create similar like in these countries friendly atmosphere through using incentive various means.

To substantial reasons, for which better to grant benefit, than to increase pays, it is possible to rank the fact, that [2]:

1. Spectacular benefits cause the marketing positive effect for the enterprise.
2. Costs of fringe benefits which the unit is incurring, are lower, than if the employee was supposed to buy them alone, and these are on account of the larger quantity of goods or the regularity services.

Out of financial motivation non pay, they distinguished so, of which connecting employees with the enterprise is a task, providing them for loyalty. They ranked among this group:

- actions;
- shares;
- employee insurance,
- pension schemes at a few selected pension funds depending on choice of employees,
- preferential employee credit;

Material meaning, in group motivation non pay financial applied in practice, have motivators associated with the care of the condition and health of employees.

They belong to them:

- weekend departures,
- occasional parties,
- passes of the admission to tennis courts, bowling alley, fitness room, swimming pool [5].

#### INCENTIVE FACTORS BUT THE WORK

As root causes of low efficiency foundries an effective labour organization and insufficient justifying employees are being listed in desired direction for organizations. Both these problems are uniting closely with themselves. To these problems which in fact are connected with the human factor, he is overlapping each other third a technical infrastructure is which (machines, devices, and the like). In the technical meaning is more and more excellent on account of ceaseless technological progress which is sharing on technological and organizational [7].

As an optimal solution it is possible to consider concentrating all action and logistic processes. It enables integration of managing the flow of materials and products and unification of technological action [9].

In foundry and badly the selected and organised infrastructure can provoke inapt working conditions among others problems with adaptation of employees. Subjectivity of the man is manifesting itself in twofold way. By the awareness of personal justifications, associated with career and awareness of own possibilities, achieving put purposes and accepted tasks, i.e. feeling realization at work [4]. The sphere of those conscious motivations is connected in the determined way with remaining elements of work situation, that is with features activity and results, with their incidental effects and conditions, in which they are made.

We can single out a few groups of aspirations the employee, which the satisfaction is a crucial factor motivating to work [5]:

1. Aspiration to success (motivation to achieve) and avoiding failures. The motivation to achieve is becoming particularly strong, when the result of work is visible directly for employee, but his connection with put effort distinct, e.g. actually carried out cast, without cracks.
2. Willingness of obtaining financial benefits in order to ensure the own existence and the family and avoiding financial losses. It is one of most strongly applying motives in institutionalised work situation, object of agreement formal between the employee and the workplace, manifesting itself in obtaining remuneration for work and other financial benefits.
3. Safety – production workers in foundry, performing treatments of forming, flooding or cleaning casts care about feeling that in surrounding them he doesn't have fundamental threats to life or a health, are avoiding fear before negative with her consequences.
4. Desire for keeping good relations from other, the aspiration to it, as people are calling the good climate or the pleasant atmosphere at the work. How man is working and if he is dealing with other people, is shaping the opinion on it, appoints his position in the team or plant, not to say in more widely understood professional environment.
5. Motive for the comfort of work and avoiding bad conditions. Comfortable conditions it so, in which man working is feeling all right subjectively, and bad conditions it so which are hampering the work and require the additional effort, are triggering the internal opposition.

And so from one side what is being folded up is creating work situation on possibility of man, (his competence, qualifications, abilities and talents, physical strength, health and the like) on the other whereas it, in what way he is spotting divergences between what is well perhaps to be, between what can be and it, what should [6].

Motivation at work can have diverse character. Firstly, people alone can find motivation in searching, finding and the performance work need satisfying them or at least letting nurse a hope that their cells will be reached. Secondly, to motivate people it is possible by managing such stimuli, as pay, promotion, praise and the like These two kinds of motivation it:

1. Self motivation – appearing automatically incentives which cause that people behave in set way or are bringing up in set direction. These stimuli are among others a responsibility (feeling that the job is important, and exercising control over oneself), the freedom of action, possibilities of application and development of skills, work interesting and putting challenges and promotion prospects.
2. Outside motivation – are these are awards, so as praise or promotion, and penalties, so as disciplinary action, withholding the pay or criticism.

It is possible to distinguish the following forms of the influence on employees:

1. **Information form**, as explaining, explaining, lecturing on, announcing e.g. posters information, justifying passwords and like.
2. **Form directive** which consists in set requirementing in form of orders, bans, appeals, instruction, orders, summonses and the like. Showing the man programs or aims action and impelling to achievement of the-

se objectives and programs are a distinctive feature this form.

To some extent bans and orders can seem demotivating, however the experienced employee realizes the fact that it is contributing to the increase in the safety and it is being transferred for raising comfort of work, limiting the appearance of stress causing situations and the growth satisfaction.

In heavy industry, perhaps to be an essential motivator the motivating influence, i.e. creating conditions, thanks to which work is becoming more attractive because e.g. an improvement of working conditions, a purchase and an implementation are bringing new values to the production of high technology equipment, assembly of new inductive stoves. Applying the new production method of casts, the centrifugal casting can constitute certain incentive to undertake trainings and self improvements oneself.

However a case is well known for the second side in one of Silesian foundries, that problems with implementing new devices to productions contributed for restricting motivation amongst managing staff what directly was widened to all employees of department foundry.

He can display problems with the motivation of employees oneself with coming into existence of gaps and defects in products. In order to reduce this problem one should extend the scope of quality check what is being bound with raising costs [8].

#### SUMMARY

The work in casting industry is connected with a sequence of threats to production workers. They can cause the permanent damage to health and adversely affect the good of people. Therefore, apart from providing the efficient technical and organizational back, applying numerous methods incentive, contributing to encourage employees involving production treatments in realization is very important.

It is possible here to distinguish motivations non pay, as e.g. recognizing the manager, promotion, flexible working

time, additional leave. Very much a sense of security is a crucial factor in course of conduct operations the casts associated with production.

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