

## *Annotation*

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***Key factors of employees motivation on the example of the voivodeship of mazowieckie***

*The changing reality in the global economy affected by, among others, surprising competition, considerable fluctuation of exchange rates and interest-bearing rates, changes of terms of trade or changes in the political situation are the source of uncertainty. Local markets and financial conditions of enterprises undergo changes which, in turn, cause the changes of employees' preferences and needs. Holding out in such conditions also requires a new look into HR management.*

*However, on the basis of information coming from the Polish companies it is hard to assess if the companies' managers are aware of the fact that the enterprise success is dependent not only on the employees' abilities, skills and education but also on their motivation, i.e. their will and readiness to act.*

*That is why the problem of employees' motivation becomes more and more important and is worth examining its efficiency.*

***Key words:*** *HR management, motivation system, remuneration and off-remuneration incentives of the motivation system.*