

SCIENTIFIC ADVISOR'S REFERENCE

Program:	Master in Management Program
Student:	Alexandr Shmakov
Title of thesis:	Relationship between personnel motivation systems and job satisfaction: case of print and publishing industry

<p>Justification of the topic choice. Accuracy in defining the aim and objectives of the thesis. Justification of the topic choice; accuracy in defining the aim and tasks of the thesis; originality of the topic and the extent to which it was covered; alignment of the thesis' topic, aim and objectives.</p> <p>The topic of the study was chosen by the student independently in accordance with his research interests and practical experience.</p> <p>The aim and objectives were formulated accurately in accordance with the topic of the study.</p>
<p>Structure and logic of the text flow. Logic of research; full scope of the thesis; alignment of thesis' structural parts, i.e. theoretical and empirical parts.</p> <p>The text structure fully reflects the content of the study. There are some mistakes in logics -additional irrelevant information in the text, not necessary for the research was added</p>
<p>Quality of analytical approach and quality of offered solution to the research objectives. Adequacy of objectives coverage; ability to formulate and convey the research problem; ability to offer options for its solution; application of the latest trends in relevant research are for the set objectives.</p> <p>The research methods used are adequate to the stated topic</p>
<p>Quality of data gathering and description. Quality of selecting research tools and methods; data validity adequacy; adequacy of used data for chosen research tools and methods; completeness and relevance of the list of references.</p> <p>Used data are adequate for chosen research tools and methods</p>
<p>Scientific aspect of the thesis. Independent scientific thinking in solving the set problem/objectives; the extent to which the student contributed to selecting and justifying the research model (conceptual and/or quantitative), developing methodology/approach to set objectives.</p> <p>This study is more practical than theoretical: a) relationship between employee motivation and job satisfaction of "blue collars" is not clear b) influence of industry specifics on personnel motivation systems and job satisfaction is not clear</p>
<p>Practical/applied nature of research. Extent to which the theoretical background is related to the international or Russian managerial practice; development of applied recommendations; justification and interpretation of the empirical/applied results.</p> <p>The findings may be interesting for companies in print and publishing industry because they reflect the current trends in this industry</p>
<p>Quality of thesis layout. Layout fulfils the requirements of the Regulations for master thesis preparation and defence, correct layout of tables, figures, references.</p> <p>Layout fulfils the requirements of the Regulations for master thesis preparation and defence. There are grammatical and stylistic mistakes, non-academic language.</p>
<p>Originality of the text. All sources of match identified by the Safe Assign system follow the allowed cases, the paper does not contain any elements of plagiarism.</p> <p>The paper does not contain any elements of plagiarism.</p>

The Master thesis of Alexandr Shmakov meets the requirements for master thesis of MIM program thus the author of the thesis can be awarded the required degree.

Date: 11/06/2020

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