

## CHALLENGES CONNECTED WITH BUILDING A MOTIVATION SYSTEM FOR PROGRAMMERS IN POLAND – A PILOT STUDY

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### **Abstract:**

The purpose of this paper was to present an introductory, test analysis on the most effective ways of motivating programmers in Poland. A sample of opinions was gathered and analyzed. Results are presented. Discussion and implications are carried out. The main conclusion of the pilot study is that motivating factors for Polish programmers mainly include high pay, personalized perks and organization of working conditions as well as interesting projects, giving the possibility of professional development. The challenge for superiors is to ensure efficient communication between all stakeholders and a fair division of tasks. A further, more comprehensive research into the matter will be worth conducting.

*Keywords: programmers, IT specialists, motivation, motivation systems*