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PROSPECTS OF GROWING PEANUTS IN UKRAINE: WHAT WE CAN LEARN FROM OTHER COUNTRIES

У роботі розглянуто перспективи вирощування арахісу в Україні з огляду на потепління клімату. Проаналізовано процес вирощування арахісу у США, Індії та Аргентині, особливо в умовах спеки та нестачі дощів. Описано основні правила для отримання високого врожаю.

Ключові слова: *арахіс, зміна клімату, вирощування, врожай, збереження вологи, закордонний досвід.*

The paper examines the prospects for peanut cultivation in Ukraine in light of climate warming. The process of peanut cultivation in the USA, India, and Argentina is analyzed, especially in conditions of heat and lack of rain. The basic rules for obtaining a high yield are described.

Keywords: *peanuts, climate change, civilization, crop, humidity conservation, transnational experience.*

Let's be honest, the rainfall in Ukraine is changing presto. It's getting hotter, which means our growers have to acclimatize and perhaps try crops we noway allowed about ahead. Peanuts (Arachis hypogaea L.) are a great illustration. They love the heat. But rather of just guessing how to grow them, it's way smarter to look at countries that formerly do it successfully and adopt their field tricks.

Right now, places like China, India, and the US are the big players in the peanut request. Their main headache? changeable rainfall. Take the United States, for case. Agriculturists there have a strict rule about soil temperature. You just do not put seeds in the ground if it's colder than 18 °C. still, the seeds will just sit there, rot, If you ignore this and factory too beforehand. You could end up losing a third of your yield simply because the shops get delayed and hit by afterlife frosts latterly on [4].

Also there's the most unusual thing about peanuts the nuts actually grow underground. The factory flowers above the dirt, but also sends a cut down into the soil to form the cover.

Because of this, the soil has to be soft and hold water well. In dry areas of India, they use special tractor setups to produce deep beds and trap whatever rain they get right at the root zone [2]. Over in Argentina and Brazil, the heatwaves have gotten so bad recently that growers are constantly shifting when they factory. They also calculate heavily on new seed kinds that can handle severe famines [5].

So, how does this fit Ukraine? The southern and central regions are surely warm enough now. In fact, back in 2025, some granges ran artificial tests in the Kharkiv and Chernihiv regions. They planted about 40 hectares and pulled in around 1 ton per hectare [1]. For a test run, that’s actually a really solid number. It proves the conception works still, they principally need to nail three effects.

If a Ukrainian ranch wants to make plutocrat on peanuts.

Timing the planting stay for the soil to warm up, but do not stay so long that the afterlife frost kills the crop before crop.

Trapping water use ultramodern tillage to lock humidity in the ground. This is super critical in the campo zone when those capsules are trying to grow underground.

Picking the right seeds do not just plant anything. Use ultramodern kinds that can fight off original bugs and conditions [3].

In the end, bringing peanuts into our crop gyration is not just a crazy trial presently. It’s a practical way to deal with global warming and keep granges profitable. We just need to copy the schoolwork of the countries that formerly figured it out.

But actually, figuring out the rainfall is just the tip of the icicle. When you look at the day-to- day operations in places like the US or Argentina, you realize there are a couple of other massive details we need to get right then in Ukraine before we go each- by on peanuts.

First out, you can not just plant them in the same spot every single time. Crop gyration is a huge deal. Agriculturists constantly advise that peanuts partake a lot of nasty soil conditions with other broadleaf crops. However, you are virtually inviting soil fungi to ruin your crop [6], If you try to plant peanuts in a field that just grew sunflowers or soybeans. The important smarter play is to put them in after meadows, like sludge or downtime wheat. It breaks the complaint cycle and lets the soil recover.

Also there's the issue of feeding the shops. Since peanuts are legumes, they're actually enough tone- sufficient when it comes to nitrogen — they just team up with soil bacteria to make their own. So, you do not have to leave a ton of precious nitrogen on the field. still, they do have one major dependence calcium. Because those capsules grow entirely underground, they absorb calcium straight from the girding dirt rather than getting it from the roots. However, you just end up with" pops" which are principally empty peanut shells, If the top subcaste of our southern soil is lacking calcium. To avoid this, farmers generally have to apply calcium supplements, like gypsum, right when the shops start unfolding [7].

Eventually, gathering the crop is not like cutting wheat where you just run a combine over the field and call it a day. It's actually a tricky two- step process. First, a technical tractor attachment has to dig the shops over, shake the dirt loose, and flip them upside down. After that, the peanuts have to sit out in the sun for a many days to cure and dry. Only also can a combine come through to actually pick them up [6]. This means our original granges will have to invest in some veritably specific ministry.

At the end of the day, peanuts are not just a" factory and forget" kind of crop. It takes real planning, a strict gyration schedule, and knowing exactly what the factory is doing beneath the face. But if Ukrainian growers are ready to borrow these proven styles, peanuts could fluently turn into one of the most dependable and profitable crops we have.

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TOOLS FOR ASSESSING EMPLOYEE MOTIVATION AS AN ELEMENT OF IMPROVING MANAGEMENT EFFICIENCY

У тезах розглянуто сутність мотивації персоналу, її роль у підвищенні ефективності управління та значення інструментів оцінки рівня мотивації працівників. Обґрунтовано вплив мотивації на продуктивність праці, командну взаємодію та досягнення стратегічних цілей підприємства, а також підкреслено необхідність застосування сучасних підходів до оцінювання й удосконалення системи стимулювання персоналу.

Ключові слова: *мотивація персоналу, управління персоналом, інструменти оцінки, ефективність управління, стимулювання праці.*

The abstract discusses the essence of staff motivation, its role in improving management efficiency, and the importance of tools for assessing employee motivation levels. It substantiates the impact of motivation on labor productivity, teamwork, and the achievement of strategic goals of the enterprise, and emphasizes the need to apply modern approaches to assessing and improving the staff incentive system.

Keywords: *staff motivation, personnel management, assessment tools, management efficiency, labor incentives.*

In the current conditions of enterprise development, effective personnel management is of particular importance, since it is the employees who form the potential of the organization and determine the effectiveness of its activities. One of the key factors in ensuring productive labor is an adequate level of motivation, which affects the interest of employees in achieving the goals of the enterprise, the quality of task performance, and the stability of the labor collective. At the same time, to create an effective incentive system, it is not enough to apply individual incentives — it is important to systematically assess the state of staff motivation, determine its level, structure, and influencing factors. That is why the use of employee motivation assessment tools is a necessary prerequisite for making informed management decisions and improving management efficiency in general.

The purpose of this paper is to justify the role and importance of employee motivation assessment tools as an important element in improving management efficiency, as well as to summarize approaches to their application for identifying the level of staff interest and improving the motivation system in the enterprise.

The formation of employee motivation is manifested through a combination of professional skills and personal qualities that determine their behavior in their work activities. An important role is played by time management skills, which ensure rational planning of working time, effective distribution of workload, and prevention of professional burnout. Communication skills are no less important, in particular the ability to communicate verbally and non-verbally, present ideas, and listen attentively to interlocutors, which contributes to the establishment of productive interaction within the team. The ability to work in a team, demonstrate flexibility, stress resistance, and empathy enhances the coordination of joint work and the focus on achieving common results. A motivated employee is characterized by a responsible attitude to tasks, timely completion of tasks, initiative in solving problems, as well as a positive attitude to work, a desire to learn, and a willingness to share experience with others. The combination of these traits contributes to the improvement of the effectiveness of personnel and management in general [1].