

## *Management development and its future perspectives in Ukraine*

“Ukrainian socialist management”, which operated for more than half a century in our economy, has been an integral part of the theory and practice of management that have developed in the USSR. It is entirely based on their methods and postulates. The only positive feature then "management", with many reservations, can be considered planning, which made it possible to mobilize resources for centralized maneuver. But it has been distorted beyond recognition.

In recent years, face of Ukrainian management has been changed. For example, if leaders used to think that “production is a priority”, now they are paying more attention to sales, although the industry still weak in Ukraine.

However, in post-Soviet times, in general principles of modernization, Ukraine has made a small success. Meanwhile, new "cons" of Ukrainian management appeared.

The lack of long-term planning management. The majority of Ukrainian companies do not provide long-term planning of their activities. Moreover, 83% of companies did not set themselves such a goal. One of the problems of long-term planning, as well as management, is a quite small chance of an accurate prediction nature of the environment in the future. At the same time the most successful companies in Ukraine are making some effort to develop methods of forecasting and planning, trying to develop the evolutionary scheme of management methods.

Inability to import new technological methods. Ukrainian leaders usually had difficulties, importing new technological methods. "Just as the body disposes an organ donor, organization is difficult to adapt to their needs all of the elements that have been brought from outside" – says Eric Abrahamson.

Features of management companies in Ukraine. Our managers look down on the workers, their working with without understanding conditions and career opportunities, which, are in fact, the factors that help your business to evolve. Over 10 years, all of the quality problems and liability of management body in Ukraine has not been resolved.

As a result, management development in Ukraine should be viewed from two perspectives:

- International issues of general importance and properties;
- Practical application properties and problems of national importance.

Ukrainian model of management theory based on a combination of accumulated knowledge in the world and their adaptation to specific national conditions. Publications issued by Ukrainian scientists and existing administrative practice of management are not enough to conduct scientific analysis and talk about the formation of the national school of management.

In practice, the use of management models consists of three types of management. Quite a common management model is the Soviet model. This model is stored on those factories which operate at the regional domestic market with traditional products. The essence and form of management in most organizations have not changed significantly.

Another type of management is a common sense management. It is used in new organizations whose leaders have no special managerial education. Such companies show respects for management, but in practice are guided by a common sense.

The third type is represented by management joint ventures or foreign companies, operated in Ukraine. Such plants are used Western models of management. After the collapse of

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the administrative-command system in Ukraine formed the institutional and administrative vacuum, which prevents the establishment of effective systems of motivation, coordination of interests of different economic actors, to achieve optimal orientation of economic strategy of the state. The primary importance is the development of a wide network of institutions of governance to align private economic policies and economic strategy of the state. Economic actors should openly create legal possibilities to influence the development of the state strategy formation of the effective ownership structure.

**Conclusions.** Overall, the current gap between scientific development and practice of their use, leads us to fact, that the results of a general theory of management in Ukraine are much lower than they could be.

It is necessary for government to accept and internalize the idea that P. Drucker expressed "management is common and the main function of our society".

One of the factors that may affect the rapid development of management and overcoming unfavorable economic situation in Ukraine is uncompromising rejection of old habits and introduction of the new technology and management practices.

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